

THE NIH RECORD

Still The Second Best Thing About Payday

Ground Broken for New Edmond J. Safra Family Lodge

By Dianne Needham

A groundbreaking ceremony was held on Oct. 29 for the Edmond J. Safra Family Lodge, a home-away-from-home for the families and caretakers of Clinical Center patients. The event, which occurred at the site where the lodge will be situated (near the corner of Center and Convent Drives), formally signals the project's start.

The rain-soaked day did not deter a large crowd that included patients and NIH officials from attending. CC director Dr. John Gallin served as master of ceremonies. Speakers included NIH director Dr. Elias Zerhouni; Jeffrey Keil, president of Ellesse, LLC, representing the Edmond J. Safra Philanthropic Foundation; Dr. Michael Gottesman, NIH deputy director for intramural research; Amy McGuire, executive director, Foundation for the NIH;

SEE FAMILY LODGE, PAGE 2

Intern Morales Gets Glimpse of 'Real World'

By Matthew Holder

Gilbert Morales is like many young people who grew up in small cities and towns. He dreamed of one day leaving home and moving to a large city full of new and different opportunities and bustling with others like him—young, professional, smart and determined.

Morales, a 22-year-old Hispanic from Santa Fe, N.M., fulfilled—or at least, began to fulfill—his dream this past summer by working at NIH in an internship arranged by the Hispanic Association of Colleges and Universities (HACU). The primary purpose was to gain job experience and exposure to opportunities in the government, but Morales also wanted to explore a world much different than his home.

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

November 26, 2002
Vol. LIV, No. 24

No One To Lose Job, But Work May Differ

NIH Works To Apply A-76 Fairly

By Rich McManus

No less than the wisdom of Solomon is required of NIH officials who are obliged to comply with an old federal policy given new urgency by the Bush administration: namely, that the government should not compete with private industry for services that the private sector can provide. The challenge at NIH is that almost half the workforce of 18,000 people fall into occupational categories that are commercial in nature, not inherently governmental. In order to comply with OMB Circular A-76 and the FAIR (Federal Activities Inventory Reform) Act of 1998, NIH must review up to half of the total of its potentially commercial positions in the next few years, and "outsource" those jobs that the private sector can do in instances where the company can provide the same goods or services that federal workers had been providing, at at least a 10 percent savings to Uncle Sam.

Charles E. "Chick" Leasure Jr., who is NIH deputy director for management and chief financial officer, is at the top of a major effort on the part of executive officers and other officials from all institutes and centers to review commercial activities throughout

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Globetrotting Comes Naturally

NIH's Scanlon Wins Marine Corps Marathon

By Rich McManus

It's no wonder that Elizabeth "Liz" Scanlon, a laboratory animal technologist for NCI in Bldg. 14D, performs so well in footraces sponsored by the military: she grew up as one of seven children of a career military man, and has lived astride bases all over the country, primarily out in the wide open Plains states. Winner in 2:57:27 of the women's portion of the Marine Corps Marathon on Oct. 27, she also placed third among women in the Army Ten-Miler just six days prior to the Marine race, finishing in 1:00:19. And on Sept. 29, she won the female division of the D.C. Road Runners' National Capital 20-Miler in 2:11:56; it was her second consecutive year as champion of that race.

Scanlon, 31, who now resides in Alexandria, Va., has been



NCI's Elizabeth Scanlon

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and Susan Lowell Butler, member, CC patient advisory group.

Gallin said the Family Lodge has been much anticipated. "The concept for such a facility started in the early 1990s when volunteers from the Clinical Center's nursing, housekeeping and social work departments launched this idea purely on a voluntary basis because they recognized the deep need to provide patients' families with a place of respite," he said. The CC is the largest hospital in the world totally dedicated to clinical research. "The lodge will complement the work we do by providing quiet seclusion and supportive fellowship to families and patients participating in our research protocols. I predict

the lodge will become a model for other institutions that conduct clinical research."

Zerhouni said that he could not help but celebrate the fact that the lodge "embodies the connection of humanity and science and the connection of government and enlightened citizenry."

He is impressed that NIH, a federal agency, is receiving the highest mark of recognition from philanthropy. "It is because of the groundbreaking research that the Clinical Center has done over the years that we're now able to be at such a groundbreaking ceremony. Much of the research mentioned by Dr. Gallin was only possible here at NIH. So I'm asking you today, would you ever imagine a foundation funding something for the IRS? I think only NIH can attract that sort of recognition because philanthropy by definition is the concept of loving another," he said.

FNIH's McGuire echoed Zerhouni's sentiment. "The foundation has learned a great deal by conducting this project. We feel the Safra Lodge is really a symbol—a symbol of what Congress intended the foundation to do when they authorized and created us. The Safra Lodge is a public/private partnership that will help the whole NIH family, the patients, their families and ultimately the American public."

Noting that the first-ever treatment of cancer using chemotherapy took place at the CC, Gottesman spoke poignantly of the courageous acts of patients. "Think about the very first patient who had serious cancer who was asked to be part of this clinical trial. He was asked to take a toxic chemical at risk of life to find out whether this would be a treatment that would help other patients in the future. In no way is this different from the bravery shown by firemen who run into a burning building or John Glenn in his first orbital maneuver or Neil

Armstrong when he stepped out on the surface of the moon. These patients and many, many others have come to NIH to offer to put their lives on the line, to advance human knowledge, to improve public health." The Family Lodge, he said, is a very small payback to these "amazing patients."

Butler, an NIH patient as well as advisory group member, has intimate knowledge about such courage. "I was treated for simultaneous breast and ovarian cancer here in 1995 on a clinical trial. I did that because I'm in a hurry. You know if you have them both

at once, you can kind of move along more quickly. When I tell you I'm glad to be here, I'm not just using a tired old phrase," she said.

She talked about how being a caregiver is sometimes harder than being a patient. She believes the lodge will be a place where caregivers can go not only for their own rest and relaxation, but also to talk with other people in the same predicament. "Anything that helps ease their suffering and distress is quite a miracle," she said.

The lodge may turn out to be just that. Construction should begin in earnest early next year, with completion forecast for the summer of 2004. For more information call Jan Weymouth, 496-2925 or visit <http://www.cc.nih.gov/ccf/family/lodge.html>. ■

PHOTOS: ERNIE
BRANSON



Breaking ground for the Edmond J. Safra Family Lodge are (from l) Dr. Michael Gottesman, NIH deputy director for intramural research; Dr. Elias Zerhouni, NIH director; Dr. John Gallin, director, Clinical Center; Jeffrey Keil, president, Ellesse LLC; Amy McGuire, executive director, Foundation for the NIH; and Susan Lowell Butler, member, Clinical Center patient advisory group. The groundbreaking ceremony was held indoors due to inclement weather.



