THE NIH RECORD

Still The Second Best Thing About Payday

Researcher Asks, 'What Does It Mean to be Intelligent?'

By Susan M. Persons

Thinking about and testing for human intelligence is no small matter. And there is an abundance of research to prove it. Yet, Robert J. Sternberg, professor of psychology at Yale University, says that in many ways, we have it all wrong. "There are major problems with conventional thinking about intelligence–at best, our notions are incomplete, and at worst, simply wrong," he posited.

Sternberg, a recent guest speaker of the NIH Behavioral and Social Sciences Research Seminar Series, argued for a new definition of intelligence that would expand the traditional focus on analytical skills to incorporate creative and practical abilities. "With a balance of these three components, we will be better able to teach and test the ability to achieve success in life, given one's personal standards within one's sociocultural context," he said. "The ability to achieve success depends on capitalizing on one's strengths and correcting or compensating for one's weaknesses to adapt to, shape and select environments," he added.

According to Sternberg, analytical intelligence is our ability to analyze, judge, compare or contrast. Although he concedes this is an important component of intelligence, Sternberg would add two measurement categories to make the definition of intelligence more meaningful—creative intelligence, which is measured by problems assessing how well an individual can cope with relative novelty and can create or invent new products, and practical intelligence, which measures the ability to handle problems that occur in daily life. "Utilizing one's practical intelligence means that you either change

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

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At Town Meeting

Bldg. 1 Makes Case for NIH Graduate School

By Rich McManus

It took less than 15 minutes for NIH deputy director for intramural research Dr. Michael Gottesman and NIH director Dr. Harold Varmus to explain how the time is right for NIH to launch, perhaps as soon as a year from now, an NIH Graduate School that takes advantage of the strengths of the intramural programs, and NIH's ability to attract patients. It took another hour, however, at a special Town Meeting held May 24 in a packed Masur Auditorium, for the audience to digest the proposal, which has some formidable hurdles to clear, including the advisory committee to the director, the Department of Health and Human Services, Congress and the regional accrediting authority.

Judging from the applause meter, and the volume of comments offered from the floor, Varmus has support for his wish to establish a 5-year Ph.D. program—initially for about 15 students per year—consisting of tutorial coursework and electives with a special emphasis on the nature of disease processes in patients at

SEE **GRAD SCHOOL**, PAGE 6

Discovering a 'Fire in the Belly'

Fellows' Forum Looks at Science Careers Beyond the Bench

By Carla Garnett

If Polonius had been a woman, and his son Laertes a group of young scientists, then the recent NIH fellows committee workshop on careers would certainly have been a Shakespearean revival of *Hamlet*. Throughout the afternoon, a careful listener could hear voices of experience delivering the well-tested, sage advice: "This above all, to thine own self be true."

GenBank coordinator Dr. Ilene Mizrachi of NCBI

"The trick in life is doing something you like and something worth doing," said Dr. Ruth Levy Guyer, one of two guest speakers at the third in a series of five free workshops titled "Scientific Careers for the Next Millennium." The May 11 session focused on bioinformatics and science writing.

SEE **FELLOWS FORUM**, PAGE 8

The Bethesda Little Theatre recently concluded its sprightly spring production The Best of Times: the Music of Jerry Herman, *featuring music from the broadway musicals* Mack & Mabel, Mame, Hello Dolly, *and* La Cage Aux Folles. *For its next activity the group will present portions of the show "on the road," performing at various community organizations, retirement homes and senior citizen centers. Persons who did not perform in the staged production may participate in the road shows. The BLT is an NIH R&W organization that supports the charities of NIH. Proceeds received from its performances have been donated to the NIH Patient Emergency Fund and to Camp Funshine (a camp for children with AIDS). If you would like to join the BLT or would like more information about the group, contact: Lynne Pusanik, 496-7700 x214, email lpusanik@nih.gov or visit the Web site: http://www.recgov.org/r&w/blt/.*

Dr. R.V. Srinivas recently joined the AIDS and related research initial review group of the Center for Scientific Review. He is the scientific review administrator of

study sections 1 (molecular biology) and 5 (neurological sciences) in that IRG. Previously, Srinivas was an associate scientist in cancer and AIDS research as well as a research assistant professor in the department of microbiology at the University of Alabama at Birmingham. He later joined St. Jude Children's Research Hospital in Memphis as a member of the department of infectious diseases. Before coming to CSR, he was an investigator and director of the HIV core laboratory at St. Jude's.

Endometriosis Study Recruits

The National Institute of Child Health and Human Development invites women with pelvic pain associated with endometriosis to take part in a new treatment study. Call the Patient Recruitment and Public Liaison Office for more information: 1-800-411-1222.

NIH'ers Among 'Most Cited' Scientists

A survey of citations in journals of clinical medicine between 1981 and June 1998, conducted by the Institute for Scientific Information, shows five NIH'ers, including three from the National Cancer Institute, among the world's most-cited authorities.

Dr. Steven Rosenberg, chief of NCI's Surgery Branch, is ranked second overall during this period, with some 22,734 references in the literature. Placing ninth is NIAID director Dr. Anthony Fauci, with 18,114 citations.

When ISI examined four subfields within clinical medicine, Rosenberg placed first in oncology, followed by NCI's Dr. Elaine Jaffe in ninth place. NCI's Dr. Joseph Fraumeni placed eighth in epidemiology, while NHLBI's Dr. Stephen Epstein was the 10th most-cited researcher in cardiology.

