

Still The Second Best Thing About Payday

Director's Lecture, May 4

Zewail Explores Ultrafast World Of Femtochemistry

By Anna Gillis

Dr. Ahmed Zewail revolutionized research when he made it possible to see how atoms in a molecule move during a chemical reaction. His discoveries solved a problem that had puzzled scientists since the early twentieth century, earned him the 1999 Nobel Prize in chemistry, and gave science a new discipline called femtochemistry. He will describe how femtochemistry can be applied to biology when he delivers the NIH Director's Lecture



Dr. Ahmed Zewail

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Wilson To Give NIH Director's Lecture, May 16 in Masur

Dr. William Julius Wilson will give the NIH Director's Lecture as part of the Wednesday Afternoon Lecture Series on May 16, at 3 p.m. in Masur Auditorium, Bldg. 10. He will speak on "Welfare, Children and Families: The Impact of Welfare Reform in the New Economy."

Wilson is the Lewis P. and Linda L. Geyser university professor at Harvard University and director of the Joblessness and Urban Poverty Research Program at Harvard's John F. Kennedy School of Government. He has been in the vanguard of the study of the roots of many problems found in inner-city African-American neighborhoods including crime, family dissolution and reliance on welfare. His work has examined

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

May 1, 2001
Vol. LIII, No. 9

Tradition Exported to Stokes Labs

Era of Scientific Distinction Ends for Bldg. 3

By Rich McManus

Though it never enjoyed as lofty a designation as, say, Bldg. 1 or Bldg. 2, Bldg. 3—now being evacuated, or rather, "decommissioned"

as its resident scientists prepare to decamp for the new Louis Stokes Laboratories (Bldg. 50)—never took a back seat to any building on campus when it came to scientific distinction. Among some 19 scientists working there circa 1950-1951, 15 went on to become members of the National Academy of Sciences, and three of those subsequently became Nobel laureates, according to longtime laboratory chief Dr. Earl



A rear view of Bldg. 3 in December 1938

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Moving Beyond Buzzwords

NIH Marks 'Diversity in the New Millennium'

By Carla Garnett

Stop thinking about managing diversity as an altruistic albatross or a legal requirement. Instead, start making it a way of doing business and a way of life. Shifts in the nation's population will soon make it too expensive to do otherwise and the benefit of managing diversity will be reflected in your organization's true bottom line—workforce success. That was the message delivered by speakers at NIH's Apr. 4 Managing Diversity Forum.



Keynote speaker Trevor Wilson was reared to manage diversity issues long before he adopted it as a career.

"Diversity and diversity management are not just buzzwords at NIH," said Pedro Morales, acting director of NIH's Office of Equal Opportunity. "Diversity is the reality of who we

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Dr. Cathleen Cooper has joined the Center for Scientific Review as scientific review administrator of the experimental immunology study section in the immunological sciences integrated review group. She also will coordinate the review of grant applications for the Bridges to the Future special emphasis panel. These grants help underrepresented minority students in the biomedical and behavioral sciences move from 2-year to 4-year colleges and from terminal master's programs to doctoral programs. Cooper had been an assistant professor of cell biology at the University of Massachusetts Cancer Center in Worcester. There, she worked under an NIH program project grant studying blood stem cell development. She also studied B cell transcription factors and potential targets related to growth control.

ZEWAIL, CONTINUED FROM PAGE 1

on Friday, May 4. The lecture, "Physical and Biological Sciences at New Limits," will begin at 3 p.m. in Masur Auditorium, Bldg. 10.

Practitioners in the growing field of femtochemistry use ultrahigh-speed lasers to study chemical and biological reactions as they occur in real time. These changes happen in femtoseconds (one millionth of a billionth of a second.)

Because many biologically important molecules change from one form to another within a few hundred femtoseconds, femtochemistry can be used in fields ranging from neuroscience to plant science to the making of pharmaceuticals, says Zewail. "It is by studying the dynamics of molecules—how they change over time—that we can better understand their functions."

The femtochemistry techniques developed by Zewail use what many have described as "the world's fastest camera." In the experiments, ultrafast lasers flash in two pulses. The first hits the molecules under study to excite them. After the second weaker pulse, the researchers can check to see how quickly the original molecules changed. Currently, the fastest laser pulses take approximately 5 femtoseconds.

Zewail began studies in the new field by asking a simple question: How can we capture atoms as they change? In his favorite—and field-changing—experiment, he set about documenting the transitional moment when sodium iodide breaks down to form sodium and iodine and reforms again. Researchers had speculated about chemical intermediates and transition states since the Swedish Nobelist Svante Arrhenius proposed that an intermediate must exist in the transition from chemical reactants to products, but scientists had never been able to isolate such a state of transformation.

"For Arrhenius there was a 'hypothetical body' for chemical reactions. In the 1930s, that became known as the transition state. People thought that the time scale was ephemeral. Now, we can isolate the transition state not as a 'hypothetical body,' but as a molecular structure," says Zewail, who was the first person to capture the transition and determine the time it takes to occur. Although he has done many other experiments since, Zewail says the more he thinks about his simple 1987 experiment with sodium iodide, the more he sees its beauty.

Zewail has continued his work at the California Institute of Technology, where he holds the Linus Pauling chair, is professor of chemistry and professor of physics, and directs the National Science Foundation's Laboratory for Molecular Sciences. The lab collaborates with researchers who use the tools of electrochemistry, X-ray crystallography, chemical synthesis, chemical theory and biomolecular studies to apply femtochemistry to chemistry, biology and materials science. They have used

femtochemistry, for example, to study how electrons move around in DNA. By learning how far and how quickly the electrons travel, they hope to understand how DNA damage and repair occur. They've looked at the binding of oxygen to heme, and they are developing tools to study ion channels in cell membranes. Other researchers have used femtochemistry to study chlorophyll molecules, which capture light during photosynthesis, and rhodopsin, the protein in the rods of the eyes that respond to light.

Born and educated in Egypt, Zewail received his bachelor's and master's degrees from Alexandria University. He completed his Ph.D. at the University of Pennsylvania in 1974. He is a member of several academies and societies, including the National Academy of Sciences, the Pontifical Academy of Sciences and the American Philosophical Society. In addition to the Nobel prize, he has won many other honors including the Robert A. Welch Prize in Chemistry, the Wolf Prize in Chemistry, the King Faisal International Prize in Science and the Benjamin Franklin Medal.