Celebrating the groundbreaking are (from l) Dr. Anthony Fauci, director, NIAID; Gottesman, Gallin and Zerhouni.

N I H R E C O R D

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, 2003.

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Tiny Worm Sparks Interest in 'New Biology of Aging'

By Doug Dollemore

A worm barely the size of a comma printed on this page is beginning to provide scientists with big clues to the underlying mechanisms involved in aging, according to Dr. Gordon Lithgow, who delivered the 13th annual NIA Nathan Shock Memorial Lecture in Baltimore recently. Further investigation could lead to interventions that might forestall or alleviate age-related disease in humans.

In his lecture, "The New Biology of Aging—Worms, Flies, and Age-Related Disease," Lithgow said experiments involving nematodes, fruitflies and other simple animals suggest that aging and age-related disease have similar impact on many biological processes including the production of insulin, antioxidants and heat shock proteins.

"The new biology of aging is the realization that the mechanisms that determine how long simple animals live may be very similar to the mechanisms that determine how long we live," said Lithgow, an associate professor at the Buck Institute for Age Research in Novato, Calif. "Beyond that, the new biology of aging strongly suggests we can learn something from these simple animals that will be of value in trying to explain age-related disease."

Caenorhabditis elegans, a microscopic nematode worm, is an excellent model of aging because about 40 percent of the worm genome is structurally similar to the human genome, and two-thirds of the genes associated with diseases in the worm are also found in people, Lithgow said. In his laboratory, he uses the worms to study the genetic and molecular factors that determine age rates. Under normal conditions, *C. elegans* has about a 20-day lifespan, but Lithgow and his colleagues have discovered genetic varieties with greatly extended life spans. By studying these genetic mutants, they have been able to discover a major longevity factor and are just beginning to understand what limits lifespan in these simple animals.

Much of his research suggests a strong relationship between stress and aging. Researchers working with Lithgow have made numerous key discoveries in this

area and have established that the way in which an animal responds to stress is an important determinant of its lifespan. Recently, his laboratory has begun to uncover the ways in which different types of cells affect each other to determine length of life.

"It is essential that we begin to understand the basic biology of what makes us age if we are rationally to intervene in age-related disease," Lithgow said. "With complex biological problems such as aging, it is best to try to find answers in simple biological systems, and that's why we study the microscopic roundworm *C. elegans*. When we have solved aging in the worm, we will be a long way toward understanding aging in ourselves."

Prior to Lithgow's lecture, four NIA investigators received Nathan Shock Trainee Awards: Dr. Leticia Rangel, Laboratory of Cellular and Molecular Biology; Dr. TracyAnn Perry, Laboratory of Neurosciences; Dr. Thomas O'Farrell, Laboratory of Immunology; Dr. Weizhong Zhu, Laboratory of Cardiovascular Science. Each received a \$500 travel award and a plaque. The annual research competition is sponsored by the Nathan W. Shock and Margaret T. Shock Aging Research Foundation. Dr. Nathan Shock, who died in 1989, was the first NIA scientific director and is considered by some to be the father of gerontology. ■

Dr. Kenneth Olden, director of NIEHS and the National Toxicology Program, won the American Public Health Association's Calver Award at APHA's annual meeting Nov. 11 in Philadelphia. He also delivered the keynote address at the APHA environmental section's program at



the meeting. APHA is the world's largest organization of public health professionals. Olden was recognized for "more than 10 years as director of the NIEHS and NTP...He has deepened the science of his agency at the same time he has broadened its relevance to public health." In a second award announcement, the Cincinnati area lead advisory committee selected Olden as the first recipient of the Cincinnati Children's Environmental Health Award, also bestowed in November. The award acknowledges Olden's leadership role in addressing children's health issues, especially lead poisoning, and recognizes NIEHS's role in a number of initiatives that have enhanced children's health in the Cincinnati area.



Drs. Leticia Rangel (l) and TracyAnn Perry (r) of NIA's Gerontology Research Center in Baltimore receive Nathan Shock Trainee Awards from Roth.

PHOTOS: TOM WYNN



Dr. George Roth (l), senior guest scientist at the National Institute on Aging, presents Dr. Gordon Lithgow with a plaque honoring his contributions to the study of aging.

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nomadic for so long that she claims not to have a place of origin: "I don't say I'm from anywhere." But she has long inhabited success as a runner. She began at age 12, when her family lived in Great Falls, Mont., a beautiful town that boasts a surprising number of runners, she said. "Running came easy to me," she remembers. "I used to win the little road races around there."

She spent most of her high school years in Nebraska, where her biggest achievement was finishing fourth in the state in the 2-mile run. She won an athletic scholarship to Oklahoma University, where she competed on the Sooner track team for 5 years while majoring in health and sports sciences. In her final season in 1994, she finished second at 10,000 meters in the NCAA championships, earning All-American honors. "I never thought I'd (win that accolade)," Scanlon says. "I spent so many years injured."

Unlike such NCAA sports as football and basketball, track encompasses all seasons: cross-country in the fall, indoor track in the winter and outdoor track in the spring. Overtraining is a fact of life, whether inspired by demanding coaches or personal goals. Scanlon has suffered two stress fractures, one of her pelvis during college, and the other of her foot, only a year ago.

She also has "tendinitis everywhere—I don't even remember most (of her injuries)."

But her thirst for running is almost palpable. These days, she runs 80-90 miles a week, averaging 6 afternoon solo outings per week, usually along the George Washington Memorial Parkway. "I run 10 miles at least, and then 15 miles for maintenance runs, and on the weekends 17 or 20 miles if I'm training for a marathon."

Her most recent performances were remarkable for two reasons: first, competitive runners almost never enter 10-mile races less than a week before a marathon; Scanlon says she didn't know it was a *faux pas*. Second, she is only just getting over her most recent fractured foot, an injury that sidelines even the most committed athletes.

"You can't run for 2-3 months," she lamented. "So you freak out. I did a little cross-training, because I was bored out of my mind. For 2 months I had a cast on my foot. I would sort of bike a little bit. But (being injured) sucks."

Last January, she healed enough to start running. By April she began building miles in preparation for her fourth Marine Corps Marathon, a race in which she had placed seventh 2 years ago. "My main goal was to finish in under 3 hours," she said. "I had hoped to get closer to 2:50, but it wasn't a good day."

She didn't expect to win the race. "I thought that if I ran the time I wanted, I'd be in the top five," she said. "But it was a windy, humid day, and a lot of runners had it tough."