The rankings were published in the May/June 1999 issue of *ScienceWatch*, an ISI publication. ■

Dr. Janet Austin joined NIAMS recently as the new director of the Office of Communications and Public

Liaison. She comes from the national office of the Arthritis Foundation in Atlanta, where she was vice president of the American Juvenile Arthritis Organization and Arthritis-Related Groups. Previously, Austin was director of arthritis information services and coordinator of handicapped student services at the University of Alabama at Birmingham. She earned her undergraduate degree at Iowa State University, Ames. She received her master's and Ph.D. degrees at the University of Alabama, Birmingham.

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Abernethy Named NIA Clinical Director

Dr. Darrell R. Abernethy, a board-certified internist, clinical pharmacologist and expert on the management of hypertension in the elderly, is the National Institute on Aging's new clinical director. He has served as director of the division of clinical pharmacology first at Brown University and most recently at Georgetown University, where he also held an endowed chair and was program director of the General Clinical Research Center. Abernethy will be leading NIA's expanded efforts to translate laboratory findings to clinical practice.


Dr. Darrell Abernethy

His research has focused on the control of vascular tone by angiotensin, endothelin and calcium and their inhibitors. His expertise in aging research, both in the laboratory and clinical setting, comes at a time when NIA is concentrating on translating basic laboratory findings to clinical trials.

Abernethy will continue to expand the 41-year-old Baltimore Longitudinal Study of Aging, one of the longest-running studies on human aging in the world.

To study the frail elderly and other difficult-to-access aging populations in the BLSA and in other studies, NIA will go on the road later this year with a clinical research laboratory on wheels. The custom-designed bus will allow BLSA researchers and others to study those older people who can no longer travel to NIA's Gerontology Research Center in Baltimore.

Abernethy will also help launch the NIA Intramural Clinical Research Center, which will conduct focused and intensive protocols developed as an extension of laboratory findings at the Gerontology Research Center.

Abernethy follows Dr. Reubin Andres, who served as NIA's clinical director from July 1962 to March 1998, and Dr. S. Mitchell Harman, who was the acting clinical director for the past year.

Abernethy will continue his laboratory and clinical research activities while serving as clinical director.

Microtome Blade Sharpening

A new service is now being provided by the Scientific Equipment and Instrumentation Branch. It has a state-of-the-art microtome/cryostat blade sharpening machine. SEIB offers pickup and delivery. Call 496-5195 for more information.

'NIH North'

Neuroscience Center Bldg. Welcomes Tenants

On the morning of June 8, 1997, a controlled blast leveled an old 8-story 1950's-era building on Executive Blvd. to make way for a sleek, modern glass and concrete structure—the Neuroscience Center Bldg.—which was completed, as scheduled, on Feb. 1, 1999. On Feb. 2, just prior to occupation of the new building, NIH deputy director Dr. Ruth Kirschstein, along with directors of the occupying institutes and other officials, cut the ribbon officially opening the building. On June 24, those institutes will host an open house to welcome staff to their new home.

From the design phase of this project through the move-in, representatives from the relocating ICs—NIDA (Steve Gane), NIMH (Barbara Vernmillion), and NINDS (Jim Stoneman)—teamed-up with staff from the Division of Space and Facility Management to ensure that the space and layouts met the needs of each institute. The team monitored every phase of the work to assure an uncomplicated move for staff from the Parklawn and Federal buildings.

The three institutes completed their move into the new 8-story building located at 6001 Executive Blvd., which some have dubbed "NIH North," on Mar. 22. The building has 203,000-square-feet of office space and includes a state-of-the-art conference facility with 5 conference rooms and can accommodate some 150 attendees. Amenities include shower and locker rooms, a cafeteria, a health information and lactation program area, a vending stand, an ATM machine and a mail service room. The 3-level parking deck connected to the rear of the building provides parking for approximately 617 cars. Visitor parking is available near the front entrance. The NIH shuttle service provides transportation between this building, Executive Plaza, 6100, 6011, 6000, and the main NIH campus. There is also regular shuttle service to the Metro Station via the White Flint commuter buses.

Wednesday Afternoon Lectures

The Wednesday Afternoon Lecture series—held on its namesake day at 3 p.m. in Masur Auditorium, Bldg. 10—has only a few more lectures before taking a summer break. On June 23, Dr. Barbara Imperiali, professor of chemistry, California Institute of Technology, will speak on "Chemistry and Biology of Asparagine-Linked Glycosylation."

The last lecture of the season is on June 30, when Dr. Kim A. Nasmyth, director, Research Institute of Molecular Pathology, Vienna, gives a talk on "Separating Sister Chromatids."

The lecture series will resume in September.

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

Schizophrenia Study Needs Subjects

Researchers at the National Institute of Mental Health seek adult sisters, brothers and parents of family members with schizophrenia for a study of genetic and other differences among them. Compensation is provided. Call the Patient Recruitment and Public Liaison Office for more information on this and other schizophrenia studies at NIH: 1-800-411-1222.

INTELLIGENCE, CONTINUED FROM PAGE 1

oneself, change the environment, or seek out another environment to better match one's needs, abilities and desires," he explained.

Sternberg bases his theory of "successful intelligence" on a multitude of international and domestic studies. One theme that emerged from the research suggests that differences in context can have a powerful effect on performance. In a study of Brazilian street children, it was found that while these children were successful at conducting street business (often at risk of death), they were little able or unable to do school mathematics. Another study showed that Berkeley housewives who successfully computed the mathematics necessary for comparison shopping in the supermarket were unable to do the same mathematics in a classroom. A third study found that men who had the ability to manipulate complex mathematical formulas to calculate the handicap for horse races had IQ's that were at the population average or slightly below. "Participants clearly demonstrated that when cognitive challenges are in the context of real life situations, they can handle them," noted Sternberg.