President Hosni Mubarak conferred on him the Grand Collar of the Nile, Egypt's highest honor. The nation also issued postage stamps in his honor. Zewail continues to encourage young Egyptians interested in science. He supports the high school he attended with an endowment for computers, equipment and fellowships, and he has funded a prize at the American University in Cairo for the best student in science or engineering.

The lecture is part of the Wednesday Afternoon Lecture Series. For more information or accommodation, contact Hilda Madine at 594-5595. ■

NIH RECORD

Published biweekly at Bethesda, Md., by the Editorial Operations Branch, Division of Public Information, for the information of employees of the National Institutes of Health, Department of Health and Human Services. The content is reprintable without permission. Pictures may be available on request. Use of funds for printing this periodical has been approved by the director of the Office of Management and Budget through Sept. 30, 2001.

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Makgoba To Give Hill Lecture, May 15

Dr. Malegapuru William Makgoba, president of the Medical Research Council of South Africa, will give this year's James C. Hill Memorial Lecture. Makgoba's talk, "The HIV/AIDS Pandemic: An African Dilemma," will be held Tuesday, May 15, at 3 p.m. in Masur Auditorium, Bldg. 10.

Makgoba, who also leads the South African AIDS Vaccine Initiative, has been developing a strategy for dealing with South Africa's AIDS epidemic. He has often acted as an outspoken critic of AIDS denialists.



Dr. M.W. Makgoba

In a *Science* editorial in May 2000, titled "HIV/AIDS: The Peril of Pseudoscience," he wrote, "The politically motivated suggestion, in the absence of scientific evidence, that malnutrition and poverty cause AIDS in Africa is not only absurd but may represent a form of national denial. South Africa is rapidly becoming a fertile ground for the types of pseudo-science often embraced by politicians."

Makgoba was a visiting associate scientist at NIH from 1986 to 1988. Working with Dr. Stephen Shaw and others at the National Cancer Institute, he was instrumental in demonstrating the importance of adhesion molecules in T cell function. In particular, he showed that T cells adhere to target cells through the binding of lymphocyte function associated antigen-1 (LFA-1) to intercellular-adhesion molecule-1 (ICAM-1) and also through binding of CD-2 to LFA-3. "His excitement about the scientific process was contagious for everyone in the laboratory," says Shaw. "Dr. Makgoba is a creative scientist with a social conscience."

The annual lecture series is dedicated to the memory of Dr. James C. Hill, former deputy director of NIAID, who was a motivating force in building the institute's AIDS research program during the early years of the epidemic. His work helped focus national attention on AIDS and on the needs of those infected with HIV. With clear vision, gentle humor and tireless energy, he helped forge and maintain NIAID's relationships with other government agencies, Congress, activists and community and political leaders.

A reception will be held at 4 p.m., immediately after the lecture, in the atrium outside of the Clinical Center's hospitality office. All attendees are invited.—Jeff Miner 

NIH Asian/Pacific Islander American Heritage Program

This year, the NIH Asian/Pacific Islander American Heritage Program will celebrate its 29th anniversary. All are invited to join in festivities including a lunchtime program of Asian food and demonstrations of Asian arts and crafts on Friday, May 11 and an evening program of Asian music and dance on Friday, May 25.

On May 11, the lunchtime festivities will take place between 11:30 a.m and 1:30 p.m. on the patio of Bldg. 31A. There will be a bonsai exhibition and demonstrations of calligraphy, Japanese tea ceremony and floral arrangement (ikebana). Luncheon sales will consist of food from China, India, Japan, Korea, the Philippines and Thailand. Details of the evening program on May 25 will be provided in the next issue of the *Record*.

The program is sponsored by the NIH Asian/Pacific Islander American heritage committee, the NIH Asian/Pacific Islander American Organization, many NIH components and the R&W Association. For more information contact Victor Fung, 435-3504, email vf6n@nih.gov.



CFC Honors NIH Contributions: Frank DiCostanzo (l), Combined Federal Campaign National Capital Area manager, presents the CFC Pacesetter Award to Dr. Stephen Katz, NIAMS director and 2000 NIH CFC vice-chair, and NIH acting director Dr. Ruth Kirschstein. The Pacesetter Award, the highest CFC recognition, honors an agency that achieves at least a 3.4 percent increase over last year's result. NIAMS was the lead institute for the 2000 CFC campaign.

AMD Patients Needed for Study

NIH doctors seek people with "wet" (or "bleeding") age-related macular degeneration (AMD) for a research study to test a new potential treatment. Call 1-800-411-1222. 

Lunch Kicks Off Bond Drive

A pizza luncheon will be held for NIH U.S. Savings Bond coordinators and canvassers on Friday, May 11 at noon in Wilson Hall, Bldg. 1. As part of the U.S. Savings Bond campaign kickoff ceremony, the lunchtime gathering will be addressed by NIH acting director Dr. Ruth Kirschstein, as well as by Center for Scientific Review deputy director Dr. Brent Stanfield. CSR is hosting this year's bond campaign. For more information about purchasing savings bonds, contact your area savings bond canvasser. If you have questions about the campaign, contact CSR's executive office at 435-1099.

DIVERSITY, CONTINUED FROM PAGE 1

are and diversity management is how we interact and conduct research.”

The NIH diversity initiative was established in 1995 to manage the differences as well as the



OEO staff greet keynote speaker Trevor Wilson (second from l). They are (from l) Joan Brogan, Charly Wells, Pedro Morales and Carlton Coleman.

similarities of NIH employees in order to promote productivity, quality and fairness in the workplace. The recent forum and awards ceremony is one way NIH evaluates the initiative's progress.

“I want to be able to stand with you today as we celebrate diversity,” said NIH acting director Dr. Ruth Kirschstein, in opening remarks via videotape. The program coincided with a congressional hearing Kirschstein was called to attend. “This ceremony is very important to me,” she said. “It is our opportunity to review our efforts to improve diversity, acknowledge those who have contributed to our progress and examine the steps we have to take in the new millennium.”

She said this year's forum theme—“Diversity in the New Millennium”—is an essential goal at the agency. “We are fortunate to have a work environment that is inclusive,” she said, “but our theme serves as a reminder that our work is not done.”

The face of the United States is changing constantly, she continued. The population has undergone dramatic changes due to population shifts, mortality rates and immigration. In 1990, 19.7 percent of the nation's population were minorities; in 2000, the minority population increased to 24.1 percent.