Scanlon required a trip to the hospital on the evening of her victory, to rehydrate via intravenous lines following an unusual post-race upset stomach. But she dismisses the treatment as a trifle, barely worth mention.

Now in her fifth year at NIH, where she is actually a contractor employed by Charles River Laboratories, Scanlon works in NCI's nonhuman primate facility, performing lab tests on monkeys, rabbits, dogs, mice and rats. A former resident of Rhode Island and North Dakota, in addition to Nebraska,



Scanlon runs to a winning time of 2:11:56 in the 19th National Capital 20-Miler on Sept. 29; this is the second year in a row she has won the race. (Photo: George Banker)

NIH Hosts a Cadre of Elite Runners

What is it about the conduct of biomedical research that so attracts talented runners? NIH seems to be sponsoring, albeit inadvertently, its own health disparity: we get all the top area road racers. Check the *Washington Post* sports section almost any Sunday morning, and six or seven pages in, on the Scoreboard page under the headline "Local Running," you will likely find the name of an NIH'er among the top three finishers in any metro area 5K, 10K or marathon.

Occasionally, an NIH athlete will get his or her own feature article in the *Post*, as Liz Scanlon did after winning the recent Marine Corps Marathon. But a check of some area web sites devoted to D.C. running reveals that NIH'ers don't lack for attention.

According to the Washington Running Report (www.runwashington.com), three NIH employees are among the top 10 athletes in the Women's Division (age 35 and under), based on performances this past summer. Leading the list is Dr. Naoko Ishibe, 33, an NCI epidemiologist who was profiled in the Nov. 28, 2000 issue of the *NIH Record*. The report cited her second place finish in the Rockville Rotary Twilight 8K on July 20, in a time of 28:08. Her fastest race of the season, though, was 16:54 in the Run for Recovery 5K. This is her second consecutive year atop the women's rankings. Ishibe has also met the Olympic trials standard in the marathon for 2004.

In sixth place is Dr. Marjan Huizing of NHGRI, who was featured in the *Record* of May 4, 1999. She is a noted bike racer as well as runner (WRR calls her "a professional triathlete"), and even had a team named after her in the recent NIH Institute Relay. She was the first female finisher in the Riley's Rumble Half-Marathon on Aug. 4 in a time of 1:26:39. Placing 10th on the list is Liz Scanlon, among whose accomplishments was winning the 2001 Annapolis Ten-Miler in 1:00:03 and placing

Oklahoma and Monrana, she is in the D.C. area, again, because of family. She intends to build on her recent road-running success. "Anything over 10 miles, I like," she says.

She acknowledges the ravages of age, noting that recovery from the Marine Corps race has been "the toughest so far." Her best marathon was her first, right after college, when as an athlete sponsored by Brooks running shoes, she ran a 2:46 in Altus, Okla. Unaffiliated now with either sponsors or teammates, she is content "just to do my thing." Scanlon plans another marathon, perhaps next spring, but has no specific race in mind.

"This is a nice area," she observes. "There's good competition here, it's easier and there's a lot less

third in this year's Annapolis Ten-Miler, held Aug. 25, in 1:02:58.

In the WRR category for women ages 60-64, CSR's Dr. Janet Newburgh is in 10th place; she was featured in the *Record* on Mar. 5, 2002, for finishing marathons in all 50 states plus the District of Columbia.

Another prominent NIH woman runner is NIA's Dr. Eleanor Simonsick, last profiled in the *Record* on Mar. 3, 1992. The Baltimore runner, a record-setter while an undergraduate at Johns Hopkins University, was third in WRR's 2001 rankings in the women's 40-44 category. She is a former U.S. Olympic trials 3,000 and 10,000-meter finalist and two-time Cherry Blossom 10-miler champion, with a personal record of 53:46. Simonsick, 44, won the master's division and finished fourth overall in the Baltimore Women's Classic 5K at Meadow Mill on Sept. 8. Her time was 20:21.

Turning to the NIH men, Dr. Mark Hoon, 38, of NIDCR remains near the top of local distance running. The Washington Running Report ranks him second in the 35-39 age division, noting his victory in the Capital Crescent 5K and a strong showing (ninth) at the Kentlands/Lakelands 5K in 15:58. (At that same race, NHGRI's Huizing finished fourth among women in 17:28.) Hoon is also the dean of *Record* sports coverage, having appeared in the issues of Dec. 5, 1995, Nov. 18, 1997 and Nov. 28, 2000. For the second straight year, he won the Riley's Rumble Half Marathon, held Aug. 4 in Poolesville. His time this year was 76:43; he won in 2001 by nearly 2 minutes. Huizing's victory among the women in this race was a double championship for NIH.

Hoon also finished fifth in the Montgomery County Marathon in the Parks on Nov. 17. His time was 2:36:45 in the event, which he has won in the past.

pressure (than in college, or when traveling solo to races under Brooks' sponsorship). I enjoy it more that way."

Admittedly "not real athletic" in sports other than running, an avocation that "takes up most of my time," Scanlon expects to be road racing again soon. "I can't imagine not running." ■

Dr. Marshall Bloom, an internationally recognized authority on Aleutian mink disease, persistent infections and parvoviruses, has been named associate director of Rocky Mountain Laboratories (part of NIAID) in Hamilton, Mont. He has a long history of service to the



Hamilton campus and has been involved with numerous community outreach programs at RML. He chairs the RML community liaison group, composed of civic and community leaders, which was recently established to maintain an open dialogue as the laboratories plan for the growth of their

research programs. This includes the building of a facility for conducting research that will lead to a better understanding of emerging infectious diseases and agents of bioterrorism and the development of diagnostics, therapies and vaccines to protect citizens from those agents. He is a long-time participant in the NIAID Introduction to Biomedical Research Program. He also coordinates the RML Summer Internship Program and has mentored and trained many doctoral fellows and students. The author of numerous scientific articles and book chapters, Bloom sits on the editorial board of Virology and is a member of the American Society of Microbiology, the American Association for the Advancement of Sciences and the American Society for Virology. He came to RML in 1972 as a research associate. In 1975, he was assigned to what was then the Laboratory of Biology of Viruses at NIAID in Bethesda, but he returned to RML as a tenured investigator in 1977. He is a charter principal investigator in the Laboratory of Persistent Viral Diseases at RML.

Winter Blues Study Recruits

Do you hibernate in the winter time? If you notice that you feel fatigued and down and that your sleeping and eating habits change in the winter, you may be eligible to participate in a research study on seasonal affective disorder (SAD). Diagnostic assessment and treatment consisting of light therapy, psychotherapy or their combination will be offered. There is no charge for participation in the study. Interested volunteers, 18 or older, are invited to call the Uniformed Services University seasonality treatment study for more information, (301) 295-3241. ■

Holiday Auction Set, Dec. 6

The Clinical Center's department of laboratory medicine will hold its 30th Holiday Auction fundraiser on Friday, Dec. 6 in Bldg. 10, Rm. 2C310, which is the department's conference room and library.

