

THE NIH RECORD

Still The Second Best Thing About Payday

Novel Training Approach

Learning to Respect via Live Drama

By Carla Garnett

Comedian Rodney Dangerfield claims he gets none of it. Singer Aretha Franklin spells it out, so there's no mistaking what she wants. R-E-S-P-E-C-T. Fact is, around NIH, many employees seem to feel a lot like Dangerfield. So, one employee group decided to make like Franklin and make the issue of respect—particularly in the workplace—a bit more clear. "Respect—Give It to Get It," a campaign developed by the 1998-1999 advisory committee of the Equal Opportunity Office, Office of the Director, now in its second year, was kicked off last season with a speech by NAACP President Kweisi Mfume. Its most recent effort includes a unique training course that offers live-action vignettes with NIH workplace specifics written into the scripts.

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Grantee Blobel Wins Nobel Prize

Dr. Günter Blobel, a long-time NIH grantee, has won the 1999 Nobel Prize in physiology or medicine. His prize-winning work on protein signaling in the cell was supported by the National Institute of General Medical Sciences and National Cancer Institute. Between 1971 and 1989, he received more than \$4.5 million in NIH research grant support, primarily from NIGMS.

"Dr. Blobel's work was seminal in our broad understanding of one of the essential parts of living systems—how molecular 'zip codes,' now known as signal sequences, target eukaryotic proteins to their proper intracellular destinations," said NIGMS director Dr. Marvin Cassman. "Pioneering work in his laboratory is responsible for much of what we know about how proteins enter membrane-bound organelles. His

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

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Campus Scientists Flock

Research Festival Features Rock, Talk and Walk

Strung this year between the Natcher Bldg. and Masur Auditorium, the annual Research Festival had elements of both Woodstock (a rock-and-roll battle of the bands, see sidebar) and Woods Hole as thousands of intramural researchers crowded three major plenary sessions and a host of mini-symposia and poster sessions during 4 days of peace, love and sophisticated science.

"The plenary sessions (on gene therapy, transplantation and imaging) were great," said Dr. Philip Chen, NIH associate director for intramural

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NIMH's Kwang-Lae Hoe explains his poster to colleagues during poster session III on the festival's second scientific day.

Shalala Visits NIH for Updates, Questions

Visiting an agency she called "the crown jewel of my empire," HHS Secretary Donna Shalala spent most of Oct. 12 at NIH, meeting invited guests at a 15-minute Q&A session in Masur Auditorium, lunching with student trainees at the Cloister, hearing three scientific briefings on promising research, and getting an impressive eyeful of construction progress on the new Mark O. Hatfield Clinical Research Center from a perch on the adjoining Clinical Center's 11th floor.



HHS Secretary Donna Shalala conducts an informal chat with employees in Masur Auditorium while visiting NIH on Oct. 12.

Outgoing NIH director Dr. Harold Varmus, who a week earlier had made known his plans to leave NIH at the end of the year to take the

SEE SHALALA, PAGE 8



Dear Editor,

I would absolutely love going to the Farmers Market on the NIH campus (see Oct. 5 issue). I certainly can't speak for everyone, but I'd like to give my personal explanation for why I don't go to the Farmers Market.

The market doesn't start until 2 p.m. I'm in Executive Plaza where parking is at a premium to say the least. If I give up my parking spot at that time of day, when I return I'll end up parking in the "bowels" of the garage. If I've bought produce, I then have to decide whether to leave it in the car (in which case the weather can't be too hot or too cold), or whether to lug it back into work, which is quite a walk with heavy produce.

Also, think about how much time it would take using the shuttle service—that's not an easy option either.

I live in Gaithersburg. If I come to Bethesda for the market after work, then I'm in traffic going back up Rockville Pike or Old Georgetown Rd.—neither of which are very pleasant during rush hour.

It is NOT a health issue. I love fresh fruits/vegetables, etc., just like anyone else. In fact, I have a vegetable garden at home. But the aggravation (parking and traffic going to the main campus) just isn't worth it for me.

I think the reason that more people attend who are not NIH people is because they are 1) already on the road (whether they are making a special trip to the market or just stopping on their way home), 2) those same people are not concerned with returning to work and finding no parking and 3) they also aren't concerned about where to keep their nice fruit and vegetable purchases at work until its time to go home.

Just one person's reason for not taking advantage of the Farmers Market.

Yvonne Grant, NCI

Healthy Mothers Needed

The Pediatrics and Developmental Neuropsychiatry Branch, NIMH, seeks right-handed mothers age 20-40 with nonadopted, first-born children age 5-12 to participate in an fMRI study on the visual processing of faces. Volunteers should have no history of medical or psychiatric disorders, and should not be taking prescription medication (including birth control pills). The first-born children of volunteers should have no history of psychiatric illness or chronic medical problems. Volunteers must have normal vision or wear contacts. Participation requires a 2-hour screening interview, a followup visit, and a 3-hour visit for fMRI scan. Participants will be reimbursed. For more information, call Lisa Kalik or Neil Santiago at 496-8381. ■



Dr. Miriam F. Kelty, NIA associate director for extramural affairs, recently received the Career Service to Health Psychology Award from the American Psychological Association's health psychology division. She was cited for her "contributions to the field of health psychology and behavioral medicine research and to the Division." She is only the second person to receive the career service

award. Kelty initiated the APA task force on health research that helped establish the field of behavioral medicine and eventually led to the formation of the division of health psychology.