“NIH has also experienced these changes,” Kirschstein remarked, noting that recent data on agency hiring and promotion indicate that NIH is keeping pace with population trends. In fiscal year 2000, for instance, 38

percent of NIH's new hires were minorities and 66 percent were women. “These accomplishments are crucial as we look to measure our successes in the area of diversity, while meeting the challenges we still face at NIH in the new millennium. I expect this forum—and the influence of our diversity champions—to renew our commitment to making NIH a model in the federal sector.”

Changing faces and facades is simple, compared to changing mindsets and behavior, according to keynote speaker Trevor Wilson, a diversity consultant to dozens of organizations nationally and

internationally in private and public sectors.

“What I've been doing for the last 20 years is trying to move this idea out of the realm of pure social work or even legislation, and move it into the world of business,” Wilson admitted. “The term ‘diversity’ has a lot of baggage attached to it, so what I talk about—especially in Europe and other countries outside the United States—is equity.”

Wilson then went on to distinguish equity from equality, two terms many people use synonymously. The distinction is crucial, though.

“When we talk about equality,” he explained, “we are talking about treating people the same. When we talk about treating people the same, we ignore their differences. This is the management strategy that many people were brought up with. [However] equity is not about treating people the same. Equity is about

treating people fairly. When you treat people fairly, you are acknowledging the differences.”

Half Indian and half black, born in England but reared as a Jamaican with Jamaican language and culture, Wilson said diversity issues cropped up early in his life when his family immigrated to Canada.

“The way I got to do this work has very little to do with my academic or occupational background and much more to do with the fact that a lot of these issues I have lived.”

Wilson said businesses interested in improving productivity and profit must be prepared to compete in the “war for talent.” Managing diversity successfully, he concluded, is a powerful weapon.

The diversity initiative's new logo also debuted at the program. Taking the shape of a delta, which signals change, the insignia features three different profiles in silhouette. In addition, the program provided an opportunity for NIH to recognize its 2001 Champions of Diversity: Cassandra Allen, NLM administrative librarian; Hilda Dixon, Office of the Director EEO officer; Dr. Michelle Evans, NIA deputy scientific director; Dr. Michael Gottesman, NIH deputy director for intramural research; and Dr. Wendol Williams, NIAAA research fellow. The team award was presented to NIGMS's Martha Pine, Karen Basnight and Lynn Pupkar; the organization award went to OD's Steve Benowitz, Wendy Thompson, Alisa Green and Brian Easley for their work on NIH Quality of Worklife Initiative and the Work and Family Life Center. ■



NIGMS team diversity champions 2001 (from l) Martha Pine, Karen Basnight and Lynn Pupkar are congratulated by Morales.

PHOTOS: ERNIE BRANSON



At lunch, diversity councilors (clockwise from lower l) Coleman, John Czajkowski of CSR and John Miers of NIMH chat with Wilson.

NIDDK Extramural Chief Wants to 'Respond to Science'

By Anna Gillis

Dr. Robert Hammond wants researchers to spend less time on grant paperwork and more time on science. For that to happen, "we have to ask ourselves how our grants and contracts policies hinder science," says Hammond, who recently became director of NIDDK's Division of Extramural Activities. "My vision is that the NIDDK DEA will work within the institute and across institute lines to respond to the rapidly changing directions of science."

He has asked NIDDK's DEA to evaluate new types of grants and application procedures to accommodate changing research trends. Among those under consideration are glue grants and phased innovation awards, which other NIH institutes have already tested. He will draw on his previous extramural experience with NCI, NIA, his earlier stint at NIDDK, and from his time on the NIH STEP committee.



Dr. Robert Hammond

NIDDK's DEA administers more than \$1.1 billion in funding. The R01 grants, which are given to principal investigators working on discrete projects, are the institute's most common award, but they clearly do not work well in certain situations, according to Hammond. Increasingly, complicated problems are tackled by collaborations among widely scattered research groups. "There's a lot of 'big-budget' research now, and we're seeing more applications for 'consortium science' and interdisciplinary efforts."

Glue awards could help such projects, says Hammond. An NIGMS innovation, the grants pull or "glue" together already funded investigators at different institutions. They tackle broad questions beyond the scope of individual labs. Last year, NIGMS awarded \$5 million to the Alliance for Cellular Signaling, a group of 50 researchers at 20 institutions that will study how cells "talk" to each other. NIDDK-supported projects in obesity, stem cell biology and hepatitis are some of the areas that possibly could benefit from "synergistic capabilities of the glue grant," adds Hammond.

How scientists apply for grants and how funds are disbursed also have to change to be flexible enough to keep pace with technological advances, according to Hammond. In fields where technology changes quickly, scientists particularly feel the impact of funding gaps. Researchers sometimes lose their technical advantage and momentum when they are

forced to wait a grant cycle or more before bringing a promising line of work to the next level. Small businesses, in particular, can't wait 9 or more months between the first and second phase of funding, explains Hammond.

To ease these problems, he is considering phased innovation awards like those first tried by NCI. It's a fast-track approach to funding fast-moving technology, says Hammond, who returned to NIDDK from NCI, where he was an associate director in that institute's DEA.

Researchers seeking phased awards submit two applications at once. The first (R21) covers the pilot stage of technology research. If researchers meet agreed-upon milestones, the second application is approved through staff review, allowing the program to proceed uninterrupted. NCI has awarded these grants to support the development of innovative technologies for molecular analysis of cancer. Phased innovation awards could eventually support NIDDK's efforts in the genetics of complex disease, with a pilot phase to test the potential of new technologies and a second phase to support a full-scale developmental study.

So individual researchers and collaborations can have more time to prepare good applications, Hammond says, NIDDK will make concept approvals available on the institute web site soon after each NIDDK advisory council meeting. The council has always discussed new research priorities in public sessions, but the information often didn't move into the scientific community until the requests for applications were published.