A second contextual factor highlighted by Sternberg is the importance of family expectations on children's learning. A study in Kenya demonstrated that the identification of a general factor of human intelligence may tell more about the interactions between individuals and their schooling than it does about the structure of human abilities. When Kenyan children were tested for their important knowledge of the indigenous environment, those who scored high on the indigenous tests scored low on conventional tests of intelligence. As a possible explanation, Sternberg reported that "Kenyan families typically value only one kind of knowledge (either indigenous or Western) and most families in the village do not particularly value formal Western schooling; their children for the most part will spend their lives farming or engaged in other occupations that make little or no use of Western schooling."

Sternberg's research also yields some important information for those interested in increasing the number of minority researchers. In a study of Yale students, Sternberg observed that the students in the high-creative and high-practical groups were much more diverse in terms of racial, ethnic, socioeconomic and educational backgrounds than were the students in the high-analytical group. "Just by expanding the range of abilities we measured, we discovered more intellectual strengths than would have been apparent through a conventional test," he said.

The impact of Sternberg's research findings on teaching is critical. "First of all, it is important to note that all three abilities—analytical, creative and practical—can be taught. When students are taught in a way that best fits how they think, they do better in school. Children with high levels of creative and practical abilities, who are almost never taught or assessed in a way that matches their pattern of abilities, may be at a disadvantage in course after course, year after year," he said. And students taught in this way not only outperformed the other students in terms of the performance assessments, but also had superior performance on multiple-choice memory tests.

"The barriers to change, however, are myriad and strong," cautioned Sternberg. "The U.S. has developed a multi-million dollar testing industry whose tests are based on conventional notions of intelligence. The modern version of the Stanford-Binet Intelligence tests or the Wechsler Adult Intelligence Scales have not evolved much over the years. Whereas old computers and old VCRs and old telephones rapidly go out of date, old tests never seem to die, except for updating of norms and cosmetic changes," he explained. In addition to an outdated, entrenched testing system throughout the country, Sternberg cites the magazine *U.S. News and World Report* as "doing more to bolster traditional tests than perhaps any other single source in the past several decades when it started publishing rankings of undergraduate and graduate institutions based in large part on test scores."

Despite the opposition to change, Sternberg is confident that there are ways to move beyond conventional notions of intelligence. He believes that utilizing the successful-intelligence construct in labs, schools and the workplace will not only benefit science, but also individuals, organizations and society—both in the short and long term. "In fact, the most important abilities for science are creative abilities, and if we continue to measure students with conventional tests and do not value creative abilities in training, the result may be that we are picking the wrong people. People who are highly creative may be denied the opportunity to go into science, and science may lose its best potential to advance," he concluded. ■

Dr. Michael Weisberg, acting chief of NLM's Cognitive Science Branch and manager of its Learning Center for Interactive Technology, recently retired. A captain in the Public Health Service, he started working with the National Medical Audiovisual Center in 1969 and served NLM for 29 of the 30 years of his federal career, taking a break for a 1-year stint with the Centers for Disease Control. He and his wife have moved to Gainesville, Fla.

Psoriasis Study Seeks Volunteers

National Cancer Institute researchers seek people with psoriasis for a new treatment study. Call the Patient Recruitment and Public Liaison Office for more information about taking part: 1-800-411-1222.

Humphreys Named NLM Associate Director

Betsy L. Humphreys has been named NLM associate director for library operations. This position oversees all public and technical processing services at the National Library of Medicine, including the operation of the reading rooms, reference and customer services, cataloging and indexing, MEDLINE and other bibliographic online databases, the Index Medicus, interlibrary lending, preservation and the historical collections.

"I am especially pleased to be able to appoint someone who has spent her entire career at the National Library of Medicine," said NLM director Dr. Donald Lindberg. "She has risen through the ranks and handled in superior fashion a succession of increasingly responsible positions." She served as deputy associate director for library operations since 1984, and held the concurrent position of assistant NLM director for health services research information since 1993.


Betsy L. Humphreys

Humphreys, who came to NLM in 1973, is a Phi Beta Kappa graduate of Smith College and has a masters of library science degree from the University of Maryland. She is a fellow of the American College of Medical Informatics and a distinguished member of the Academy of Health Information Professionals. Her first NLM assignments were in the serials automation and processing area and she was subsequently appointed chief of the Technical Services Division. As deputy associate director of library operations, she chaired the NLM preservation task force, which led to the establishment of a preservation and collection management section and the library's successful campaign to increase use of acid-free paper in the biomedical literature. Among her more recent responsibilities have been overseeing the establishment of the National Information Center on Health Services Research and Health Care Technology, directing the Unified Medical Language System project, and representing NLM and NIH on federal health data standardization initiatives. ■

Moody Teenagers Sought

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 bad moods can cause problems. Payment will be provided. For details, call Barbara Usher, 496-1301. ■

Contract for Interpreting Services Awarded

The new NIH-wide Interpreting Services contract—available for all NIH employees, visitors and patients—has been awarded to Sign Language Associates (SLA). Since 1988, the Office of Equal Opportunity provided these services to the NIH community through a variety of means. With this new contract, these services will be provided to the NIH centrally (including those ICs with programs located in Baltimore) through the Special Program Services Office (SPSO) located within the Office of Research Services' Division of Support Services. As the project officer for this contract, SPSO will monitor the quality, assist in the scheduling, and act as the point of contact for the provision of all interpreting services to NIH.