Holiday Auction Set, Dec. 3

The Clinical Center clinical pathology department will hold its 27th annual Holiday Auction on Friday, Dec. 3 in Bldg. 10, Rm. 2C310 (the clin path conference room and library). The event begins at 9 a.m. with coffee and a bake sale. At 11 a.m. there is a silent auction and white elephant sale. Pizza and sodas go on sale at 11:30 a.m., and the silent auction wraps up at 2 p.m. To make a donation call Norma Ruschell, 496-4473, Rita La Pointe, 496-3386, or Ernest Boyd, 496-8980. This event benefits the Patient Emergency Fund and the Friends of the Clinical Center. Last year, it raised more than \$2,000, and organizers hope to do even better in 1999. ■

N I H R E C O R D

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Manchester String Quartet Returns

The Manchester String Quartet Series returns for its 11th season at NIH. The lunch-time concert series starts on Monday, Nov. 8 in Masur Auditorium, Bldg. 10. All are invited to attend. The concerts are made possible by a grant from the Merck Co. Foundation. For more information, call Sharon Greenwell, 496-4713.

Kapikian To Give Kinyoun Lecture, Nov. 4 in Lipsett

Let's face it, diarrhea is not a popular topic of conversation. That might be why it is not generally known that most diarrhea cases are caused by a microbe called rotavirus, and that severe diarrhea in infants can be life threatening. In developing countries, rotavirus is responsible for more than 870,000 deaths each year.

In the Kinyoun Lecture on Thursday, Nov. 4, Dr. Albert Z. Kapikian, head of the epidemiology section of NIAID's Laboratory of Infectious Diseases, will present his talk "Development of a Rotavirus Vaccine for the Prevention of Severe Diarrhea in Infants and Young Children." The lecture will be held in Lipsett Amphitheater, Bldg. 10, beginning at 3 p.m.

Kapikian is acknowledged by the biomedical community as the father of human gastroenteritis virus research. In the early 1970's, when he began those studies, there was little or nothing in the medical literature about specific viruses that cause gastrointestinal disease. Kapikian's pioneering studies were based on the use of immune electron microscopy, a technique in which viral particles are identified through the use



Dr. Albert Z. Kapikian

of antibodies. This work led to the discovery, detection and characterization of important viruses responsible for major disease in humans. In 1972, he discovered, identified and visualized the Norwalk virus, the first virus to be associated with acute epidemic gastroenteritis in humans. In 1973, again with this technique, Kapikian and two colleagues were the first to visualize and identify the virus that causes hepatitis A. One year later, in studies of infants and young children hospitalized with diarrhea, he detected and visualized human rotaviruses. This was the first reported detection in the United States of human rotavirus, which was discovered in Australia in 1973.

Since that time, Kapikian has focused on study of the rotavirus. In a nearly 25-year effort, he led an NIAID team to develop an oral, four-strain rotavirus vaccine. Upon its approval by the Food and Drug Administration in 1998, it became the first rotavirus vaccine to be licensed in the U.S.

Kapikian earned his bachelor of science degree *cum laude* in 1952 from New York's Queens College, where he was also a standout baseball pitcher, setting a record of eleven consecutive wins. He

received his medical degree from Cornell University Medical College in 1956 and, in the following year, joined NIH as a commissioned officer in the Public Health Service. In 1967, he was appointed to his current position.

Kapikian has received numerous honors for his achievements, including the 1998 Pasteur Award from the Children's Vaccine Initiative. He has spoken at numerous national and international conferences and was elected president for the 1996-1997 term of the American Epidemiological Society.

NIAID director Dr. Anthony Fauci will introduce Kapikian and invites attendees to a reception to be held in the Lipsett lobby immediately after the lecture.—Karen Leighty ■

New Tests Use NIDCR Technology

A new generation of diagnostic tests, recently approved by the FDA, were created with the help of a technology patented by the National Institute of Dental and Craniofacial Research. Dr. Frank Robey, a senior NIDCR investigator, developed a chemical procedure that facilitates the creation of complex, custom-designed peptides and peptide-based reagents. The method was licensed to Diatide Inc., a Londonderry, N.H., pharmaceutical company that is using the process to develop *in vivo* imaging tests and targeted therapeutics based on synthetic peptides linked to radioisotopes. One of the approved tests recognizes life-threatening blood clots and the other detects the presence of malignancy in lung masses that show up on routine chest X-rays.

Both of the test kits, AcuTect for clots and NeoTect for lung tumors, received FDA priority review status and were approved for use in humans in less than 12 months, reflecting the importance of this diagnostic technology in serving unmet medical needs. The company hopes that the new imaging tests will immediately help two groups of patients—those at risk of potentially fatal pulmonary emboli, and those who would normally require a biopsy to identify a lung tumor as benign or malignant.

"Dr. Robey's peptide technology unquestionably speeded up the discovery and development process for our diagnostic kits," said Dr. Richard Dean, CEO of Diatide. "If we had relied on traditional chemical procedures, a small company like Diatide would not have had the resources to accomplish what we have done. This technology has definitely enhanced the rate of drug discovery."

A technique that can streamline the production of designer peptides has broad application throughout the biomedical sciences, according to Robey. "These two diagnostic kits are just the tip of the iceberg," he said. "This is an 'enabling technology' whose research and clinical applications are virtually limitless."—Wayne Little ■



NIDCR's Dr. Frank Robey

NOBEL PRIZE, CONTINUED FROM PAGE 1

work has led to an explosion of knowledge on the trafficking of proteins in the cell, and even on the way some kinds of drugs may be introduced into cells."

Blobel's work has focused on the mechanisms by which proteins are moved, or translocated, across cellular membranes. In the early 1970's, he formulated the hypothesis that in order for these proteins



Dr. Günter Blobel

to be translocated across the membrane of an organelle called the endoplasmic reticulum (ER), they needed a sort of "address label," which he called a signal sequence. In turn, a receiving molecule—called a signal recognition factor—directs the protein to a specific receptor in the ER, where it triggers the opening of

a channel across which the protein is translocated.

A pivotal advance for testing this hypothesis was Blobel's development in 1975 of a test-tube system that mimicked protein translocation in the cell. This allowed the biochemical dissection of the process, leading to a series of key discoveries in his laboratory.