Changing NIDDK's grant-making style requires that everyone involved get reeducated, says Hammond. He has started regular coordinating sessions for extramural staff, and he wants to streamline grant evaluation so that it is less burdensome and time consuming for reviewers. He sees extramural staff and reviewers as a team working together to identify and support the best research. "We will always be looking for ways to rapidly move money toward good science," he says. ■

NIH Chamber Singers Spring Concert

The NIH Chamber Singers will be performing an eclectic selection of classical and contemporary songs, featuring compositions by des Pres, Morley, Brahms and Burleigh, plus a collection of "do-wop" classics. Performances are scheduled in Bldg. 10 for Thursday, May 10, 7:30 p.m. in the 14th floor assembly hall, and Tuesday, May 15, 12:15 p.m., in Masur Auditorium. Admission is free. For more information, see <http://www.recgov.org/r&cw/chamber/> or call 435-3209. ■

Contract Managers Hold Seminar

The Bethesda/Medical chapter of the National Contract Management Association is hosting a lunchtime seminar titled "Feeding the Feds," on Wednesday, May 16 from 11:45 a.m. to 1 p.m. in Executive Plaza North, first floor conference center. The talk will address appropriation law issues concerning provision of food and refreshments under government contracts. All are welcome. The speaker is Linda Oliver, associate administrator for procurement law, Office of Federal Procurement Policy. For more information contact Sharon Miller, 435-3783.

BLDG. 3 RENOVATION, CONTINUED FROM PAGE 1

Stadtman, who is one of the NAS members.

The building, once home of the entire National Heart Institute (which still had three and a half labs there until recently), also harbored one of the world's few anaerobic laboratories (a facility from which all the oxygen had been pumped out), hosted several powerful magnets for NMR (nuclear magnetic resonance) spectroscopy and EPR (electron paramagnetic resonance) in its sub-basement, and allegedly was the site of pioneering animal trials preceding development of the world's first implantable heart pacemaker. This latter feat was accomplished in the Bldg. 3 attic, said historian Dr. Buhm Soon Park, a postdoctoral fellow with the DeWitt Stetten Jr. Museum of Medical Research at NIH. He was busy—along with photo archivist Margaret Wood—in late March and April, cataloguing items of historical interest from Bldg. 3, videotaping the entire building and interviewing many of its senior scientists. “You really can write a book solely about Bldg. 3,” claims Dr. Victoria Harden, NIH historian and director of the Stetten Museum. Park is preparing an article on the building titled, “Cradle of Excellence: Biochemists in Bldg. 3 of NIH, Circa 1950.”

Bldg. 3 was completed in December 1938 at a cost of \$328,000 and was originally designated the Public Health Methods and Animal Unit. It was built, according to the *NIH Almanac*, “to provide space for offices, laboratory research, and animal breeding.”

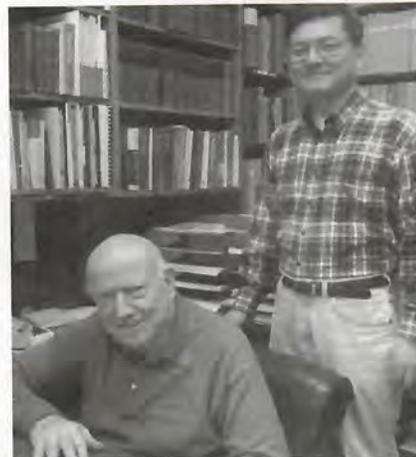
“NIH wasn't plural back then,” notes Park. “It was still the National Institute of Health.”

The building had a sub-basement, basement, three floors, and was topped by a usable attic. Throughout its 53-year history as a laboratory (it will enjoy a second life as administrative space, once it is renovated by the Office of Research Services), Bldg. 3 was characterized by an unusually inclusive conviviality, Park has found. Dr. Earl Stadtman, who along with his wife Dr. Thressa Stadtman spent much of his career in the building (they are the main topic of the exhibit Park will debut next year), kept scrapbooks including group photos over the years.

The photos, loaned to Park for the exhibit, bear witness to the building's communal spirit—year after year, broad grins spread across faces of men and women of various ages and cultural backgrounds.

“Many people have said that the scientists, technicians and secretaries who work in the building think of one

Historian Dr. Buhm Soon Park (r) meets with Dr. Earl Stadtman in Stadtman's office in Bldg. 3.



another as belonging to a family,” Park reports. “Whenever there is a party or other social gathering, everyone is invited.”

One of the defining characteristics of the building is its “open door” policy, said Park. “The doors of every office are usually open—no one needs an appointment to drop in on a section chief or a lab chief.”

Park, who presented a public lecture at NIH last June on scientific achievement within NIDDK's Laboratory of Molecular Biology—which also boasted an unusually high morale—credits a series of “strong personal connections” with bolstering the scientific success of Bldg. 3. For instance, Dr. James A. Shannon, who once was scientific director of the heart institute before rising to NIH director from the mid-1950s through 1968, recruited top people he knew from academia, including Dr. Christian B. Anfinsen, who shocked colleagues at Harvard University by leaving for NIH at a time when it wasn't a prestigious career move.

The following excerpt from the Anfinsen papers at NLM's Profiles in Science web site addresses this move, and exemplifies the power of personal connections:

“In 1950, James Shannon, then [scientific] director of the National Heart Institute, part of the National Institutes of Health, invited Anfinsen to become chief of the Laboratory of Cellular Physiology. Many of Anfinsen's colleagues were surprised by his move from the prestige of Cambridge to a federal position in Bethesda. But, as Anfinsen recalled in 1985, ‘It was hard to turn down this offer, partly because of its scientific potential, and also because the move would double my salary overnight.’ Over the course of the next three decades, Anfinsen's various laboratories in Bethesda would sponsor an astonishing array of talented postdoctoral and staff researchers including future NIH director Donald S. Fredrickson, future Nobel Laureate Martin Rodbell, and Michael Sela, future director of the Weizmann Institute of Science in Israel.”

Dr. Richard Bray (l) monitors Joe Davis, who is at work in Bldg. 3's anaerobic (oxygen-free) laboratory. The last experiments were conducted in this special room in early March; the lab's fate is uncertain.



A Who's Who of Bldg. 3 alumni circa 1950, compiled by Earl Stadtman, includes an impressive genealogy of productive friendships and associations. From the National Institute of Arthritis and Metabolic Diseases, which once had labs in 3, came NAS members Arthur Kornberg (1959 Nobel laureate), Leon Heppel and Bernard Horecker. Herbert Tabor joined this group for lunch seminars every day. Hailing from the National Heart Institute were NAS inductees James Shannon, Robert Berliner, B.B. Brodie, Sidney Udenfriend, Christian Anfinsen (1972 Nobel laureate), Earl and Thressa Stadtman, Bernhard Witkop and Julius Axelrod, who was a student there in 1950 and went on to win the Nobel Prize in 1970. Other distinguished alumni of the building include Jack Orloff, who became scientific director at NHLBI, Robert Bowman, Martha Vaughan, and two scientists whom Earl Stadtman is careful to point out "only had offices in Bldg. 3": Luther Terry, a future U.S. Surgeon General, and Nathan Shock, who became an authority on gerontology.