SLA will be able to provide a wide range of interpreting (sign language, tactile, deaf, etc.) for a variety of meetings; campus-wide activities; special programs; scientific conferences and lectures; and one-on-one meetings between supervisors and employees and doctors and patients.

SLA will begin providing NIH interpreting services by July 1. More information will follow toward the end of June, including a consumer manual on use of the contract, and posters and tent cards announcing the start-up date. An official open house and orientation is scheduled for Friday, July 9 at 9 a.m. in Bldg. 31, Conf. Rm. 10. Here you can meet most of the interpreters who will be servicing NIH and ask any questions about the contract.

If there are any questions regarding the new interpreting services, contact Timothy J. Tosten, project officer, at 402-8180.


Dr. Allen Holt (l), currently FIC program officer for East Asia and the Pacific, accepts a "Friendship Award" from Dr. Wolfram Schoett, science counselor of the Embassy of Germany, at an embassy ceremony on Apr. 23. The award, signed by Ambassador Juergen Crobog, was given in recognition of Holt's efforts to strengthen U.S.-German cooperation in the biomedical sciences during the period that he was FIC program officer for Europe.

GRAD SCHOOL, CONTINUED FROM PAGE 1

Dr. John Bishop recently left the Experimental Therapeutics Branch of the National Institute of Neurological Disorders and Stroke for the Center for Scientific Review. At CSR, he is the scientific review administrator of a review group—IFCN-5—in the integrative, functional and cognitive neuroscience initial review group. IFCN-5 reviews applications on the structure and functions of motor systems, balance control systems, and sensory-motor integration. Previously at NINDS, Bishop was a research biologist and had been the acting chief of the unit on neuroendocrinology, from 1989 through 1990. His most recent work, in the genetic pharmacology unit, was on the elucidation of the molecular biological mechanisms responsible for neurodegenerative disorders.

the Clinical Center. But the proposal is not without opposition. A number of attendees warned that addition of a formal graduate school would water down pure research and change the identity of the institution. Dr. William Eaton, chief of NIDDK's Laboratory of Chemical Physics, read aloud from a letter he sent to Varmus warning that "academization" of the intramural program may result in the need for intramural scientists, heretofore free to follow their noses scientifically, to compete, eventually, for grants.

"I have felt since my arrival 6 years ago that this place could profit from having a more formalized system of graduate education," said Varmus. "Research profits by going hand in hand with educational programs. Students bring youthful flavor and dynamism, and raise the standard, even though they are newcomers to the field. NIH has a number of special qualities, including extensive clinical research, expertise in bioinformatics, technology development and instrumentation, and an abundance of physicists and chemists. A graduate program could harness the energies of these people."

"We are a very big faculty, in principle, and our view is that the negative feelings of a small number shouldn't inhibit those of us interested in seeing a graduate program established. It is hard to resist the temptation to go forward."

Varmus said a critique of the intramural programs conducted prior to his arrival by the Cassell-Marks committee "undermined my interest in establishing a graduate program when I first came. They wanted to see such issues as review and tenure and other underlying problems taken care of first. Michael (Gottesman) is much to be credited for the changes that have occurred since then, and we feel the time is right for a special curriculum that takes advantage of our strengths. We are a very big faculty, in principle, and our view is that the negative feelings of a small number shouldn't inhibit those of us interested in seeing a graduate program established. It is hard to resist the temptation to go forward."

Gottesman noted that the idea of establishing a graduate school at NIH is not new; his predecessor as deputy director for intramural research, Dr. DeWitt Stetten, Jr., made a similar proposal about 25 years ago, but was opposed by local universities. Gottesman pointed out that NIH scientists have been involved in teaching since the 1950's, when researchers here, and later the Foundation for Advanced Education in the Sciences, established graduate-level courses that continue to this day. He said a recent survey found that NIH currently hosts 145 graduate students from 44 universities. "They're sort of isolated in individual labs," Gottesman noted. "They don't know one another." NIH also has formal agreements in graduate subspecialities with four universities: Johns Hopkins, George Washington, Maryland and Duke.

A graduate program working group composed of some 20 scientists ("I won't tell you their names," joked Gottesman), assisted by several scientific directors, developed the proposed curriculum (available on the Web at http://www1.od.nih.gov/oir/townmeeting.htm), and consultant graduate deans Roger Chalkley of Vanderbilt and John Perkins of the University of Texas, Southwestern also contributed.

Gottesman said, "The needs in graduate education correspond to strengths in the intramural programs, including bioinformatics, genomics and clinical research." He said the large and talented NIH faculty could pilot coursework unavailable in other U.S. grad schools, generate intellectual excitement, and be a boon to minority recruitment, as well as recruitment of top-rank tenure-track investigators.

Next came Q's and A's, which generated such lively discussion that, when cut off due to time limits, they continued into the punch-and-pretzel refreshment period in the Visitor Information Center. The vitality of the exchanges prompted Gottesman to observe, late in the proceedings, "What we're witnessing today is perhaps the first faculty meeting of our new graduate program."

NIDDK's Dr. Roland Owens charged that there was little in the draft proposal to prompt involvement by minorities, and argued that some coordination with extramural grants be made so that trainees would have funds available after their schooling days were over. Varmus answered that the NIH program's "insistence that every student get exposed to disease processes" would include ailments that disproportionately affect minorities. This exposure "is not common in graduate programs," he continued. He said the NIH Academy proposal, into which a graduate program would be folded, would include "a series of tools—mentorships, dormitory experiences—to foster the growth of minority students."

