

THE NIH RECORD

July 8, 2003
Vol. LV, No. 14

CONTENTS

[NIH Holds First Symposium on Human Embryonic Stem Cells](#)

[Clinical Center Hosts Fiftieth Anniversary Program, July 9](#)

[Extramural Associates Winter 2003 Class Graduates](#)

[NIH Research Festival Set for Oct. 14-17](#)

[Carmona, Governors' Spouses Collaborate To Prevent Underage Drinking](#)

[River of Rain Doesn't Stop 'Team NIH'](#)

[New Courses Available in CIT Training's Summer Term](#)

[News Briefs](#)

[New Appointments](#)

[Awardees](#)

[Study Subjects Sought](#)

[U.S. Department of Health and Human Services](#)

[National Institutes of Health](#)

[NIH Record Archives](#)

'We Are the Best' Zerhouni Challenges NIH'ers to 'Start Winning' A-76 Bouts

By Carla Garnett



NIH director Dr. Elias Zerhouni

Amid lingering concern among the rank and file about the potential impact of A-76, NIH director Dr. Elias Zerhouni took to the Natcher stage at a June 18 town hall meeting with a strong message for employees: the NIH workforce is the best, and the best can prevail.

"A-76 is a competitive process," Zerhouni said. "We're going to review the way we do our work, figure out what is the most important way of doing the work efficiently, identify — on our own terms — the level of excellence that we expect, and we're going to fight and compete for these jobs. And my intent is to win every one of those competitions."

[MORE...](#)

Construction Projects To Remove Parking

There is no denying it — parking on the NIH Bethesda campus is fast becoming a major quality of work issue. While NIH has been fortunate in receiving support for new research facilities and security improvements to foster an expanding mission, this progress brings new construction, affecting an already strained parking situation.

 [MORE...](#)

'We Are the Best' Zerhouni Challenges NIH'ers to 'Start Winning' A-76 Bouts

By *Carla Garnett*

Photos by *Ernie Branson*

On the Front Page...

Amid lingering concern among the rank and file about the potential impact of A-76, NIH director Dr. Elias Zerhouni took to the Natcher stage at a June 18 town hall meeting with a strong message for employees: the NIH workforce is the best, and the best can prevail.

Continued...

"A-76 is a competitive process," Zerhouni said. "We're going to review the way we do our work, figure out what is the most important way of doing the work efficiently, identify — on our own terms — the level of excellence that we expect, and we're going to fight and compete for these jobs. And my intent is to win every one of those competitions."



NIH director Dr. Elias Zerhouni

One year into his tenure as agency head, Zerhouni presided over his second town meeting to discuss topics raised by employees, mainly via a web site set up for the event. He said more than 60 percent of responses concerned A-76; about 15 percent more were related to other administrative issues; and a significant percentage asked about security measures NIH has taken or planned. Zerhouni also restated his intention to hold open forums every 6 months.

Science and Administration 'Inseparable'

"Over the past 12 months as I've taken this job, a tremendous amount of activity has occurred — both in the scientific area as well as the administrative area," he said, spending the first few minutes of the event giving opening remarks. "People tend to speak of those things separately, but I don't think they should be separated. They are indistinguishable, and inseparable, because you can't do good science without outstanding administrative support."

The director also talked briefly about what he called "one of the highlights of the year" — development of his Roadmap Initiative, which brought together many top intramural and extramural scientists and advisors to chart NIH's course for the next several years.

"The output from the work groups was just outstanding," Zerhouni said. "The amount of talent within NIH, as well as the vision with which these

groups have worked, is just heartwarming and extraordinary."

He curtailed his overview of the past year in order to address what he acknowledged is the topic uppermost on the minds of many employees — increased enforcement of the Office of Management and Budget's circular A-76. Now in its second phase at NIH, A-76 is a mandate for federal agencies to determine which functions in its workforce are "inherently governmental," and which roles potentially could be performed by commercial sources outside the government. Some jobs that are deemed commercial may then be opened for competitions that pit federal workers' MEO (most efficient organization) proposals against private contractor proposals, which must be at least 10 percent cheaper than the federal bid. Whichever proposal is judged to be more efficient wins the jobs.