Stadtman, himself a legendary mentor, once hosted two future Nobel laureates in the Laboratory of Biochemistry that he headed for many years—Michael Brown (who shared the prize in 1985 with fellow NIH alumnus Joseph Goldstein) and Stanley Prusiner (1997).

As the scientific sun sets on Bldg. 3 this spring, most of its alumni are moving a short distance across South Dr. to Bldg. 50, whose immense shadow nearly touches the old structure. Stadtman's old Laboratory of Biochemistry, now headed by his protégé Dr. P. Boon Chock, is headed to 50, along with Dr. Edward Korn's Laboratory of Cell Biology,

the Laboratory of Cell Signaling headed by former Stadtman postdoc Dr. Sue Goo Rhee, and Dr. James Ferretti's structural biophysics section of the Laboratory of Biophysical Chemistry.

There had been an effort, historian Park reports, to preserve the old anaerobic laboratory (completed in spring 1967), whose requirements for a nitrogen atmosphere were met by a gigantic metal bulb filled with liquid nitrogen just outside Bldg. 3. Scientists from abroad were still conducting experiments there as recently as mid-March. But a decision has yet to be made to preserve the historic facility.

Park predicts that Bldg. 3's legendary collegiality will survive the move to more modern laboratory space. "They will still be close to one another in Bldg. 50," he said.

Demolition of lab facilities in Bldg. 3 is expected to begin in spring 2002, with renovation as office space scheduled for completion in summer 2004, said John Morris of the Design, Construction and Alteration Branch, DES. The term "decommissioning," explains Bob Sheridan of DCAB, means "decontaminating—it's what the environmental people have to do, such as asbestos removal, stripping the walls, etc." Conversely, commissioning means "making sure all the systems, like air-balancing, work properly. It's making all the little pieces fit together so that the building is ready for move-in," Sheridan said. ■



An undated photo of Bldg. 3, with vintage automobiles parked out front



Nobel Laureate Dr. Christian Anfinsen (standing, r) had a Bldg. 3 laboratory in the early 1950's that included (seated, from l) Juanita Cook, Dr. Thressa "Terry" Stadtman, Barbara Wright, and (standing) Dr. Richard Hendler.

Extramural Workshop, Expo To Be Held

The Extramural Enterprise and Extension Systems Workshop Expo will be held on Thursday, May 10 in the Natcher Conference Center from 8:30 a.m. to 3:30 p.m. The expo will feature IMPAC II user modules and other enterprise systems. A showcase of IMPAC II extension systems that exist or are planned will be presented. Attendees will be able to review the systems, via demonstration and discussion workshops, for ideas on how features and core functionality could be replicated in other applications. Also, attendees will get the opportunity to meet user group advocates of each IMPAC II module. The advocates will be available for discussion and to collect and report participant comments for the closing plenary session. ESA credit and grants management certification credit are offered. To register visit <http://era.nih.gov/workshop/register.cfm>. For more information, call Felicia Shingler, 435-0690 ext. 608. ■

Renewal of NIH Parking Permits

NIH General Parking Permits for campus employees whose last names begin with H, I and J will expire on the last day of May 2001. In order to obtain a new permit, an employee must visit the NIH Parking Office in Bldg. 31, Rm. B3B04. Hours are 7:30 a.m. to 4:30 p.m., Monday through Friday. Remember to bring a valid NIH identification card, driver's license and vehicle registration certificate. For more information, call 496-6851.

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the impact of high neighborhood joblessness rates (in some cases, over 60 percent of adults in the neighborhood without jobs) and the devastating consequences for the residents of these communities and larger society. His findings have been widely used to inform public policy in several administrations.



Dr. William Julius Wilson

Wilson asserts that joblessness, or the absence of adults with jobs, in a community has a far greater effect on a community than poverty.

In his lecture on May 16, he will examine the recent impact of welfare reform in the United States within a larger international context. The passage of the welfare reform bill in 1996 set the stage

for an unprecedented national experiment, and disastrous consequences were predicted. However, welfare caseloads have plummeted; child poverty has declined; and the nation's safety net has not been removed. Thanks to the robust economy in the second half of the 1990s, the timing of the welfare reform bill could not have been better. Overall, the economic gains of low-wage workers during this period have been significant. Accordingly, Wilson will address questions about the impact of the robust economy on these positive outcomes and the claims that welfare reform has been a success. He will present findings on the characteristics of families that have been sanctioned for not following welfare rules, and on the experiences and challenges of the families who have left the welfare rolls. Given these findings, he will then reflect on the possible consequences of an economic slowdown and also address the policy implications suggested by economic changes.

Wilson has received major national and international awards including election to the National Academy of Sciences and the Institute of Medicine. He is also a past president of the American Sociological Association and is a MacArthur Prize fellow. In 1998, he was awarded the National Medal of Science, the highest scientific honor in the U.S. He is the author of numerous publications, including the books *The Declining Significance of Race*, *The Truly Disadvantaged*, and *When Work Disappears: The World of the New Urban Poor*.

For information and reasonable accommodation, contact Hilda Madine, 594-5595. ■

STEP Program Examines Clinical Trials

The staff training in extramural programs (STEP) will present "Clinical Trials on Trial: Protecting Human Subjects of Clinical Research," a module in its Current Controversies in Medicine series, on Thursday, May 17, from 8:30 a.m. to 4 p.m. in the Natcher Conference Center's main auditorium.

Recent media reports have raised questions about the safety net for protecting human participants in clinical trials. The challenge is to ensure protection without unnecessarily slowing the pace of research and discovery. The module will provide a forum to discuss current controversies in protecting participants in clinical trials. Issues to be addressed will include adverse event reporting and the roles of principal investigators, institutional review boards, data and safety monitoring boards, and NIH and FDA staff in monitoring patient safety. Examples of acceptable data and safety monitoring plans for phase I, II and III clinical trials will be presented.