More recently, Blobel has studied the mechanisms governing the bidirectional traffic of proteins into and out of another membrane-bound cellular organelle, the nucleus. Blobel currently receives support from NIH's National Center for Research Resources for the identification of the proteins that make up the nuclear pore complex, the structure through which this bidirectional traffic takes place.

Blobel is the John D. Rockefeller, Jr. professor in the laboratory of cell biology at the Rockefeller University. His association with NIH began in 1962, when he first received predoctoral training support from NCI for his Ph.D. studies at the University of Wisconsin, Madison.

Of the 76 American Nobel laureates in physiology or medicine since 1945, three-fourths—a total of 57—either had worked at or were supported by NIH before winning the prize. During the same period, 119 scientists worldwide have received the Nobel Prize in physiology or medicine, more than half of whom—67—had prior support from or worked at NIH before the honor. ■

High Cholesterol Study Recruits

The Cardiology Branch, NHLBI, is recruiting patients with high cholesterol levels (250 mg or higher) who have no other medical problems to be included in a 3-day outpatient study. Participants will be paid. Call 496-8739. ■

Annual Leave: Use It or Lose It

Annual leave in excess of the maximum carryover balance (in most cases 240 hours) is normally forfeited if not used by the end of the current leave year. If you have not already planned to take those excess hours of annual leave, you should discuss your leave with your supervisor now while there is still time to schedule it. Your biweekly Earnings and Leave Statement tells you how much annual leave you must use so that you will not lose it when the leave year ends on Saturday, Jan. 1, 2000.

In spite of planning, circumstances sometimes arise that prevent you from taking leave that has been scheduled and approved earlier during the leave year. In such cases, you and your supervisor are jointly responsible for ensuring that any "use or lose" leave is rescheduled in writing. This year, your use or lose leave must be scheduled in writing not later than Saturday, Nov. 20.

Should you or your supervisor have questions regarding use or lose leave, contact your human resource office or other appropriate program official designated by your institute or center.

Human Genome Lecture Series

The 1999-2000 Human Genome Lecture Series, sponsored by the National Human Genome Research Institute, begins this fall. All lectures take place from 11:30 a.m. to 1 p.m. in Lipsett Amphitheater, Bldg. 10. CME credit is available.

Nov. 18, Dr. Nancy A. Press, Oregon Health Sciences University, "What Makes Defining Populations Difficult?"

Feb. 17, 2000, Dr. David W. Deamer, University of California, Santa Cruz, "Nanopore Analysis of DNA Structure"

Apr. 13, Dr. Lynn B. Jorde, University of Utah, "Human Genetic Variation"

June 15, Dr. Gerald M. Rubin, University of California, Berkeley, "The Drosophila Genome"

For more information, or to meet with any of the speakers, contact Dr. Yasmin Cypel, NHGRI, 496-7531, yc50r@nih.gov. ■

Health Benefits Fair, Nov. 4

In conjunction with the 1999 Federal Employees Health Benefits Program open season, which runs from Monday, Nov. 8 through Monday, Dec. 13, the Retirement and Benefits Service Center is sponsoring a Health Benefits Open Season Fair. It will be held in Bldg. 1's Wilson Hall on Thursday, Nov. 4 from 10 a.m. to 2 p.m. Representatives from most of the plans available to NIH'ers will be on hand to answer questions. ■

Angry, Irritable Or Difficult Teens

You and your 11-14-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.

Cognitive Science Advances Understanding of Brain, Experience

Designated the "Decade of the Brain" by Congress in 1990, the last 10 years have brought progress toward unlocking the mysteries of the brain, mind and behavior. Over this decade, the National Institute of Mental Health and the Library of Congress have collaborated in an educational initiative. On Oct. 6 they cosponsored a conference with support from the Charles A. Dana Foundation, "Understanding Our Selves: The Science of Cognition," which brought together 15



NIMH director Dr. Steven Hyman (l) meets with keynote speaker Dr. V.S. Ramachandran.

of America's top brain scientists to share evidence of this progress with members of Congress and the public. "This conference gives us the opportunity to communicate with the public and policymakers about the latest findings in cognitive neuroscience and their implications for understanding human experience," said NIMH director Dr. Steven E. Hyman, who moderated the conference at the Library of Congress.

Brain "plasticity," the concept that connections between nerve cells in the brain are constantly changing in structure and function in response to genetic and environmental influences, was a central theme. Plasticity is believed to be the basis for learning and memory in the brain. Scientists are thinking of ways to take advantage of this fundamental neural process in individuals with mental disorders such as autism, schizophrenia and Alzheimer's disease to improve treatments and develop potential preventive interventions.

The conference also focused on advances in brain imaging techniques that have made it possible to identify specific areas of the brain and circuits of interconnected brain regions responsible for different cognitive functions such as working memory, attention and reading ability. Neuroimaging studies involving patients with mental disorders or brain injuries have helped reveal these functional relationships; in conjunction with recent findings from molecular genetics research, the studies are leading to new theories of the causes of mental disorders.

Keynote speaker Dr. V.S. Ramachandran, professor and director of the Center for Brain and Cognition at the University of California, San Diego, described research involving patients with amputated limbs and patients with brain injuries to illustrate plasticity and the ability of the brain to reorganize itself. The brain is organized into different circuits responsible

for specialized cognitive, emotional and motor functions. When there is damage to a particular part of the brain or body, the brain is forced to rearrange itself to compensate for the loss or impairment of normal function. Ramachandran and others are trying to develop rehabilitative therapies that harness the reorganization process—brain plasticity—to help injured patients.

Senators Pete Domenici and Paul Wellstone, authors of the 1996 Mental Illness Parity Act and strong supporters of neuroscience and mental health research, also spoke at the conference. Domenici emphasized the great strides research has made in helping us understanding the brain and mental disorders and stressed the importance of advances in neuroimaging technology for continued progress. He also underscored the need for improved mental health services in communities across the U.S. Wellstone highlighted the importance of linking good science to public policy and the need to challenge stereotypes and conquer the stigma of mental illness through research.