Organizers welcome donations of items, and remind donors that their contributions are tax-deductible. There will be a white elephant sale table, bake sale, pizza lunch and silent auction. The bake sale, with coffee and tea, begins at 9 a.m., followed by the silent auction and white elephant sale at 10. Pizza will be served at 11 a.m., and the silent auction ends at 2 p.m.

To make donations call Sheila Barrett, 496-5668, or Norma Ruschell, 496-4475.



Dr. Marian Wachtel has joined the Center for Scientific Review as the new scientific review administrator of the special reviews study section that examines small business innovative research grant applications for the infectious diseases and microbiology integrated review group. She earned her Ph.D. in microbiology and molecular genetics at UCLA, studying attachment mechanisms of the human bacterial pathogen, Yersinia enterocolitica, in the gastrointestinal tract. At the Uniformed Services University of the Health Sciences, Wachtel helped characterize the intimin outer membrane protein of E. coli O157:H7 bacteria and received patents for developing an edible anti-intimin vaccine for cattle. Before joining CSR, she studied the attachment of E. coli O157:H7 to fruits and vegetables at the Department of Agriculture.

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NIH and provide a fair comparison—"apples to apples"—of functions currently done inhouse that could conceivably be done more cheaply and just as well or better by the private sector.

This can be fearful news to the half of us who do work that is also done outside government. But Leasure has an armload of assurances for frightened federal workers: "First of all, the Secretary (of HHS) has said that everyone (currently federally employed) will have a job, whether contracted out or not. Second, just because jobs are studied does not mean that they will be contracted out—we have to await the outcome of the study. If it turns out to be in the best interests of NIH, we'll pursue contracting."

The A-76 process began, conceptually, during the Eisenhower administration, explains Tom Fitzpatrick, who directs the commercial activities review team (CART) at NIH. It became policy, however, in 1965, when the Office of Management and Budget published its circular directing all agencies to assure that Uncle Sam wasn't taking jobs away from private industry. Successive administrations have put more and less emphasis on the policy, but President Bush has elevated competitive sourcing to one of the top five items on his President's Management Agenda (along with e-government, human capital management, budget and program integration), said Leasure. "This raises A-76 to another level."

NIH began responding to the initiative in fiscal year 2001, when it was directed to review 5 percent of its potentially commercial functions, or some 465 positions. Targets for FY 03 and 04 are 10 percent of the commercial total, or about 930 positions for each of those years. The review doesn't end until NIH has examined some 4,650 positions, or half the estimated 9,300 jobs that could potentially be outsourced.

Many jobs at NIH are already outsourced: "There are well over 3,000 contractors on the Bethesda campus every day," said Leasure, "and that doesn't include all of the construction workers." But NIH doesn't get credit for those in the current A-76 review, he cautioned; "We have to study today's workforce."

Certain jobs at NIH, Leasure explained, have almost always been done by contractors—the people who cut the grass, run the cafeteria, and guard the campus as hired security. "We know there are functions at NIH that can, and should be, performed by contractors," he continued. "The challenge now is to find, 'What else?'"

Protected positions—those deemed "inherently governmental"—include setting program direction and obligating funds. Patient care, too, is protected, as is direct intramural research.

But that leaves seven broad functional areas ripe

for review: information technology, personnel, general administrative, facilities and installation services, R&D, grants and finance. The process of review is time-consuming and sometimes repetitive.

The OMB tools used by reviewers were originally developed by the Department of Defense, observes CART's Fitzpatrick, and have had to be modified to apply accurately to civilian positions. The A-76 review process itself is undergoing modification, he said, which will determine how extensive the examination of each position must be (see sidebar).

Leasure acknowledges that it can be unnerving to learn that one's job is under review as a potentially commercial activity. "It's a complex deal, and hard for employees to understand," he said. "People want me to estimate what percentage of (NIH jobs)

Sparing Employees Pain, Uncertainty

There are agencies within the federal government where compliance with the mandates of OMB Circular A-76 and the FAIR Act of 1998 are given rather less attention than NIH is devoting, especially when it comes to the concern for its employees, said Tom Fitzpatrick, a veteran of several federal agencies—most recently GSA—who has joined NIH to direct the commercial activities review team, a key player in the A-76 role. Along with his boss, Tim Wheelles, who directs the Division of Management Support, he is responsible for assuring that, when a comparison is done between what federal workers do and produce vs. what a contractor can offer, the terms of the equation are virtually identical. That is, that apples are compared with apples, and oranges with oranges.

There is lots of nit and grit when it comes to this subject, and these two are elbow-deep in it. Fortunately for NIH'ers, they are also dedicated to a fair and open approach. Says Fitzpatrick, "We try to help federal employees to win (retain their status as federal employees) by giving them every opportunity to win. We have the welfare of the NIH community in the forefront of our minds."

A-76 is a process governed by rules originally developed for the military. It initially included some 900 "function codes" used to place worker bees into distinct categories. But those have since been fine-tuned, to add flexibility. FAIR, on the other hand, is an inventory that must be undertaken annually by every federal agency to determine what activities are commercial and which are inherently governmental; it tells the private sector where opportunities to compete with government can be found. Both activities are mandatory requirements for federal agencies.

"The FAIR Act means you have to say which employees are doing what, and what the actual numbers are," said Wheelles. "A-76 compares

will be contracted out, and I can't answer. There's no historical precedent to go by.

"It's easy for me to understand why employees are concerned," he continued. "They may be retrained, moved or end up working for a contractor. Obviously these things can be unsettling to people. But I can't assure them until the studies are complete." Thus far, the printing function at ORS has been studied, soon to be followed by animal care, grants technical assistants, and the fire department; a recent all-hands email from Leasure details functions to be reviewed in FY 03 and 04.

Leasure sees an upside to a policy that forces the government to examine whether it is running a fiscally tight operation, but admits it means walking a knife-edge: "We shouldn't be wasting taxpayer money, but we also don't want to destroy the

commitment and quality of work done by federal employees," he said. "(A-76) seems to me not totally a bad thing. It combines the best interests of NIH and the taxpayers. We can concentrate on the things that we do well. It forces us to get our own house in order, which is a side benefit of this exercise." He envisions potential savings as workers are retrained in areas where there is more demand for a particular skill.