The program will begin with plenary talks by Janet Wittes from Statistics Collaborative and Bernard Lo from the University of California, San Francisco. NIH deputy director for extramural research Dr. Wendy Baldwin and David LePay acting director, Office for Human Research Trials, FDA, will address the respective roles of NIH and FDA in data and safety monitoring and adverse event reporting. A panel with Larry Friedman of NHLBI, David Shore of NIMH, Michael Christian of NCI, and Dennis Dixon of NIAID will discuss how institutes and centers are addressing their responsibilities in these areas.

Discussing the conduct of clinical research in developing countries will be a panel including James Lavery of the Fogarty International Center, Robert Levine of Yale, Christine Grady of the Clinical Center's bioethics department and Don Francis of Vaxgen. They will address ethical and social issues that arise in the design, conduct and followup of such research.

All employees are invited. Report attendance (or viewing of an archived videocast) to your training supervisor for ESA credit. No advance registration is necessary. Inform the STEP office at 435-2769 about any need for sign language interpretation or other reasonable accommodation by May 10. ■

Crohn's Disease Disrupting Your Life?

If so, consider taking part in a study to test the safety and effectiveness of a potential new Crohn's disease treatment against a placebo (a substance that neither harms nor helps). The study takes place at the Clinical Center. If you are age 18 or older with moderate Crohn's symptoms, call for more information. There is no charge for study-related testing or medicine. For more information, call toll-free 1-800-411-1222 (TTY 866-411-1010). ■

NCI-Frederick/Ft. Detrick Spring Research Festival, May 16-17

On May 16 and 17, NCI-Frederick and Ft. Detrick will hold the fifth annual Spring Research Festival and Health Fair/Exposition, which will be held in conjunction with Armed Forces Week. The purpose is to acquaint coworkers and the public with the important research that is conducted at NCI-Frederick and Ft. Detrick and to provide an opportunity for attendees to obtain information to enhance their own health and well-being.

Scientific Presentations—All scientific staff at the two facilities, including technical support, postdoctoral fellows and investigators, are encouraged to present posters describing their research efforts to both their colleagues and the public.

Exhibits—In addition to the posters, other work groups are invited to take part in the festival by creating exhibits and demonstrations to further the public's understanding of the diversified programs that exist at the facilities.

Health Fair/Career Fair/Scientific Instrumentation Expo—As in previous years, the festival will include a Health Fair area featuring a wide range of national and local health-related organizations as well as safety, educational and scientific exhibits.

On May 16, a Career Fair will be held in Bldg. 549. Also, for the twelfth consecutive year, the Biomedical Research Equipment and Supplies Exhibit, sponsored by the Technical Sales Association, will display state-of-the-art equipment designed to facilitate biomedical research. For more information, visit the web site at <http://www.ncifcrf.gov/conference/2001springfest> or contact Elynor Sass at e_sass@ncifcrf.gov. ■

Day of Prayer Observed, May 3

The annual National Day of Prayer will be observed Thursday, May 3 in front of Bldg. 1 from 11:45 a.m. to 1 p.m. There will be a brief message, Bible readings, music and a forum for prayer requests. The observance invites all people of any faith to pray for the good will of the country and its leaders. The program will conclude with participants circling the flag pole in prayer. The event is sponsored by the Noontime Christian Fellowship. ■

Atherosclerosis Study Recruits Volunteers

Volunteers needed (men over 21 and women who have gone through menopause) for a research study to assess risk factors for atherosclerosis. Medical history and blood samples are required to assess eligibility for entry into study. Participation involves brachial artery reactivity study. Individuals will be compensated. For more information call Rita Mincemoyer at 496-3666. ■

Holt Ends 39-Year Federal Career

Mary C. Holt, who worked at NIH for most of her 39-year government career, retired on Mar. 30. She graduated from Richard Montgomery High School in 1962. She started working at NIH as a clerk-typist in the Division of Research Grants in Bldg. 31 and later moved to the Westwood Bldg. when it opened in 1963.

She transferred from DRG (now CSR) to the Office of the Secretary of Health and Human Services as a management assistant in 1977.

Holt returned to DRG as a computer systems analyst in 1988. She retired from OD's Office of Policy for Extramural Research Administration, where she had worked as a computer specialist since 1996.

In 1992, Holt and her coworkers earned an NIH Award of Merit for their work on the Financial Status Report.

Holt is looking forward to spending more time with her terrier, and to gardening in her yard. She will be taking many day trips to photograph nature and scenery, and will take lessons on her new baby grand piano, which she purchased for retirement. ■



Mary C. Holt

New Management Cadre Class Welcomed

NIH recently welcomed 15 new participants to the Management Cadre Program. They attended a week of orientation that included a leadership development seminar. Guest speakers included Dr. Ruth Kirschstein, NIH acting director; Dr. Yvonne Maddox, NIH acting deputy director; Yvonne du Buy, NIDCR; Dr. Josephine Briggs, NIDDK; and Dr. Philip Chen Jr., OD.

The competitive 18-month program was established in 1994 to enhance the career growth and potential of employees in grades GS/GM 12, 13 or 14. The program is an important component of NIH's efforts to develop well-qualified candidates to help meet its future leadership needs.

The 2001-2002 Management Cadre Program participants are: Dr. Krishna Balakrishnan, OTT; Lisa Coronado, ORS; Claire Driscoll, NHGRI; Marianne Duffy, NINR; Ricardo Gomez, OD; William Jirles, NIEHS; Dr. Dionne Jones, NIDA; Angela Magliozzi, NIAID; Dr. Monique Mansoura, NHGRI; Laina Ransom, NHLBI; Alison Reinheimer, NIAAA; Lisa Strauss, OD; Dr. Paula Strickland, NIAID; Corliss Taylor, OD; and Chris King, CC.

FEW Discusses Allergy, Asthma

Did you know that 17 million Americans are affected by asthma? The prevalence is increasing, especially among children. Asthma death rates are highest among African Americans. Come to the Tuesday, May 8 meeting of the Bethesda chapter, Federally Employed Women (FEW) to hear NIAID expert Dr. Calman Prussin present an overview of asthma and allergic diseases, with insights on what causes asthma attacks and steps you can take to prevent them in yourself and your loved ones. The meeting will be held in Bldg. 1, Wilson Hall from noon to 1 p.m. FEW meetings are held the second Tuesday of each month. For more information visit <http://www.FEWbethesda.com>.