Many of the comments from the audience concerned identity, counseling, care and nurturing on such a large, diverse campus. Said one, "The great thing about a grad school is that great ideas come while you're sitting around having a beer with friends. What will give students a sense of community?" Answered Gottesman, "There would have to be some sort of student center." Added Varmus,

"The students will be well cared-for. It's the postdocs who are starting to feel neglected."

Other comments were field-specific: "I don't see the physics in (the proposal)—it looks like it was put together by a bunch of biologists." And, "Where are the behavioral and social sciences? I don't see any in the curriculum."

Voicing what was evidently the majority view, Dr. Story Landis, scientific director at NINDS, said, "This is one of my most favorite projects since coming to NIH. Teaching has always been the most stimulating part of my research." She advocated an advisory program that would assure intimate exchanges of scientific views by groups of three or four scientists who could give close personal attention to students' ideas.

In response to a question citing a National Research Council report recommending constraint of the number of graduate students, Varmus countered, "There are disciplines not being well-served by current graduate programs. The workforce is severely short of individuals properly trained in those disciplines."

Neither he nor Gottesman were buying the notion that a graduate school would irrevocably harm NIH. "I don't think we're trying to turn NIH into a university," Varmus said after Eaton finished reading his letter. "It's not desirable for every member of the senior staff to be involved in the graduate school." Said Gottesman, in response to worry that addition of students would necessarily dumb-down the level of science presented in campus lectures, for example, "We're very big. We're not going to change dramatically because of 75 or so graduate students." Varmus added that having to spend a few minutes carefully explaining the rationale and scientific underpinning of a project would certainly enhance rather than detract from campus lectures.

"We're very big. We're not going to change dramatically because of 75 or so graduate students."

Gottesman said a poll conducted by NIH's Office of Education years ago indicated that a majority of potential faculty on campus were interested in the idea of a graduate program, and he also estimated that an initial faculty of some 50 scientists would be adequate. "I could reel off the names for you right now," he said. He also anticipated "no trouble" attracting an outstanding candidate to serve as dean of the school.

Clearly enlivened by the afternoon's debate, regardless of its eventual fruit, Gottesman seemed certain about at least one thing: "Maybe we ought to have more town meetings." ■

Two NIH'ers recently received the 1998 Distinguished Executive Presidential Rank Award at a State Department dinner sponsored by the Senior Executive Service. NIAMS director Dr. Stephen I. Katz (l) and NIAID deputy director Dr. John R. La Montagne were presented with the highest honor for a civil servant. The award is given annually to members of the federal SES whose sustained service warrants special recognition. Katz was honored for his ongoing career achievements, including his service as NIAMS director, and concurrently chief of NCI's Dermatology Branch. He was also recognized for his research contributions, for his training many leaders in dermatology in the U.S. and abroad, and for applying his rigorous standards to dermatological research. La Montagne was cited for "outstanding scientific direction and leadership in the planning and administration of a comprehensive research program in infectious diseases and microbiology." Under La Montagne's leadership, numerous scientific initiatives have been launched to test the efficacy of vaccines, antiviral drugs and antimicrobial agents. In addition, he developed a cohesive set of managerial initiatives in the area of vaccine and immunization policy issues.

One of NIH's Zelkova trees was recently awarded County Champion Tree for 1999. The Montgomery County Forestry Board recognized NIH for its protection of the county's largest known Zelkova in a presentation during the Maryland National Capital Park and Planning Commission's Arbor Day celebration on Apr. 25. Accepting the award are (from l) Edward Russell, former NIH employee and a member of the NIH Garden Club; Janyce Hedetniemi, director of NIH's Office of Community Liaison; and Lynn Mueller, chief of NIH grounds maintenance and landscaping. The winning Zelkova was planted in 1972 by then-GML Chief Thomas J. Cook, and is located off the southwest corner of Bldg. 1.

FELLOWS FORUM, CONTINUED FROM PAGE 1

A former NIH fellow in the 1970's, Guyer left the lab and used what she called "the ol' neighbors' network" to forge first a career in science communication as a writer at *Science* magazine, then in science education as a staff member of NIH's Office of Science Education. Currently she combines the two, explaining humorously that she now "does five things for pay": consultant and developer of bioethics materials for high schools at Georgetown University's Kennedy Institute of Ethics; instructor of science writing and faculty advisor at Johns Hopkins University's Dupont Circle campus; script writer for a new exhibit, "Living in a World with AIDS," at Walter Reed's National Museum of Health and Medicine; instructor for a science/medical feature-story writing course at the Bethesda Writer's Center; and freelance writer with recent work in *USA Weekend*, the *St. Louis Post-Dispatch* and the *Potomac Review*, a local literary magazine.

Dr. Ruth Levy Guyer discussed creative careers for postdocs.

"Most scientists don't end up doing bench science—not because they couldn't, but because they find something they like better, something that animates them more," Guyer said, encouraging the fellows to recognize that a scientist's "fire-in-the-belly commitment" may not translate into a commitment to the research laboratory.