A video of the conference can be seen at <http://www.nimh.nih.gov/events/meetingsvideo.cfm>.—Melissa Spearing ■

STEP Session on Informed Consent

The staff training in extramural programs (STEP) committee plans a session in its series of Current Controversies in Medicine entitled "Informed Consent," scheduled for Thursday, Nov. 18 in Natcher Conference Center's main auditorium from 8:30 a.m. to 12:30 p.m.

The ethical conduct of science requires that subjects understand the implications of their participation in research. However, the principle of informed consent is challenged by the development of new therapeutic strategies, advances in technology and the inclusion of diverse populations as research subjects. This session will examine strains that are developing as society and medicine grapple with these challenges.

After a historical overview and introduction, three issues will be highlighted through a panel discussion and interaction with the audience:

- Capacity to give consent—diminished cognitive capacity, surrogacy and individual decisions affecting the family or larger community.
- Incentives and compensation—recruitment, compensation, coercion, placebo groups, research vs. therapy.
- Cultural and language barriers—culturally appropriate communications, Third-World clinical trials, historical distrust.

The session is free and open to all. Seating is on a first-come, first-served basis. Inform the STEP office (435-2769) about any need for reasonable accommodation by Nov. 12. ■

Healthy Married Men, Women Needed

The Pediatrics and Developmental Neuropsychiatry Branch, NIMH, seeks men ages 56-73 and women ages 51-59 to participate in an fMRI study on the visual processing of faces. Participants must be right-handed and currently married. Volunteers should have no history of medical or psychiatric disorders, and should not be taking prescription medication (except hormone replacement therapy for women). Volunteers must have normal vision or wear contacts. Participation requires a 2-hour screening interview, a followup visit, and a 3-hour visit for fMRI scan. Participants will be reimbursed. For more information, call Lisa Kalik or Neil Santiago at 496-8381.

RESEARCH FESTIVAL, CONTINUED FROM PAGE 1

affairs, as he hustled off to the instrumentation show sponsored by the Technical Sales Association that traditionally caps the festival. This year may have been the first in the festival's 13-year history that vendors outnumbered scientists at NIH; their wares required two gigantic tents that stole parking from the east side of the Natcher Bldg. It was easy to determine from a distance which tents featured the TSA show and which harbored rock festivals and picnic seating: suited salesfolk huddling



Janet Hauser (l) and Dr. Joanna Hill of NICHD discuss results.

over cell phones and the aroma of free coffee distinguished the former.

"I've enjoyed the festival—I think it's a very nice opportunity to see what different scientists at NIH are doing," said Dr. Tamar Benyosef, a postdoctoral fellow who is studying skeletal development in NHGRI's Medical Genetics Branch. Attending her first festival, she added, "The symposiums are very interesting. I went to one yesterday on craniofacial and skeletal biology, and will attend another one today."

Another rookie attendee who gave the event a thumbs-up was Dr. Pavel Savitsky, a native of Moscow, Russia, who had been at NIH all of one week as a Fogarty Center visiting postdoctoral fellow in an NHLBI laboratory when the festival began. "It's all very good," said the scientist, who immersed himself in the plenary sessions on medical imaging and gene therapy.

He was seated near the back of a crowded Natcher main auditorium, listening to NHLBI's Dr. Elizabeth Nabel review recent advances in cardiovascular gene therapy. Already crowded once Nabel took the podium, the session ended up standing-room-only as NHLBI's Dr. Cynthia Dunbar raced through a dozen



NIAAA's Kyu Shik Jeong makes a point.



At left, Takeshi Ito of NIMH gestures to explain his work. In the photo at right, NHLBI's Young Ho Kim (l) explains his work to Taeyoon Kim.



years of advances in stem cell gene therapy, followed by NHGRI's Dr. Richard Morgan, who summarized a mere decade of efforts to put genes into T cells using retroviral vectors. Both scientists reported dramatic improvements in recent years in their fields: Dunbar said that at a primate transplantation center at 5 Research Court run by Dr. Robert Donahue, much higher levels of gene transfer are occurring than just 3 years ago in monkeys; Morgan said efficiencies in his gene-transfer experiments have reached 30 percent or better recently, up from around 10 percent earlier this decade.

So dense was the transfer of scientific information

Band Battle Rocks Campus

In what may have been the most controversial event on the NIH campus since the announcement of E-biomed, the NIH Directors were defeated by the visiting band Wild Type in the 1999 NIH Research Festival's Battle of the Bands. "The outcome was fixed," Harold Varmus, director of NIH, said afterward. And he should know; he was on the judging panel.

"We think it was really disgraceful we placed second," said guitar player Francis Collins, whose day job is director of NHGRI. "If it had been a real contest, we would have won."

The event began with plenty of free hot dogs, hamburgers, fries, cookies and sodas in a tent behind the Natcher Bldg. DeeJay Kenny Curtis of



Fronting the NIH Directors were (from l) Drs. Stephen Katz of NIAMS, Richard Klausner of NCI and Francis Collins of NHGRI.

PHOTOS: RICH MCMANUS



Dr. Jean Vautrin (l) of NINDS drew a large and interested crowd to his poster.



A surprised look crosses Othman Ghribi's face as the visiting scientist from the University of Virginia's department of pathology reviews a poster.



Postures of consideration were common at the poster sessions.



Savita Dhanvantari of NICHD was an animated explicator of her work.

Proud of their work were authors Wayne G. Butscher and Cynthia M. Haggerty of NCI.



from the stage that sign language interpreters were relieved every 15 minutes during the presentations.