Leasure chairs the steering committee in charge of A-76/FAIR at NIH, which is composed of representatives of the institutes and centers in areas such as EEO, personnel, information technology and contracts. Their goal is to apply consistency of criteria and methodology in all reviews. They have hired a private firm—Warden Associates—with

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functions; (FAIR Act accounting and A-76 accounting) don't necessarily match up one-for-one."

The managers know they must overcome a bias—"that everything done at NIH is inherently governmental" (and that some supervisors will inevitably try to "hide" employees from scrutiny). They also know that blue-collar jobs are typically commercial, whereas white-collar posts are more vague, which can lead some groups to feel targeted. Fitzpatrick jokingly refers to the "Yellow Pages test: If you can find (a job description) there, it can be contracted out." Along with the executive officers at NIH, they are committed to a "corporate approach, so that both the benefits and pains are shared across NIH."

When a job is under review, different cost comparison methods can be used. The most strict is a "full generic review," which is very involved and can take from 2 to 3 years. A "streamlined review" takes only 3-4 months, and is used for study sizes of 65 or fewer FTEs. An "expedited review," which is an NIH invention, can be completed in 2 months, and is also for groups of 65 or fewer.

What happens when "challenger" faces "incumbent?" The incumbent's strength lies in two areas: its MEO (most efficient organization, in other words, a self-description of a group's leanest, meanest version of itself), which in turn depends on a well-written and comprehensive performance work statement (also known as an SOW, or statement of work). It says to private industry, "Match this."

Fitzpatrick says an accurate SOW is paramount for groups under review; a strong one is the best defense against loss to private industry. It is important to capture all of the details of the work we do in the SOW in order to level the playing field and be competitive, Wheelles adds. "If, at that point, in the process of studying ourselves we find out that we're not competitive, then A-76 says, 'Why are we doing (the activity)?'"

All NIH jobs that come under review first evaluate themselves, according to commonly agreed upon criteria developed in a software program called ExpertChoice, to determine which functions get reviewed first. "That's a defensible model," according to Wheelles.

Both men know of situations, albeit not under the A-76 program, where federal activities were contracted out, only to be brought back under Uncle Sam's umbrella after costs skyrocketed and performance suffered. "Not all of these (conversions) are going to work out perfectly," said Fitzpatrick.

Some functions are already converting to contract. The Clinical Center's housekeeping department is converting, but only by attrition—no one currently on staff is being forced out. "We hope to do more of this," Wheelles noted. Lab technicians, and some aspects of intramural research, are also due for review.

Meanwhile, the A-76/FAIR team is doing its best to educate, clarify and maintain fairness and consistency as the review rolls forward. "We're an incredible congress at NIH," notes Wheelles. "Any 'senator' can shut down the process. So there's lots of education on what A-76 is and what it isn't. We've got a lot of scared employees who think we're going to give their jobs away. There's a lot of 'Anywhere but my backyard.' But for every one person who is trying to spin us in the wrong direction, there are twice as many urging us to do it right."

Like NIH Deputy Director for Management Chick Leasure, they hope that at the end of the day, NIH retains its core strengths—the things at which it excels—and cedes, in accordance with the President's policy, to the private sector those activities that companies do best—and at least 10 percent cheaper.



Dr. Cheryl A. Kitt recently joined NIAMS as director of its extramural program. She formerly served at NINDS as scientific and administrative team leader for the systems and cognitive neuroscience cluster and as program director for research in pain, neuroendocrinology, neurotoxicology, sleep and circadian rhythms and women's health research. Since coming to NIH in 1995, Kitt has worked on advisory committees for chronic fatigue syndrome, pain and research on women's health. She is a founding member of the NIH Pain Consortium. In March 2003, she will receive the John and Emma Bonica Public Service Award from the American Pain Society at its annual meeting in Chicago. The award recognizes contributions to the field of pain through information dissemination, education or public service.



Dr. Peter Lipsky, scientific director at NIAMS, was recently awarded the Lee C. Howley, Sr., Prize for Arthritis Research. The Arthritis Foundation award recognizes researchers whose contributions during the previous 5 years have represented a significant advance in the understanding, treatment or prevention of arthritis and rheumatic diseases. Lipsky has taken a leadership role in the development of new biological agents for the treatment of rheumatoid arthritis. He has published landmark papers on mechanisms of immune cell activation, T cell macrophage interactions and the role of B cells in systemic lupus erythematosus and Sjogren's syndrome, among others. Lipsky has also received the Distinguished Investigator Award at the 2002 national conference of the American College of Rheumatology.

CONTINUED FROM PAGE 7

expertise in this field.

Leasure is aware that many NIH employees perform multiple duties, and are not easily categorizable. "Most of us perform several functions, for example secretary and timekeeper. That person might also do some editorial assistant work, and maybe some travel and procurement. It's a very difficult process to determine how to fairly assign a job category, and to be as fair and judicious as possible.

"What we're trying to get is the best bang for the buck—that's the common theme for both the government and private industry," Leasure summed up. "In an ideal situation, everybody wins."

He knows there are fears out in the workforce "that highly paid people who are at no risk personally are making decisions for people in some smoky back room," but insists he is only working toward goals elucidated by NIH director Dr. Elias Zerhouni; that in all dealings, NIH be transparent, proactive and accountable.

He laments, "I can't guarantee anybody anything. But I do assure you that we are not keeping any secrets. I feel kind of like (Montgomery County Police) Chief Moose (who oversaw the recent sniper investigation)—I need to reassure NIH'ers that we are looking out for what's best for them. I know it's a tension-raising, emotional business. That's why it's critical that we do it right the first time...If we're good at what we do, we can benefit everyone. It won't be easy, but I think it can be done."

He repeats one of his management mantras: "Fair does not mean equal...At NIH, people don't fit into neat pigeonholes very well."

NIH expects to open an outplacement office, he said, for those who want to seek employment elsewhere, under the direction of Fred Walker, director of the Office of Human Resources. Leasure also foresees offers of early or optional retirement. But buyouts are not currently an option. Follow developments in the A-76/FAIR Act story as they unfold at <http://A-76.nih.gov>. ■

'Messiah' Sing-Along Set for Dec. 1

The sixth annual *Messiah* Sing-Along will take place on Sunday, Dec. 1 at 2 p.m. at Walt Whitman High School in Bethesda. Presented by the NIH Community Orchestra and the Bethesda Little Theatre, the event will feature the orchestra along with a chorus and soloists. Come prepared to sing your part or just listen and enjoy the music.