NIDDK's Dr. R. Daniel Camerini-Otero received the New York University School of Medicine Alumni Association's Solomon A. Berson Medical Alumni Achievement Award in Basic Science on Mar. 24. The school honored the 1973 grad for his contributions in human genetics and biochemistry. His studies of recombination in simple and complex cells have yielded patented methods to clone and map genes. Camerini-Otero, chief of the Genetics and Biochemistry Branch, focuses on homologous recombination, the system that simple and complex cells use to make new combinations of DNA in their chromosomes. His current work looks at the way mice go through meiosis, the process where cells halve their normal number of chromosomes in order to produce sex cells.

7 Good Reasons to Visit the Personnel Office

See your personnel office for details about any of the employee benefits described below.

Post '56 Military Service Deposits

Did you know that if you performed active duty military service after 1956 (after June 30, 1960 in the Commissioned Corps), that you may need to pay a deposit (including interest) to DHHS in order to receive retirement credit for the military service (FERS employees) at the time of retirement or to retain the credit when you reach age 62 and become eligible for Social Security benefits (CSRS employees)?

Temporary Continuation of Health Benefits Coverage

Did you know that when your child reaches age 22 (or marries before age 22) he or she is no longer eligible to be covered under your health benefits enrollment? This is true even if your child is still in school. You have 60 days from the date he/she gets married or turns age 22 (whichever occurs first) to notify your personnel office. That office will give you information on how your child may enroll in his/her own right for temporary continuation of coverage (TCC). The enrollment will be for up to 36 months and the child will have to pay the full premium (no government contribution), plus a 2 percent administrative charge.

TCC enrollments are also available to you should you leave the government (coverage is for up to 18 months) and for a former spouse should you get divorced (coverage is for up to 36 months).

Changes You May Make in Your Health Benefits Enrollment

Outside of the annual open season, there are only certain events (such as marriage, birth of a child, loss of private-sector coverage) that allow you to enroll or make a change in your health benefits enrollment. Did you know that if you are covered by Premium Conversion you may no longer change your enrollment from family to self-only coverage or cancel your enrollment outside of open season, unless you have a Qualifying Life Event (QLE)? One type of QLE could be when the last member of your family ceases to be eligible for coverage under your plan (for instance, when your youngest child turns age 22 and you are divorced or widowed).

Spouse's Eligibility to Continue Health Benefits Coverage After Your Death

Did you know that you must be enrolled in family coverage at the time of death in order for your spouse to continue coverage? Also, when you retire you must elect a survivor annuity for your spouse in order for him/her to continue coverage after your death.

Changes You May Make in Your Life Insurance Coverage

Did you know that you may elect or increase your Option B - Additional coverage if you marry or acquire a child? You may also elect option C - Family coverage if one of these events occurs. If you already have Option C coverage and your last family member ceases to be eligible for coverage (youngest child turns age 22, etc.) you should complete an SF 2817 declining Option C coverage.

Election of Living Benefits and Assignment of Life Insurance

Did you know that if you are diagnosed as having a terminal illness you may be eligible to elect living benefits? This would allow you to receive up to the full amount of your basic life insurance coverage while you are still alive instead of payment going to your survivors after your death. You may, instead, assign all of your life insurance coverage to a viatical settlement firm in return for a payment equal to a portion of your coverage (usually 50-80 percent, depending on life expectancy). That firm would then be paid your life insurance after your death.

You may also assign your life insurance to another person or persons, including an individual, a corporation or an irrevocable trust in order to satisfy the requirements of a court order upon divorce, for inheritance tax purposes, or to satisfy a debt.

Designations of Beneficiary

Did you know that you may complete a Designation of Beneficiary form for Unpaid Compensation, Life Insurance, Retirement, and the Thrift Savings Plan if you want the payment upon your death to go to someone other than the person(s) entitled under the normal Order of Precedence? Do you know if your designations are up to date? Did you know that a designation may still be valid, even if your family situation has changed? For instance, if you designated your spouse and you have since gotten divorced, your former spouse is still your beneficiary unless you file a new Designation of Beneficiary, either canceling the previous one or designating someone else.

If you are not sure of the status of your Designations of Beneficiary, see your personnel office. ■

Study of Uveitis and JRA

Children are needed for a study of the safety and effectiveness of the drug etanercept (Enbrel) against a placebo. If your child has uveitis associated with juvenile rheumatoid arthritis, call 1-800-411-1222 (TTY 1-866-411-1010). The study takes place at the Clinical Center. All study-related tests and medications are provided at no charge. ■



HRDD Class Offerings

The Human Resource Development Division supports the development of NIH human resources through consultation and provides training, career development programs and other services designed to enhance organizational performance. For more information call 496-6211 or visit <http://LearningSource.od.nih.gov>.

Speed Reading (FCRDC)	6/5-19
The Professional Office Manager II	6/11-12
Advanced Supervision: Beyond the Basics	6/12-13
Understanding and Managing Stress	6/14
Speaking on the Job Part II: Presenting Yourself	6/19-21
Interacting with Difficult Employees	6/19
Intermediate MS PowerPoint 2000	6/19
Introduction to Filemaker Pro 4.0	6/20
Fellowship Payment System	6/20
Plain Language in Government Writing	6/20-21
Intermediate Filemaker Pro 4.0	6/21
Creating Results through Influence	6/26-28
Introduction to Windows	6/26
Valuing Differences	6/27
Enhancing Your Management Style	6/28-29

NCI's Wu Wins Public Service Award

Dr. Roy S. Wu recently received the Public Service Award of the American Society for Blood and Marrow Transplantation. He was honored for his proactive and effective advocacy, working within NIH on behalf of the extramural blood and marrow transplantation community. He played an instrumental role in fostering the Blood & Marrow Transplant Clinical Research Network, an ongoing joint initiative between NCI and the National Heart, Lung, and Blood Institute. Wu continues to work with the members of the network, encouraging excellence and cooperation in research. He has been extremely conscientious, the society noted, in his management of clinical grants and contracts, holding the extramural community grantees to the highest research standards. ■

The New Look of HRDD

In order to provide NIH'ers with ready access to a comprehensive and up-to-date resource of training-related information, the Human Resource Development Division is distributing its *HRDD Highlights Newsletter* quarterly. The publication contains class schedules for the upcoming quarter (title, dates, location, cost), feature articles on training and staff development topics, and career development program updates and announcements. In addition, complete details of all HRDD programs can be found at your desktop. Simply visit <http://LearningSource.od.nih.gov>. The site is updated as things change and as new classes are offered.