Organized this year principally by two scientific directors—Drs. Jeffrey Trent of NHGRI and Story Landis of NINDS—and Clinical Center director Dr. John Gallin, the festival established a high standard for future Octoberfests of intramural research; to surpass it, next year's organizing committee might have to book the Rolling Stones.—Rich McManus

WBIG-FM (Oldies 100) emceed the battle, promising "some fine entertainment to amaze, or at least amuse you." He went on to explain the rules of the contest, which included: "Band members must be awake at all times," and "Under no circumstances must any band play a rendition of *Stairway to Heaven*."

The NIH Directors opened the battle with their unique brand of classic oldies. Collins, Dr. Stephen Katz (director of NIAMS), and Rick Klausner (director of NCI) fronted the band, playing guitar and blending their voices in harmonies that were only intermittently off-key. Chuck Ellerson, a postdoctoral fellow with NICHD, and Tracy Rouault, a research scientist with the institute, were on drums and keyboard, respectively. John O'Shea, a researcher with NIAMS, played bass guitar to round out the group.

Highlights of the Directors' set included *Clone-away*, based on the classic song *Runaway*, in which the band sang, "I'm walking through the genes/ Don't know what all this means/Wishing I could find the one/So I can say I'm done...All I do is clone away/I clone, clone, clone, clone, clone away." The crowd cheered and held candles throughout the set.

Wild Type, led by NIA investigator Pat "Power Play" Morin and including several scientists from the Johns Hopkins Oncology Center, opened its 15-minute set with a hard-driving and popular Meredith Brooks song bearing a title that can't be printed in a federal newsletter. The band was tight, and Ellie "Diva" Carson-Walter, a postdoctoral

research fellow, was impressive on lead vocals. While the judges made their final decisions, all the musicians came on stage together to perform a collegial version of the Wild Type original *The Grant Writing Blues*.

In the end, Wild Type was declared winner. Afterward, emcee Curtis encouraged the audience to drop their inhibitions and dance on the grass as Wild Type continued to play. "At this point," he said, "seeing what you've seen the Directors do, I don't think you can embarrass yourself at all."

The spirit of camaraderie at the event was tangible. "I think the social gathering at the battle of the bands was very much appreciated," noted Dr. Philip Chen, NIH associate director for intramural affairs. Asked who he thought won the contest, he observed diplomatically, "Wild Type was louder."

"It was fun," added a postdoctoral researcher in the audience. "I think this was a great idea."

As to his band's defeat, Klausner remained positive. "I'm so excited we actually placed," he said.—Dr. Harrison Wein



Reviewing the performance were erstwhile rock critics (from l) Dr. Harold Varmus, Tina Suhana and Colleen Hough. Not shown are judges Marianne Henderson and Sandy Cohen.

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presidency of Memorial Sloan-Kettering Cancer Center in New York, introduced the secretary to a select gathering in Masur Auditorium. He promised an informal town meeting involving no podium or stage, just Shalala roaming the hall with a cordless microphone.

"My last 6 years here have been made more lively and productive because the right person has been sitting in the secretary's chair at HHS," began Varmus, who called his boss Shalala "truly extraordinary and invaluable" to the success of his tenure.

Shalala promised that she would wish Varmus well "at an appropriate future event at which we will thank him for his remarkable dedication and energetic service to this agency—and at an appropriate roast." She repeated her claim that Varmus's NIH directorship is "one of the most important legacies of the Clinton administration, and one of the most important legacies of the century." She

said NIH deputy director Dr. Ruth Kirschstein will assume acting directorship once Varmus departs, and promised swift and personal attention to the search for a permanent successor.

"NIH ought to be seen as an extraordinary institution that enjoys bipartisan support," she said, "so whether some people think it's technically or politically possible or not, we will go forward with the search for a successor. I have already started

conversations with the political leadership, and with national scientific leaders. We feel very strongly that there should be a seamlessness in leadership at NIH. I'm sure that Ruth Kirschstein will do a wonderful job in the meantime," she added, pausing to wish Kirschstein a happy birthday, which the crowd applauded.

"I'm going to be quite open, transparent and candid about the results of our search," assured Shalala.

Turning to the topic of the NIH budget, she said, "All of you have done an extraordinary job (managing the \$2 billion increase in NIH's budget last year), especially you extramural people. There had been some question, 'Can NIH handle the money? Can they get the money out?' All of you who work in that area have done just a first-rate job, and have done it without lowering our standards of the highest possible quality work. NIH has clearly demonstrated its ability to absorb a major budget increase with no loosening of either administrative or scientific standards. And I refuse to give Harold credit for this," she jibed. "I give all of you total credit."

Looking toward the FY 2000 budget resolution in



Shalala met and lunched with more than a dozen young trainees at the Cloister.

Congress, she predicted that President Clinton would veto the appropriations bill covering NIH "for a wide variety of reasons, but not for the NIH number." She forecast a "huge negotiation" between the White House and Capitol Hill that would result in omnibus legislation such as has funded NIH in the past fiscal year. The bill funding NIH was considered late in the budget season for a reason, she hinted: "We're left to the end because we're the best."

Shalala repeated her assurances of a smooth transition of leadership at NIH, calling it "the crown jewel in my empire. I will lead the search process myself. As far as I'm concerned, you're all stars, and I will pay attention accordingly."

During a brief question period, Shalala plugged getting free flu shots in the workplace, commented briefly on modifications in the Office of Protection from Research Risks, and punted a question on the West Nile-like virus recently seen in New York City to NIAID director Dr. Anthony Fauci, who said much depends on how the bug weathers the first frost and the approach of winter.

"It's so nice to be at NIH because no one asks me a science question," quipped the secretary.

Later in the day, she had lunch with young scientists in training, and got three science updates: on virtual bronchoscopy/colonoscopy from Dr. Ron Summers of the Clinical Center; on AIDS and related vaccine work from Fauci and Dr. Gary Nabel, NIAID; and on a new lymphoma vaccine, from NCI's Dr. Larry Kwak and a patient who has benefited from the therapy.—Rich McManus ■

Hypertension Study Needs Vols

The Cardiology Branch, NHLBI, 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. ■



Shalala talks with NIAID's Dr. Gary Nabel, who was among several NIH scientists who gave the secretary updates on recent work.