Tickets are available at the door and are \$10 for adults and \$5 for seniors. Children 12 and under are admitted for free. The concert will benefit NIH charities. For more information visit <http://www.gprep.org/~music/nih> or contact Gary Daum at (301) 897-8184 or gldaum@gprep.org. ■

NICHD Spearheads Food Drive for Second Year

With the combination of the recession and higher unemployment rates, local food banks are appealing for help. Last year, in the wake of the Sept. 11 attacks that left area food banks in short supply, NICHD staffer Mona Rowe organized a food drive for the Capital Area Food Bank. The response was so great—NICHD staff and employees from throughout NIH donated over 1 ton of food—that NICHD has decided to do it again. This year, Rowe's colleague, Susanne Strickland, is coordinating the food drive, and the theme is "From Soup to Nuts—We Need It All."

"NICHD staffers opened their hearts to the food drive last year," said Strickland, senior program analyst, Office of Science Policy, Analysis and Communications. "With the need for donations on the rise, we expect this year's response will be just as great, if not greater."

The food drive began Nov. 18 and continues

through the end of December. All NIH employees are welcome to contribute.

To make donating even easier this year, NICHD is setting up food boxes in multiple locations, both on and off campus. Boxes will be located in Bldg. 31, A wing, on the 2nd floor and in the A wing



NICHD staffers (from l) Elizabeth Wehr, Derik Mezzack and Susanne Strickland demonstrate the spirit of giving to the NICHD-sponsored food drive benefiting the Capital Area Food Bank.

lobby. Boxes also will be located in Bldg. 49 (5th floor) and in Bldg. 6 (4th floor). Boxes at 6100 Executive Blvd. will be located by the elevators on floors 2, 4, 5, 7 and 8.

NICHD staffers Susan Pagliaro and Chris Jennings are coordinating the drive at 6100 Executive Blvd., collecting donations and sending email reminders to other staff members in the building.

"We're encouraging people to buy a little extra when they do their grocery shopping," said Pagliaro. "If it's 'buy one, get one for half price,' consider giving one of those items to the food drive."

The Capital Area Food Bank is most in need of canned fish, fruits and vegetables, pastas and sauces, soups and cereals. They would also appreciate shampoo, soap and other hygiene products. For the complete "most wanted" list, or to get information to organize a food drive, contact the Capital Area Food Bank at (202) 526-5344 (www.capitalareafoodbank.org), or call Susanne Strickland at 435-3440. ■

CFC Keyworker Thompson Inspires Coworkers

By Don Luckett

Donald Thompson hadn't a clue what he was getting into when he agreed to be a keyworker for the NIH Combined Federal Campaign. "I was the new kid on the block," he says. "I just arrived here June third." Thompson was still getting used to his job as a program assistant in the neural environment cluster at NINDS.

"Donald, you'll be perfect," said his administrative team leader, Dr. Ursula Utz. She told him how approachable he is and how much he makes people smile and laugh. However, Utz didn't know how personal experiences with CFC charities would make him a great keyworker.

Thompson's experiences began when he volunteered to help those struggling with alcoholism and substance abuse. For 30 years, he had been burdened by a family secret:



Donald Thompson meets with his institute's CFC coordinator, Retha Anderson, who was so moved by his story she helped it become a "CFC Story of the Week" at <http://cfc.nih.gov>.

"My mother passed when I was only 15...with a bottle of alcohol beside her bed." While his father worked, Thompson became a principal caregiver for his four younger sisters and even his older brother. In 1989—by helping others—Thompson finally found some release from the regret and sadness he still felt. Since then, he has been a volunteer with Montgomery General Hospital, working with patients in its detoxification program. "I enjoy my life now, doing whatever I can for people," he says.

Thompson also stepped forward when the Intercity AIDS Network in Washington, D.C., needed volunteers to educate the community about HIV/AIDS and substance abuse. His spirited efforts led to a job as an administrative assistant for a company under contract to the National Institute on Drug Abuse to train substance abuse and HIV/AIDS educators. In his spare time, he also volunteered for the Whitman-Walker Clinic and Us Helping Us, which assist those dealing with HIV/AIDS, substance abuse and other health concerns.

Last month, Thompson sat at his computer to send his first CFC email to his coworkers. "Things started to flow," he says, and soon he found himself describing how—after years of supporting charities—he recently had needed one himself: "Food and Friends delivered hot meals to me on a daily basis while I was recovering from prostate cancer just 1 year ago. As a grateful cancer survivor and free of

the disease now...I do what I can to help.

"I couldn't believe I wrote that," Thompson says as he paused at his computer, knowing the risks of revealing such personal information. But then, knowing how real the need is, he clicked the "send" button. "I can't change the world," he explains, "but I can share my experience and hope."

Thompson was touched by the support that followed. The first person to read his email gave him a big hug. The rest of his coworkers also responded enthusiastically—75 percent of them have made CFC pledges. "It overwhelmed me," says Retha Anderson, the CFC coordinator at NINDS, speaking about Thompson's CFC appeal. She now frequently discusses the campaign with him and considers him a friend.

Thompson couldn't be happier. "I love people and I can't live in this world without them," he says. "And you know Barbra Streisand said it very well, 'People who need people are the luckiest people in the world.'" ■



Coworkers Marcia Garcia (l) and Tonya Rogers rally around Thompson.

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>.

Disaster Recovery	12/2
Data Warehouse Query: Research Contracts & Grants	12/2
Creating Presentations w/PowerPoint for PC	12/2
Using SQL to Retrieve DB2 and Oracle Data	12/3-4
The ABC's of ABC/M (Activity-Based Costing and Management)	12/5
Making Movies of Molecules	12/5
Introduction to FileMaker Pro 5	12/5
mAdb Intermediate Informatics	12/5-6
Building a Home Network	12/6
Making Sense of DNA and Protein Sequences	12/6
Securing Your Home Network	12/9
Data Warehouse Query: Budget & Finance	12/9
Perl for Programmers	12/10-13
Using Email at NIH	12/11
Basic Security Principles	12/12
Understanding the Grants Process	12/12
Using Photoshop to Work w/Scientific Images	12/12

Chamber Singers Offer Concerts

The NIH Chamber Singers will perform two free holiday concerts of festive secular and sacred *a capella* favorites on Monday, Dec. 9 at noon in Lister Hill Auditorium, Bldg. 38A and on Sunday, Jan. 12 at 2 p.m. at North Chevy Chase Christian Church, 8814 Kensington Pkwy. All are welcome. ■

Symposium on Oligonucleotides, Dec. 16-17

The therapeutic oligonucleotide interest group will hold its 6th symposium, "Therapeutic Oligonucleotides: Antisense, RNAi, Triple-Helix, DNA-Decoy and DNA-Chip," on Dec. 16-17. The meeting will be held in Masur Auditorium, Bldg. 10 from 7:55 a.m. to 5:20 p.m. In addition to scientists from NIH, FDA/CBER, Georgetown, Johns Hopkins and the Carnegie Institution of Washington, speakers will be coming from the University of Pennsylvania, Thomas Jefferson University, Columbia, UC-San Diego and biotech companies in the U.S. and Canada. Speakers are also coming from the Institut Gustave-Roussy, France; University of Zurich; University of British Columbia and the University of Naples. There will be 35 speakers in all. Registration is not required. Contact Dr. Cho-Chung (yc12b@nih.gov) for more details.