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>.

Data Warehouse <i>Query</i> : Travel	5/4
Producing Graphs with SAS	5/7-8
Introduction to HTML	5/8
WIG - World Wide Web Interest Group	5/8
Microsoft Project 2000 Overview	5/9
Data Warehouse <i>Query</i> : Property Management	5/9
Fundamentals of Unix	5/9-11
Data Warehouse <i>Query</i> : Advanced Query and Reporting Workshop	5/10
Basic SPSS	5/10-11
Perl I: Fundamentals of Perl	5/10,14,17
Budget Tracking	5/14
Data Warehouse <i>Analyze</i> : Budget & Finance	5/14
Data Warehouse <i>Query</i> : Procurement & Market Requisitions	5/15
Introduction to Statistics	5/15-16
SAS Programming Fundamentals I	5/15-16
Advanced Sequence Analysis Using the Wisconsin Package (GCG)	5/17-18
Producing Reports with SAS	5/17-18

Four Named To NIAMS Council

Four new members were recently named to the National Arthritis and Musculoskeletal and Skin Diseases Advisory Council.

They are:
Dr. Gunnar B.J. Andersson, professor and chairman of the department of orthopedic surgery, Rush-Presbyterian-St. Luke's Medical Center in Chicago, is an investigator-

clinician with extensive experience in all aspects of orthopedics from low back pain to joint replacements.

Dr. Bess Dawson-Hughes, professor of medicine at Tufts University School of Medicine, is a nationally and internationally recognized leader in nutrition and endocrinology research.

Dr. Michael M. Frank is Samuel L. Katz professor of pediatrics and chairman, department of pediatrics, Duke University Medical Center; his areas of expertise are pediatrics and clinical immunology.

Dr. Oretta Mae Todd is coordinator of the Arthritis Awareness: Urban Outlook Project, Arthritis Foundation (Michigan chapter), which conducts education outreach in Detroit churches. ■



NIAMS staff welcome new council members. They are (from l) Dr. Michael Frank; Dr. Oretta Mae Todd; deputy director Dr. Steven Hausman; Dr. Gunnar Andersson; director Dr. Stephen Katz; Dr. Bess Dawson-Hughes.

Nurses Week Celebrates Research, Practice

All NIH employees are invited to join the National Institute of Nursing Research and the Clinical Center nursing department in celebrating National Nurses Week on Thursday, May 3, from 9 a.m. until 3:30 p.m. in Lipsett Amphitheater, Bldg. 10.

Three of five episodes from the critically acclaimed Discovery Health TV series *Nurses* will be shown. This series was patterned after ABC's unusual and popular series *24/7*, filmed at Johns Hopkins University Hospital. In *Nurses*, the reporters and camera crew had permission to roam the halls and talk to staff and patients at Johns Hopkins, just as they did in *24/7*.

The event, entitled "Celebrate Nursing Research and Practice," will be moderated by Dr. Patricia Grady, NINR director, and Dr. Clare Hastings, chief, Nursing and Patient Services at the CC. The program is divided into three segments, each featuring a video, followed by speakers who will address issues raised by the film. Comments from the audience are welcome.

The event begins at 9 a.m. with the first segment, *Nurses Critical Care—Patients in Crisis*. This segment also includes speakers Mary Pat Couig, chief nurse of the Public Health Service, who will talk briefly about the nursing shortage, and executive producers Helen Holt of Summer Productions and Claire Vande Polder of Discovery Health, who will tell what it was like to film the series. Following the video, Susan Marden of the CC nursing department and Gayle Page, a researcher from Johns Hopkins, will speak.

The second segment starts at noon and will show *Nurses Touch of Mercy—Cancer and End of Life*. Speakers are Drs. Ann Berger, chief of the CC Pain and Palliative Care Service, and Marie Nolan, researcher at Johns Hopkins. The final segment is *Nurses Pediatrics—Infant Patients and Their Parents*. The speakers are Tammara Jenkins of the CC and Dr. Arthur Engler, researcher from the University of Connecticut.

Nursing has regularly celebrated its profession since 1897, and in 1990, the American Nurses Association expanded recognition of nurses to a weeklong celebration. ■

Wednesday Afternoon Lecture

The Wednesday Afternoon Lecture series—held on its namesake day at 3 p.m. in Masur Auditorium, Bldg. 10—features Dr. Troy Duster on May 9. He will give a talk entitled, "Buried Alive! The Concept of Race in Science." He is Chancellor's professor of sociology and director, American Cultures Center, University of California, Berkeley, and professor of sociology and Institute for the History of the Production of Knowledge.

For more information call Hilda Madine, 594-5595. ■

NIAMS Travels to Capitol Hill, Meets Children with Arthritis

NIAMS officials recently traveled to Capitol Hill to meet with youngsters with arthritis at a briefing sponsored by the Metropolitan Washington, D.C., chapter of the Arthritis Foundation. The briefing, hosted by Rep. Connie Morella (R-Md.), was part of Juvenile Arthritis Awareness Week.

Featured speakers included NIAMS director Dr. Stephen Katz and Dr. Lisa Rider, a pediatric rheumatologist who works with the National Institute of Environmental Health Sciences. A mother and child affected by juvenile arthritis shared their perspectives on the challenges of chronic disease. Several

NIH staff join Rep. Connie Morella (R-Md.) and young people with rheumatic diseases during a break in the briefing. In the back row are (from l) NIEHS' Dr. Linda Rider, NIAMS' Dr. Janet S. Austin and Morella.



families were introduced, each conveying their own stories of lives complicated by the monotony and hardship of chronic rheumatic disorders.

NIAMS' participation in Juvenile Arthritis Awareness Week demonstrated the institute's collaborative relationship with health voluntary organizations. Katz emphasized NIAMS' work with its partners to achieve common goals: "We look forward to enhancing our already strong commitment to pursuing research for children with rheumatic diseases. The juvenile forms of these diseases present unique challenges—physically, emotionally and financially. We're committed to developing better approaches to their diagnosis, treatment and prevention."

Last year, NIAMS, in partnership with other NIH components, established the NIH Pediatric Rheumatology Clinic, a specialty-care medical facility on the NIH campus that provides an opportunity for both research and training in rheumatic diseases. Juvenile rheumatoid arthritis, lupus, dermatomyositis, ankylosing spondylitis and scleroderma are just a few of the rheumatic diseases that can affect children. ■