PHOTOS: ERNIE BRANSON

Thrift Savings Plan Open Season

The Thrift Savings Plan is having another open season from Nov. 15, 1999, through Jan. 31, 2000. FERS employees who were hired before July 1, 1999, as well as CSRS employees have an opportunity to change their current election, or make an initial election.

Eligible FERS and CSRS employees may elect to contribute to the G fund (government securities), C fund (stocks) and/or F fund (bonds). FERS employees may contribute up to 10 percent of their salary each pay period and will receive matching agency contributions on the first 5 percent. CSRS employees may contribute up to 5 percent of salary, but do not receive any matching contributions. FERS employees who do not contribute receive an automatic 1 percent agency contribution each pay period. They may choose to distribute this among the three funds.

The features of the plan and directions on how to make a plan election or to change your current withholding are described in the *Thrift Savings Plan Open Season* leaflet, which will be distributed to eligible employees by their IC personnel office. More detailed information is provided in the *Summary of the Thrift Savings Plan for Federal Employees* booklet and is available in your IC personnel office. ■

Mobile Mammography Screening Dates

The George Washington University Breast Care Center will be visiting NIH for its fall mammography screening. All employees, their families and others associated with NIH (such as IRTAs, visiting scientists, contractors, volunteers) are eligible to participate. The remaining screening dates and van locations are as follows:

Bldg. 10 (Lot 10H)	Nov. 3
EPN/EPS (Parking lot behind complex)	Nov. 10
Rockledge (Visitor parking behind RKL 1)	Nov. 16
Bldg. 45 (front of building)	Dec. 15

The van will be on-site from 9:30 a.m. to 3:45 p.m. taking preschedule appointments. Each screening is conducted by a female technologist, and a board-certified radiologist specializing in mammography will interpret the films. Appointments should take about 20 minutes and will cost \$138. GW will bill some insurance companies directly or payment can be made by cash or check at the screening (check with your insurance company for reimbursement). To see if your insurance is accepted or to make an appointment call (202) 994-9999.

'Faces & Phases of Life' Seminar Series

The NIH Work and Family Life Center, in conjunction with the NIH Employee Assistance Program, presents the following free seminars. Call the WFLC to preregister. Sign language interpretation is available. For reasonable accommodation, call the WFLC at least 48 hours prior to the seminar at 435-1619, TTY/TDD 480-0690. Visit WFLC online at <http://wflc@od.nih.gov>.

November

Dual Career Relationships: Coping Strategies for Couples Who Work (Nov. 2, 12-1:30 p.m., 31/6C6)

How to Help Your Child Do Better in School (Nov. 10, 12-1:30 p.m., 31/6C10)

Where Will My Older Relative Live? (Nov. 17, 12-1:30 p.m., 31/6C10)

Navigating the Course of Your Career: Setting Career Goals (Nov. 30, 11 a.m.-1 p.m., 31/6C6)

December

Survival Tactics for Managing the Holidays (Dec. 1, 12-1:30 p.m., 31/6C6) ■

NIH'ers Win Presidential Rank Awards

A dozen NIH employees have won 1999 Presidential Rank Awards, which are presented annually to members of the Senior Executive Service whose achievements and/or service warrant special recognition. IC nominations are reviewed by the NIH executive resources board, the NIH director, the HHS secretary and the U.S. Office of Personnel Management, with final recommendations approved by the President.

Receiving the Distinguished Executive Rank Award was Dr. Albert Kapikian, NIAID. Winning Meritorious Executive Rank Awards were: Dr. Roscoe Brady, NINDS; Stephen Ficca, ORS; Dr. Enoch Gordis, NIAAA; Dr. Judith Greenberg, NIGMS; Dr. Yvonne Maddox, NICHD; Dr. John McLaughlin, NEI; Dr. Stephen Mockrin, NHLBI; Dr. Gregory Morosco, NHLBI; Dr. W. Sue Shafer, NIGMS; Dr. Lana Skirboll, OD; Paul Van Nevel, NCI. ■

Quantius Named Associate Director for Budget

Susan Quantius was appointed recently as NIH associate director for budget. She had been director of federal relations for the Association of American Universities for 2 years prior to joining NIH. Her career has also included service on the staffs of the labor, health and human services, and education subcommittees of both the House and Senate appropriations committees. She also served with the Office of Management and Budget. Quantius replaces Francine Little, who joined the National Institute of Environmental Health Sciences. ■



Christopher J. Ohlandt was recently named director of the new Division of Customer Support for the Center for Information Technology. He returns to NIH after working for Microsoft, where he served as a systems engineer assisting numerous federal agencies. He originally joined NIH in 1988 as a computer specialist for the National Eye Institute, where he coordinated the implementation of local area networks and desktop support. From 1992 to 1994, he worked in the Division of Computer Research and Technology supporting NIH local area network and electronic mail administrators.

Lecture on Future of Women's Health

The Bethesda chapter of AWIS (Association for Women in Science), now in its 8th year, is holding a series of talks for 1999-2000. These are cosponsored by NIH's Office of Research on Women's Health and Office of Community Liaison. The second lecture, to be held at 5 p.m. Thursday, Nov. 18 at the FAES Social Center at 9109 Old Georgetown Rd., is on "Women's Health Research in the 21st Century." It will feature Dr. Vivian Pinn, director, Office of Research on Women's Health, and Dr. Jill Panetta, research manager, Lilly Center for Women's Health, Eli Lilly Inc.

RESPECT, CONTINUED FROM PAGE 1

"The OD equal opportunity advisory committee has addressed a very significant issue and taken a difficult step in promoting their respect campaign," said Hilda Dixon, OD EEO officer. "The training component of this campaign has been exceptionally well received. OD employees, supervisors and managers have signed up for this training. It is a credit to the OD that employees are interested in making the work environment more comfortable and productive."