REAL WORLD, CONTINUED FROM PAGE 1

Before arriving in D.C. this summer, he had a vision in his mind—a vision of big cities in the East that was shaped by TV shows, movies and stereotypes. He imagined Washington as a concrete jungle that could easily overwhelm and swallow him up.

"I thought everyone out here was going to be rude," he confides. But he also had a suspicion that the TV shows, movies and stereotypes might be wrong. Morales was faced with the choice of the life he had always known in New Mexico or the possibility of something new and different far from home.

"You don't know if you like cherry milkshakes unless you try cherry milkshakes," he says, comparing shakes to new life experiences. "Even if someone tells you it's the worst milkshake in the world, are you going to take his opinion or are you going to make your own?"

For Morales an internship was a way to test the waters away from home, and a way to test himself.

He felt that staying at home would mean surrendering himself to an unchallenging life. And to him, that's the same as giving up. "I wanted to see if I could survive," he says. "It's scary, and it was hard to leave home, but if you want to do something, you better get off your butt and do it, and here I am."

Morales is entering his senior year as a finance major at the University of New Mexico in Albuquerque. At NIH he analyzed and recommended the restructuring of an auditing system in the Office of Loan Repayment and Scholarship (OLRS), OD. Working on this project gave Morales insight into the complexity of government systems and the need for accuracy in his work. "I discovered that a major difference between college and work in the OLRs was that this is real, and if I did C quality work [in the OLRs], it affected people's lives, and it wasn't an exam I could take over."

Morales hopes to earn an M.B.A. and eventually a law degree. While he's confident that he'll be accepted to a good program, he doubts he can afford it right after school, so he hopes to work for a government agency or private corporation that would cover the cost of his M.B.A.

While Morales may be uncertain about his abilities, most people who know him aren't. Marc Horowitz, director of OLRs, speaks highly of him: "I think he's got unlimited potential." Morales' resume lists a significant number of honors and achievements. He isn't satisfied though. "Success gets addicting. For me, A-plus is success, A is what's expected and B is failure. I don't really care to accept anything less than success."

Morales attributes much of his drive and determination to his childhood, when he suffered from chronic asthma and was quite sick at times. "I saw people doing things that I couldn't, and it made me feel bad about myself," he says. "It made me want

to be like the other kids, and I think I tried so darn hard that I overcompensated." He doesn't regret his experience, though. "I wouldn't be the person I am today. I would have been 'just satisfied.' It trained me to not be satisfied so quickly."

Morales found the environment in OLRs both competitive and rewarding. "His work-product was reviewed and critiqued like that of any other staff member. When it was deserving of praise, he received it, and when it missed the mark, he was made aware of the deficiencies," said Horowitz. "In the OLRs, everyone is



HACU intern Gilbert Morales

stretched to achieve a higher level of success, and just as Gil was not satisfied with B grades in his college courses, we view A's as acceptable outcomes, and settle for A-minuses."

Without a paid internship this summer, Morales doubts he would have the same opportunities he has now. "This has been a gateway," he says, and he laments that internships—because they are often unpaid—aren't feasible for many students, especially minorities. "How many people back home can go to an internship in an area that's so expensive and not get paid?" he wonders. "I thank HACU. I thank Mr. Horowitz. I thank them for giving me this opportunity."

The HACU Internship Program is coordinated by the National Center on Minority Health and Health Disparities. Supervisors interested in HACU and other minority intern programs can contact Dr. Lorrita Watson at WatsonL@od.nih.gov. ■

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>.

Communication and Negotiation for Women in Science	12/4, 5, 6
Professional Service Orders	12/5
Purchase Card Processing System	12/6
Negotiating Skills for Early Career Scientists	12/9
Travel Refresher Course	12/9
Foreign Travel	12/10-11
NIH Retirement Seminar—CSRS	12/11-13
Basic Time and Attendance Using ITAS	12/16-17
Introduction to MS Access 2000	12/17
Introduction to MS PowerPoint 2000	12/18

NIAMS Reports Grantee Research Results

Scientists supported by the National Institute of Arthritis and Musculoskeletal and Skin Diseases have found that people with facioscapulohumeral muscular dystrophy (FSHD) have an exclusive association with one of the two different forms, or alleles, of the chromosomal region linked to the disease.

Dr. Sylvère van der Maarel and his colleagues at Leiden University Medical Center and University Medical Center Nijmegen in The Netherlands examined the alleles 4qA and 4qB in 80 control individuals and 80 individuals with FSHD. The alleles occurred with roughly equal frequency in the control group, but in the FSHD group the affected allele was always of the 4qA type. Their work may lead to a better understanding of the instability of FSHD's genetic locus.

FSHD, the third most common genetic disease of skeletal muscle, affects approximately one in 20,000 persons. Symptoms may begin during infancy, late childhood or early adulthood. The first sign is usually facial weakness, with difficulty smiling, whistling and closing the eyes. Later, there is difficulty raising the arms or flexing the wrists and ankles. The disease occurs in both sexes and in all racial groups.

'Marathon Mouse' Shows Increased Stamina

A new mouse expressing a particular energy-metabolizing protein has shown significant increases in "slow-twitch" muscle fibers—the kind that give distance runners their muscular stamina.

With partial support from NIAMS, a team of scientists from Boston and Dallas created a transgenic mouse that expressed the protein PGC-1 α in muscles. The presence of this protein, which had been shown to activate genes controlling cell metabolism, resulted in the formation of more slow-twitch (Type I) muscle fibers, with fewer of the fast-twitch (Type II) fibers coveted by sprint runners. Tests of individual PGC-1 α -laden muscles showed that they have roughly twice the stamina of normal mouse muscles.

The finding has caused some to speculate that further work in this area could benefit research efforts against muscle-wasting diseases like the muscular dystrophies.

The study was carried out at Harvard Medical School and the University of Texas Southwestern Medical Center, with additional funding from NIDDK, NHLBI and the American Heart Association. ■

Adults Needed for Study

College-educated, middle-aged adults are needed for a 2-day outpatient study at NIMH. Involves blood draw and routine clinical, neurological and cognitive procedures. A stipend is available. Call 435-8970. ■

Roy Hertz Is Mourned

Dr. Roy Hertz, former NCI researcher and NICHD scientific director, died Oct. 28 at age 93. He came to NIH in 1941. He became chairman



Dr. Roy Hertz

of the endocrinology section at the National Cancer Institute before becoming NICHD's scientific director and then chief of NICHD's Reproductive Research Branch.