Guyer said she decided to pursue her passion for writing following the birth of her first child, whom she could not imagine leaving to return to work full time. She was mowing her lawn one day in the mid-1970's, when a neighbor approached her with the idea of editing and organizing some research notes for an NIAID immunology lab. Through that conversation and the NIAID network, she landed her first writing job—working for NIAID scientific director Dr. Kenneth Sell. By 1981, she had been writing and editing for several years when she stumbled on articles about an unusual disease revealing itself in gay men—the beginning of the AIDS epidemic. "After that," she recalled, "I spent 4 years writing exclusively about AIDS." In 1985, the new editor of *Science* hired her to compose the column "This Week in Science" and Guyer found herself enjoying "telling people about science who were not scientists." Throughout these years, she was also combining time with her children with modest forays into science education. She was organizing non-competitive science fairs at schools and introducing new generations to scientific pursuits.

"I never felt I lost anything by deciding to spend more time with my children," Guyer pointed out. "I have chosen to work part time so that I could spend time with my daughters."

By 1991, she was noticing a growing gap between what scientists know and what everyone else understands. She imagined that a good communicator might help bridge the gap. She took a position at NIH's Office of Science Education, where until a couple of years ago, she tackled a variety of topical biomedical issues in articles easily digestible by a lay audience.

Her science career path may have diverged from the traditional, but Guyer discourages using the word "alternative" to describe it. In a 1997 article called "A Career in Science: Consider All Options" that she cowrote with Dr. Lana Skirboll, director of NIH's Office of Science Policy, Guyer said "alternative" suggests an either-or choice, whereas all careers are equally legitimate and a career like hers (or other combination/creative careers) might best be described as more this-and-that.

"Evolution goes on not only with the organisms that the researchers study," she explained at the workshop, "but also with the researchers themselves. As things evolve, priorities change, goals change."

The second speaker of the day, Dr. Ilene Mizrachi, GenBank coordinator, seemed to agree. A former NIH laboratory postdoc, she now works at NIH's National Center for Biotechnology Information indexing, reviewing and analyzing submissions to its databases. A few years ago, she said she was anxiously contemplating the stiff competition for the few rare job openings in academia; now, she's supervising a group of 20 annotators—mainly science-field Ph.D.s who work for ComputerCraft, a bioinformatics contractor hired by NCBI to make sure the more than 8,000 submissions per month meet international standards of quality for sequence databases. The work—which she admits is doubling every 14 months—allows her to keep her finger on the pulse of science without maintaining a place at the bench.

"Although I'm not working in the lab anymore," she said, "I still keep in touch with what's going on in molecular biology. The work of the group is very interesting and I get a chance to learn about many types of biology." In addition, she uses state-of-the-art computer systems and communicates with scientists around the world. Like Guyer, Mizrachi told the audience that opportunities similar to hers are out there, if interested people are willing to explore them.

"Figure out the right path for you," Guyer concluded. "It doesn't matter what your P.I. [principal investigator] thinks, or what your professor thinks. You are the only person who's living your life."

The final workshop in the series, "Science and Public Policy," will be held on Tuesday, June 22 at 2 p.m. in Masur Auditorium, Bldg. 10. For details, visit the NIH fellows committee Web site at ftp://helix.nih.gov/felcom/index.html or call 402-1914.

Safety Committees' Work Recognized

The accomplishments of the NIH institute and center safety committees were recognized recently with a celebration and reception. Dr. Richard Wyatt of the Office of Intramural Research observed that seldom at NIH has there been a celebration for the work of a committee, but the success of the safety committees is indeed something to celebrate. The committees provide a focus for safety and health issues and a means to increase the safety culture at NIH. In retrospect, Wyatt disclosed some hazardous experiences early in his career that he felt could have been avoided had safety committees been active at the time.

From skeptic to supporter was how Dr. Richard Hess of NHGRI described his evolution. As incoming chair of the NHGRI safety committee, he wondered what, if any, good could come of its efforts, and if it makes a difference. He gave examples of how NHGRI's safety committee and the institute's scientists successfully collaborated to detect potential hazards and develop ways to reduce risks for investigators. On the Internet, an NHGRI employee read about a tragic fire in a university lab. The worker realized that the cause involved a technique widely used at NIH. The information was passed on to the safety committee, which then developed a recommendation for new procedures to avoid a similar fire in NIH labs. Hess said a major duty of the committee is to perform an annual safety survey. Recently, a survey resulted in procedural changes for cold storage of flammable liquids. He also noted that the NHGRI safety committee had developed its own Web page.

NIH enjoys a safety partnership between the Office of Research Services, safety experts and researchers at the bench, craftsmen in the shops and administrators in the office, noted Stephen Ficca, NIH associate director for research services. Further enhancing the partnership are the safety committees and Safety Links program. The success of the committees relies on a management approach that empowers employees with the responsibility and the mechanism to make their worksites safer. The Occupational Safety and Health Branch, Division of Safety, ORS, coordinates the IC safety committees and Safety Links, providing the tools, expertise and guidance to support them at the grassroots level.

Each institute has a safety committee, whose chair serves as principal safety contact for the institute. In many IC's, Safety Links have been appointed as additional points of contact for fellow employees. At the ceremony, the mascot for the Safety Program was introduced—"Link," symbolizing the many links it takes to make NIH a safer place to work. Link looks like a person comprised of links of a chain, and will serve like fellow mascots Smokey Bear, Sparky the fire dog and crime dog McGruff to characterize the program.

For more information call 496-2346 or visit the Safety Link Web page at: http://www.nih.gov/od/ors/ds/safetylinks/. ■

Ernest Allen, Grants Pioneer, Dies

Dr. Ernest Allen, one of the architects of the NIH grants programs, died May 5 in Augusta, Ga. He was 94. "Our country has lost a most creative and distinguished science administrator," said Dr. Martin M. Cummings, National Library of Medicine director emeritus, who knew him for more than 50 years.