Differences in Perception

Imagine you're in an elevator chatting with a coworker when two other people you both know subsequently board the car. What happens next during that short ride may depend on a couple of things—common courtesy, or cultural or regional upbringing, for instance—and, odd as it may seem, could affect your future working relationship. Who speaks first? Is a greeting even required? Is there a so-called "elevator etiquette?"

A lot of respect is in perceptions, explained Gary Johnson, a former CIA intelligence analyst-turned-training facilitator with a company called Organization Twenty-One. "I can only guarantee one thing about today's session," he said, opening a recent course at NIH, "and that is that at some point, we all will see the same situation in completely different ways." Respect, he added, begins when we start to acknowledge and accept perceptions besides our own.

The objectives of the training session are made clear at the outset: Students will discuss key elements of verbal and nonverbal communication, identify communication problems and explain approaches to working through conflict in a positive, respectful manner. A four-person professional acting troupe, which accompanies Johnson, makes each scenario come alive in a way that training videos cannot. In addition, many of the scenario details—unique policies, settings and language—are customized for NIH, adding realism, and frequently humor, to the learning experience.

"I enjoyed the class very much," said Paul Coppola of the NIH Office of Management Assessment. "The time went by very fast. By the time I looked at my watch, it was time to go. I felt engaged for the entire 3 hours...Having the parts acted out makes a strong and lasting impression."

"What are the risks in assuming what the other person is thinking?" Johnson asked the class, following the elevator scenario. The answers proved to be instructional. You and your coworker, Eduardo, stopped chatting the moment Emily entered the car. Nods of greeting were exchanged, but the elevator remained quiet. When Mark boarded, nose buried in a stack of papers and obviously distracted, he didn't speak or acknowledge anyone. Perhaps you felt slighted; after all, you reasoned, Mark can be friendly enough when he needs a favor. Eduardo noticed that Mark didn't speak, but thought, "He's in his own world again." Mark wasn't wondering about anything except the budget

figures in the report he was studying. Emily just wished the car would reach her floor, so she could escape the sudden crowd created by four acquaintances and their dueling perceptions and expectations, trapped in a small space. By the time the action stopped, most classmates were nodding, chuckling and calling out advice to the actors.

"Several of the training vignettes accurately depicted a number of fairly typical (i.e., disrespectful) exchanges between NIH administrative and scientific staff, supervisors and employees, and employees and their coworkers," said David Ramos, director of the Office of Logistics Management, OD, who took in one of the first sessions. "From the reactions of the participants, it was obvious that some of the dialogue was hitting a little close to home. The discussion that ensued from these vignettes exposed the participants to many different points of view and reinforced the need for sensitivity toward differences in personality, style and culture. Playing off the actors permitted participants to express their perspectives in a nonthreatening and productive way."

Watch Your Body Language

Johnson gave insights about the scenes. "Most people will act on what they see as opposed to what they hear," he commented. Body language, therefore, is at least as important as speech, he said. Crossed arms or other closed gestures do send a message, whether the communication is intentional or accurate. In addition, he explained, there are some words that act as triggers for people, evoking negative responses. For example, such words as "childish" and "sloppy" when heard during a performance evaluation—a perennial high-anxiety situation—could cause the most even-tempered employee to react badly. An added complication in workplace interactions is that everyone has different triggers and hardly anyone can guess them all, noted Johnson. Even otherwise harmless words such as "honey" and "ma'am" can be perceived negatively, he cautioned, so the best policy is "always be careful in what you say."

"Knowing we have different expectations, how do we get along in the workplace?" Johnson asked. "One answer may just be simply to cut each other some slack."

Ramos agreed. "I believe that disrespectful behavior is a significant impediment to achieving a productive and enjoyable work environment here at NIH," he said. "Whether the disrespect is based on cultural differences, organizational status, educational level or some other factor, the result is the same—an atmosphere of distrust, tension and loss of focus on our core mission. If it is strongly endorsed and supported by top OD management, the respect training can serve as a helpful first step in creating an organizational climate that is sensitive to individual needs, tolerant of different opinions, and taps the tremendous creative potential of all NIH employees." ■



The NIH-based Bethesda/Medical chapter of the National Contract Management Association recently elected officers for the 1999-2000 program year. They are (from l) Debra Powell, MayaTech Corp.; Donna Berkowitz, Food and Drug Administration, treasurer; Sharon Miller, NCI, national director; Linda DeGraffenreid, Effective Communications, vice president; and Janet Mattson, NCI, president.

Open Season for FAES Insurance

The FAES Health Insurance Program is holding an open season Nov. 1-30. The program is open to those who work for or at NIH in full-time positions but are not eligible for government plans. This includes NIH fellows, special volunteers, guest researchers, contractors and full-time temporary personnel. The minimum enrollment period is 3 months.

Open season is for those who did not enroll when first eligible and for current subscribers to make changes. Appointments are required. FAES offers two programs this year: CareFirst Blue Cross/Blue Shield Blue Preferred PPO, and Innovation Health, a health maintenance organization. New this year for FAES subscribers is a fee schedule dental plan. Information about rates and benefits, effective Jan. 1, 2000, may be obtained from the FAES business office, Bldg. 10, Rm. B1C18. ■

Inclement Weather Plans for Employees With Disabilities

The Office of Human Resources Management is requesting all managers' and supervisors' help in providing reasonable accommodation during inclement weather for employees with disabilities. Each IC must work with its employees who have disabilities to establish new agreements, or re-evaluate existing agreements. Accommodations previously negotiated need not be renegotiated if both supervisor and employee feel the current agreement is acceptable. Agreements should be finalized before Friday, Dec. 10. For more information, visit <http://www1.od.nih.gov/ohrm/hrinfo/acomodat.htm> or contact Alice Madia, 402-9810, or Sheila Monroe, 402-8978. ■

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.