In 1956, he developed the anticancer drug methotrexate, the first successful treatment for choriocarcinoma, a cancer of the

placenta. This was the first effective chemotherapy for a solid tumor.

In 1972, he received the Albert Lasker Award for Clinical Research for this achievement. Hertz developed two synthetic forms of the hormone progesterin, which later provided the basis for the development of oral contraceptives. He also developed drugs useful for the treatment of Cushing's disease, a disorder of the adrenal glands.

There will be a memorial program for Hertz on Saturday, Dec. 7 at 3 p.m. in the Clinical Center chapel. A reception will follow. For more information call Hertz's daughter, Margaret Brodtkin, at (415) 863-2710 or email her at brodtkin@pacbell.net. All friends and colleagues of Hertz's are welcome to attend.



Dr. Arthur J. Atkinson has been awarded the 2002 Pharmaceutical Research and Manufacturers of America Foundation Award in Excellence. The award is given to scientists who received a foundation grant at the outset of their careers in a discipline important to the pharmaceutical industry and went on to distinguish themselves through their scientific and/or academic achievements. Atkinson is senior advisor in clinical pharmacology to the Clinical Center director. He has published more than 100 scientific articles, has been lead editor and contributor to two books and has served on the editorial boards of a number of scientific journals.

NIH Lectures Premier on Cable TV

The recently concluded Medicine for the Public lecture series, now in its 26th year as a public service of the Clinical Center, was taped for future airing on television. The 2002 lecture series began its weekly broadcast/webcast on ResearchChannel on Nov. 19, but some air dates are still upcoming. Check the ResearchChannel broadcast/webcast every week at these times (Eastern): Tuesdays at 6 a.m., 11 a.m., 4 p.m., 9 p.m.; Wednesdays at 1 a.m.

Programs in the series include: The Genetics of Speech and Communication Disorders, premiering Nov. 26; Nutritional Therapies for Age-related Eye Diseases, premiering Dec. 3; Coping with Anxiety and Depression in Uncertain Times, premiering Dec. 10; The Teen Brain, premiering Jan. 7, 2003; and Endometriosis: Scrambled Eggs and Killer Cramps, Jan. 14.

To watch the webcast, go to the web site at <http://www.researchchannel.org/> and select Watch. To view the program as it is being broadcast select Webcast. If you want to view a program that has previously aired select Video on Demand. ■

'Caring Clowns' Provide Good Medicine at the CC

In her blue-sequined visor and rainbow-colored vest, Teresa Gretton drapes a stethoscope with a toilet plunger cup on one end around her neck. Reaching into her bag of tricks she pulls out a handbag, a purse in the shape of a human hand, and slings it over her shoulder. She grabs a shoehorn, a shoe with a built-in musical horn, and belts out a soulful tune. Finally, she rests a monkey puppet on her arm and talks to it. She then explains to her audience that the "more you play with your props, the more they become part of you."



Members of the Caring Clowns first cohort group learn how to apply make-up.

PHOTOS: JOHN CRAWFORD, ERNIE BRANSON



In full clown regalia at the CC are (rear, from l) Carrie-On, Dr. Ruze and Klutzy. In the front row are (from l) Evie the Clown, Nurse Ladybug, Blinky and Shy Annie.

The audience, a group of NIH'ers, attempts to write down her instructions amid their laughter. Gretton, a professional clown from Waldorf, Md., is introducing them to the art of clowning. Welcome to Clowning 101, a traditional 8 classes of clowning condensed into 3 sessions.

The class represents the Clinical Center's first foray into clown school. The sessions are sponsored by the rehabilitation medicine department's recreation therapy section. Dr. George Patrick, section chief, coordinates the new program and serves as dean of clowns.

"Our clowns are preparing to volunteer with our Clinical Center patients, both adults and children, and their family members. It's never a bad idea to lighten up the emotional environment in a hospital—a smile, a grin or laughter can be good medicine," he said.

The clowns-in-training are preparing to become "caring clowns"—those who perform mainly in hospitals or similar facilities for audiences of individuals with specific physiological, psychological, spiritual or social needs. Caring clowns entertain with empathy.

The clown wannabes are urged "to find their clown groove." It can take years to find one's clown character, Gretton said. "The character can contain exaggerated traits in the individual's personality, ones he wishes he had, and ones he has observed in others."

To enable trainees to do the best possible job, Gretton gives advice on how to enter a patient's room, what to do once inside, how to respond to the patient, how to entertain, how long to stay, how to make an exit and how to conduct oneself with

others such as staff outside the room. Patrick said the new clowns will go out in teams of two, each a minimum of once a month. He feels confident they understand the value of, and are ready to spread the benefits of, therapeutic humor to both patients and staff.

The CC's Caring Clowns made their debut as a group at the recreation therapy section's Halloween party on Oct. 30. If you have a clown emergency or find your inner clown rising from within and want to join in the volunteer fun, contact Patrick at 496-2278 or email him at gpatrick@mail.cc.nih.gov. —Dianne Needham



Dean of Clowns George Patrick prepares to introduce the Clinical Center's Caring Clowns at the Halloween party on Oct. 30

Wednesday Afternoon Lectures

The Wednesday Afternoon Lecture series—held on its namesake day at 3 p.m. in Masur Auditorium, Bldg. 10—features Dr. Pamela A. Silver on Dec. 4, speaking on "From Genes to Pores—Nuclear Transport and Growth Control." She is professor, department of biological chemistry and molecular pharmacology, Harvard Medical School and Dana-Farber Cancer Institute.

On Dec. 11, Dr. Roberto G. Kolter will lecture on "An Ecological Role for *Pseudomonas* Virulence Factors." He is professor of microbiology and molecular genetics, Harvard Medical School.

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

STEP Session on Forensic Science

The staff training in extramural programs (STEP) committee will hold a Science for All lecture on "Forensic Science: Unraveling the Riddles," on Friday, Dec. 13 from 8 a.m. to 12:30 p.m. in Lister Hill Auditorium, Bldg. 38A.

It was a dark and stormy night—the butler's night off. A shot rings out—a body falls. Do we have a crime? Only clues remain. How do modern technologies solve current mysteries and historical riddles? The session will explore the fascinating world of forensic science. Speakers will include experts in police work, forensic science, medicine and law. The topics will cover crime scene investigation as well as forensic medical issues of historical significance.