When Allen retired in 1981, he was widely recognized throughout the biomedical community as the intellectual author of the NIH peer review grants system. He began his career in the Public Health Service in 1943 and served as chief of the NIH Division of Research Grants until 1960. He later served as director of the PHS Office of Extramural Programs and as deputy assistant HEW secretary for grants administration policy. He was NLM associate director for extramural programs from 1973 to 1981.


Dr. Ernest Allen

Allen accepted the Lasker Award of the American Public Health Association in 1953 for his work in inaugurating the nation's biomedical research grant program and for charting its successful long-range development and growth.

He had bachelor and master's degrees from Emory University, and received honorary doctor of science degrees from that institution and from Clemson University. He received numerous honors from the department, PHS, NIH and NLM.

"His extensive experience in grants administration was extremely important in NLM's development of productive and effective extramural programs," said Cummings. "Above all, Ernest Allen was a compassionate leader and humanistic colleague. He will be remembered as a bedrock of integrity and effective human relations."

NIDCR Mourns Lois Salzman

Dr. Lois Salzman, special assistant to the director, NIDCR, died of cancer May 3 at Suburban Hospital. She was 64. A microbiologist and biochemist, she worked at NIH for 34 years as a researcher and science administrator. More recently, she had collaborated with NIDCR director Dr. Harold Slavkin on a series of columns for the *Journal of the American Dental Association.*

"The vision and realization of a monthly article for *JADA* was made possible through a unique collaboration between Dr. Salzman and me," said Slavkin. "Untiringly, and with enormous enthusiasm, Lois explored and analyzed the scientific literature and the latest accomplishments from relevant federal and state agency activities. She provided invention, novelty and a critical 'way of knowing' the world of science. She leaves an enormous legacy for all of us including the lasting memory of her dignity and remarkable spirit when dealing with adversity."

Dr. Lois Salzman

A native of Philadelphia, Salzman graduated from the University of Pennsylvania with a bachelor's degree in zoology and chemistry, and then received a master's degree in microbiology from Columbia University. She earned a Ph.D. in microbiology and chemistry from Georgetown University.

She joined NIH in 1965 as a postdoctoral fellow at NCI studying the formation of intermediates in the replication of phage lambda DNA. She then spent 16 years as an independent research chemist in NIAID's Laboratory of Biology of Viruses, and then served as special assistant to the scientific director for that institute. Salzman's work focused primarily on the biochemistry and molecular biology of parvoviruses, a field in which she was a recognized expert.

In 1985, she joined NIDCR as special assistant to the director of the Division of Intramural Research and became the deputy director of the institute's intramural program in 1988. In 1993, she joined the Office of the Director and since 1994 was a special assistant to the director. With the arrival of Slavkin in 1995, she began a partnership with him to produce the *JADA* column titled "Insights on Human Health." She contributed to 38 columns addressing such diverse topics as biomimetics, taste, antibiotic resistance and gene therapy.

During her career at NIH, Salzman also contributed to one of the first conferences on AIDS research and edited the book, *Animal Models of Retrovirus Infection and Their Relationship to AIDS*, which resulted from the conference. She had received the NIH Director's Award for outstanding service.

Salzman will be remembered for much more than her scientific expertise. She was respected and liked by her colleagues for her warm sense of humor and positive outlook. Among her coworkers at NIDCR she was known for the mini-seminars she conducted to explain the science and to answer questions about topics highlighted in the *JADA* columns.

"Lois was an exceptional human being in many ways," said NIDCR deputy director Dr. Dushanka Kleinman. "I will always remember her very special dedication to those around her, her interest in transferring the excitement of science to others, and her wonderful intellectual curiosity."

To honor her contributions to science and to NIDCR, the institute is establishing a memorial lecture that will focus on Salzman's scientific interests.

She is survived by her husband, retired D.C. Superior Court Judge Richard Salzman of Washington, D.C.; two sons, John M. Salzman of Bethesda, and Andrew H. Salzman of Washington, D.C.; her mother, Elizabeth Wallace, and two sisters, Jane Russ and Ruth Gunn, all of suburban Philadelphia.

The family asks that expressions of sympathy take the form of donations to the Children's Inn at NIH. ■

Farmers Market at NIH Every Tuesday

The Montgomery County department of economic development and the county Farmers Market Association will offer fresh fruits, vegetables, baked goods and other products on the main campus (parking lot 41B) every Tuesday from 2 to 6 p.m. through Nov. 30.

FAES Announces Fall Courses

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

It is often possible to transfer credits earned to other institutions for degree work, and many courses are approved for category 1 credit toward the AMA Physician's Recognition Award.

Classes begin Sept. 13; mail registration ends Aug. 28 and walk-in registration will be held Sept. 1-8. Tuition is $100 per credit hour, and courses may be taken for credit or audit. Courses that qualify for institute support as training should be cleared with supervisors and administrative officers as soon as possible.