Administrative Systems

Travel for Administrative Officers	12/1
Domestic Travel	12/6
Basic Time and Attendance Using ITAS	12/6
Foreign Travel	12/9
Introduction to CRISP	12/20

Administrative Skills Development

Creating and Maintaining Filing Systems	12/16
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Computer Applications and Concepts

Intermediate Internet	12/13
Introduction to the Internet	12/13

Communication Skills

Plain Language in Government Writing	12/1
Developing Proofreading Skills	12/7

Career Transition

Addressing KSA's and the Federal Rating Process	12/8
NIH Retirement Seminar (CSRS)	12/13

Financial & Procurement Management

Federal Budget Process	12/6
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CIT Computer Classes

All courses are on the NIH campus and are given without charge. For more information call 594-6248 or consult the training program's home page at <http://training.cit.nih.gov>.

Computer Security Forensics	11/8
Windows NT Startup	11/8
DWQuery: Budget & Finance Mini	11/8
DWQuery: Research Contracts & Grants Mini	11/8
Advanced Features of HTML	11/9
LAN Concepts	11/9
NIH Data Warehouse Travel	11/9
WIG - World Wide Web Interest Group	11/9
Oracle PL/SQL for Application Developers	11/9-10
Getting Started with GCG	11/10
Using FileMaker Pro on the Web	11/10
DWQuery: Procurement & Market Requisitions	11/10
Seeking Information on the Web	11/12
An Introduction to S-PLUS 2000	11/15-16
Learn Web Application Development w/Tango	11/15-22
NT Workstation Troubleshooting	11/16
FORESST: A Web-based Protein Fold Recognition System	11/17
Advanced Macintosh Techniques	11/17
The NIH Contractor Performance System	11/17

Correction

In last issue's story "Hispanic Heritage Month Observance Focuses on HIV/AIDS," there was an incorrect statistic. The story said AIDS has killed 34 million people in Sub-Saharan Africa. It should have said 34 million people worldwide are infected with HIV, with the majority of new cases in Sub-Saharan Africa and Asia.

Wednesday Afternoon Lectures

The Wednesday Afternoon Lecture series—held (usually) on its namesake day at 3 p.m. in Masur Auditorium, Bldg. 10—shows up 20 minutes early on Nov. 10 when Dr. Franklyn G. Prendergast gives the Percy L. Julian Centennial Lecture at 2:40 p.m. He is professor of biochemistry and molecular biology and director, Mayo Clinic Cancer Center. His topic is "Elegant Photophysics in the Green Fluorescent Protein."

On Nov. 17 at 3 p.m. in Masur, Dr. Purnell W. Choppin, president, Howard Hughes Medical Institute, will speak on "A Role for Private Support of Biomedical Research." This is the third James A. Shannon Lecture, hosted by the NIH Alumni Association.

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

NIAID's Stephen Straus To Direct NCCAM

Dr. Stephen E. Straus was named Oct. 6 as the first director for the National Center for Complementary and Alternative Medicine. An internationally recognized expert in clinical research and clinical trials, he has served since 1991 as chief of the Laboratory of Clinical Investigation at the National Institute of Allergy and Infectious Diseases.

Straus has basic and clinical research experience related to many diseases for which there are alternative remedies, including chronic fatigue syndrome (CFS), Lyme disease, AIDS/HIV, chronic hepatitis B virus and genital herpes infections and chronic post-herpetic pain. He is widely regarded for his studies involving patients with CFS, which began in 1979, even before the syndrome was named.

These studies have extended from efforts to identify viral etiologies in the syndrome to his more recent immunologic, neuroendocrine and neuropsychologic studies of the disorder. He also has a strong background in investigations of the molecular biology, pathogenesis, treatment and prevention of human viral infections.

"The American public is increasingly interested in complementary and alternative therapies, and it is critical that NIH put its scientific expertise to work to help determine which therapies are safe and effective," said NIH director Dr. Harold Varmus. "The appointment of Dr. Straus, with his experience in alternative therapies and his expertise in clinical evidence, will result in significant expansion of clinical research in this field. He brings to this position a clear sense of leadership, strong management and organizational expertise, and superb communications skills."

Straus' scientific training began at Massachusetts Institute of Technology, where in 1968 he obtained his bachelor of science degree in life sciences. In 1972, he received his medical degree from Columbia University College of Physicians and Surgeons. After his internship at Barnes Hospital in St. Louis, Straus' first NIH experience began in 1973, when he accepted a research associate position in NIAID's Laboratory of the Biology of Viruses. Returning to Barnes for his residency, he earned a fellowship in infectious diseases at Washington University, which

he completed before he returned to NIAID as a senior investigator.

Throughout his career, Straus has received many honors and much recognition for his research contributions. He has published more than 300 scientific papers and edited several books.

NCCAM—formerly called the Office of Alternative Medicine—was established by law on Oct. 21, 1998, and was appropriated \$50 million in FY 1999. ■



Dr. Stephen E. Straus

When you work at NIAID's Rocky Mountain Laboratories in Hamilton, Montana, there's a time to work and a time to play. Dr.

Steve Porcella (right, at center), a postdoctoral fellow, shows NIAID summer students "the ropes," while (below, from l) Robert Watson, Rebecca Cordova and Cecily Fitzpatrick enjoy the nearby scenery during their lunch hour. During the summer, 26 high school and college students worked with RML scientists.

Some students worked in other areas, caring for animals, performing secretarial and administrative tasks, or doing jobs in the shop and maintenance department. Four of NIAID's 16 intramural laboratories are located at RML and conduct basic and applied research in viral, bacterial and prion diseases and related clinical disorders. Prion diseases such as scrapie and bovine spongiform encephalopathy and tick-borne diseases such as Lyme disease are major research areas.