Catalogs will be available in the graduate school office in Bldg. 60, Suite 230, the foundation bookstore in Bldg. 10, Rm. B1L101, and the business office in Bldg. 10, Rm. B1C18. To have a catalog sent, call 496-7976 or visit the FAES Web site at http://www.faes.org. ■

HRDD Training Tips

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

Management, Supervisory & Professional Development	
Budget Formulation	7/19
Interacting with Difficult Employees	7/26
Managing Change: A Leadership Challenge	7/26
Decision Making Skills	7/29
Administrative Systems	
Domestic Travel	7/19
Basic Time & Attendance Using ITAS	7/20
IMPACT for Administrative and Professional Staff	7/22
Delegated Acquisition Training Program	7/26
Buying from Businesses on the Open Market	7/27
Professional Service Orders	7/28
Consolidated Purchasing through Contracts	7/28
Federal Supply Schedules	7/29
Delegated Acquisition Training Program	8/2
Administrative Skills Development	
Renewing Motivation and Self-Esteem	7/21
Administrative Officers Seminar	8/2
Communication Skills	
Effective Listening & Memory Development	7/20
Computer Applications and Concepts	
Programming Basic for MS Access 97 - Office 97	7/19
Print Production with Adobe PhotoShop 4.0 - Mac	7/20
Intermediate MS Word 97 - Office 97	7/22
Introduction to Macintosh	7/22
Advanced MS Excel 7.0 - Office 95	7/26
Introduction to MS Excel 97 - Office 97	7/26
Introduction to Corel WordPerfect 8.0	7/27
Introduction to MS Word 7.0 - Office 95	7/27
Introduction to MS Access 97 - Office 97	8/2
Introduction to MS Excel 98 - Mac	8/3
Introduction to Corel WordPerfect 7.0	8/3

Paid Volunteers Needed

Are you 18 to 35 years old? In good health? You may qualify to participate in a study of commonly prescribed medications. The study involves multiple visits over a 3-month period. Men and women may earn up to $880 and get free medical tests. Call the Uniformed Services University at (301) 319-8204.

Hypertension Study Needs Volunteers

The NIH Cardiology Branch is recruiting patients with high blood pressure for a 3-day outpatient study. Volunteers should not have any other medical problems and should not have a cholesterol higher than 200 mg/dL. Participants will be paid. Call 496-8739.

NIAMS Mourns Scientist Victor Chen

NIAMS scientist Dr. Victor Chen, 57, died suddenly of a cerebral hemorrhage on Feb. 17. He was a special expert in the Laboratory of Physical Biology, where he set up a new nanotechnology facility that includes atomic-force microscopy, laser tweezers and real-time confocal microscopy.

NIAMS scientist Dr. Victor Chen

Shortly before his death, Chen earned an NIAMS Staff Recognition Award "for contributions to the reorganization of the infrastructure of LPB that expedited the progress in establishing cutting edge nanotechnology in life sciences and fostering an interactive research environment."

Chen received a B.S. in physics from the University of Michigan in 1963. In 1972, he earned a Ph.D. in biophysics from the State University of New York at Buffalo.

That same year, he was hired as a research associate at Michigan State University. In 1974, Chen became a professor at Case Western Reserve University, where his research interest was in membrane excitation and cell motility.

In 1979, he returned to SUNY-Buffalo, where he was director of the undergraduate biophysics program; his research interests were video microscopy and ion channels.

Chen launched K.H.C. Associates in 1988, consulting in quality control confocal microscopy. In 1991, he began working at the Brooklyn Veterans Administration Hospital as a research biologist, where his specialty was the study of mesangial cells and myocytes using the patch clamp technique.

From 1996 to 1997, Chen was a research associate in the lab of Dr. Kuan Wang at the University of Texas at Austin. When Wang left UT to join NIH, Chen followed him to NIAMS's Laboratory of Physical Biology.

Wang, LPB chief and Chen's longtime friend, said, "Victor was a gentleman scientist and had an extraordinarily broad knowledge of physics and biology. Most importantly, he knew how to apply physics to biology. He shared his brilliant ideas and insight freely, with contagious enthusiasm. A brainstorming session with Victor was always an enlightening, enjoyable and—at the same time—humbling experience. His friendliness and openness significantly enriched the research programs at LPB and the lives of those who worked with him. We will miss him."

Chen authored numerous books, and published extensively. He is survived by his wife, May, and sons, Brian and Michael.—**Janet Howard**

NIH Hosts 27th Annual Asian Pacific American Heritage Program, Part 1

The NIH Asian/Pacific Islander American Heritage Program began celebration of its 27th anniversary on May 14 with the annual lunchtime offering of Asian food and demonstrations of Asian arts and crafts. Highlights of the event, held on the patio of Bldg. 31A, included demonstrations of bonsai, calligraphy and martial arts (Taekwondo and Aikido), and sales of Asian handicrafts. A percentage of the proceeds from food sales will be donated to the Scholarship Fund of the NIH Asian/Pacific Islander American Organization.

The program is sponsored by the NIH Asian/Pacific Islander American heritage committee, the NIH Asian/Pacific Islander American Organization, the NIHFCU and several other NIH institutes and centers. The finale, an evening program of music and dance performances was held May 28; see photo coverage in the next issue of the *NIH Record*.

PHOTOS: ERNIE BRANSON

At left, patrons select Thai delicacies offered by the Bangkok Garden Restaurant. At right, staff from Tako Restaurant, specializing in Japanese cuisine, signal they are ready to serve.

Above, Asian heritage program coordinators (from l) Ed Sunderland of the NIH Library, Shuko Yoshikami, NIDDK; Victor Fung, NCI; Bill Bunnag, CSR; John Medina III, OEO; and Prahlad Mathur, OD, gather during the annual luncheon, which as usual drew large numbers and rave reviews. Below, a group performs Falun Dafa, Chinese exercises for both mind and body.

Above, cuisines from a variety of Asian nations are represented, including Chinese, Filipino, Indian, Japanese, Korean and Thai. Below, several vendors display Asian crafts.