Before introducing Bill Fitzsimmons, NIMH's executive officer who offered a mini overview of NIH's efforts to comply with A-76, and Dr. Robert Desimone, NIMH scientific director who chairs a new community advisory board for security (CABS), Zerhouni used the final moments of his remarks to reassure anxious employees and to reemphasize his confidence that the NIH workforce can defeat any competition it faces.

"NIH is at the top in scientific management," he stressed. "My experience after 1 year is that I cannot think of anyone out there who could put together a team of employees the way we have here and win over us, when we are the ones to determine how the jobs need to be done and how efficiently they need to be done.



NIMH's Bill Fitzsimmons

"In fairness to the taxpayer," Zerhouni continued, "we have to prove that what we're doing is not wasteful. My message is that yes, these are challenges, but we will stick together and do whatever we can to protect our employees. I'm committed to that...We have a choice: We can look at these issues, duck and put our heads in the sand, or we can face them straight, be courageous and have a strong proactive attitude towards them. We should be able to win. We are the best organization in science. I believe that or I wouldn't be here...The option is either we keep whining or we start winning. My message to you is we're going to start winning."

A-76 at Issue

Fitzsimmons recounted the history of A-76, which has existed since the Eisenhower administration, but has begun to be enforced more rigorously under the current President's Management Agenda. Fitzsimmons said NIH determined that half of its 18,000 employees perform functions that can be done only by federal workers. The other 9,000 positions, he said, can be considered for outsourcing. In fiscal year 2002, NIH was told to review 5 percent (450) of the 9,000 jobs for potential conversion from federal to private sector. In FY2003, 10 percent more are under review; by FY2004, another 10 percent will be examined; and by FY2005, 25 percent more will

be targeted.

"We actually have been winning these things," Fitzsimmons said. Currently, employees in two functions — facilities and real property management, and extramural administrative support — are facing review. Requests for proposals by contractors in those areas have been posted and MEOs are in development; results should be known by the end of September. "In most cases, federal employees win," he pointed out, citing figures from the Department of Defense, which has already undergone the A-76 process on a wider scale.

Still, Fitzsimmons cautioned, winning may not "mean business as usual." For example, in order to compete with a private sector proposal, an MEO might have to suggest doing a specific job with fewer employees than the job has required in the past. A win with such an MEO would still mean trimming positions from NIH's rolls, and doing more work with fewer staff. Regardless of victory, he explained, NIH'ers should expect and prepare for changes in the way the agency conducts business.



Dr. Robert Desimone

"The thing to remember is that NIH is totally committed to the people who are displaced," Fitzsimmons concluded. "Certainly there's going to be disruption, but the net effect will be that we can handle whatever arises."

One of the first questions raised from the audience concerned the fairness of the process. Richard Laubach, president of the American Federation of Government Employees Local 2419, said that the rules for A-76 changed on May 29 and that it is unclear to many employees whether reviews that were already under way before that date are governed by the old rules or the new ones. He said workers are also very concerned about the speed with which NIH is conducting reviews. Laubach said that according to Warden & Associates, the firm hired by NIH to consult on the process, studies of similar scope and size normally require 18 months to 2 years to complete, but that NIH is seeking results in 8 ½ months.

"We need to remember that A-76 is a competitive outsourcing evaluation process," Zerhouni replied. "My emphasis in this is on the word 'competitive,' not the word 'outsourcing.' We intend to win these competitions. I find the rules are favorable to us. We have a significant advantage in terms of quality. We get to define the job and to define the parameters of the job. My commitment is I want a fair process. I want a process that looks at the credibility of our work. I'm telling managers to be fair and open."

Change Inevitable, Preparation Crucial

Steven Rivero of ORS's building maintenance section wanted to know

whether NIH is being realistic in its commitment to find a job at the same grade and pay for all employees who lose A-76 competitions, given the potential hundreds of workers that could face displacement.

Again, Zerhouni reiterated his faith in NIH'ers to win more than they lose.

"What's really fair to employees is to make sure we are working efficiently so that we win the competitions," he stressed. "That's number one. Everything is geared to making sure we have the best chance of winning, so the numbers [that have to be placed] may not be as large [as estimates]."



Ken Joholske (r) leads the line of questioners (from l) Steve Rivero, Dr. Eric Bailey and Richard Laubach.

Also, Fitzsimmons noted, NIH has established a transition committee to develop a response to the "worst-case scenario" that competitions are lost and some employees need retraining for new positions, or career counseling. Other strategies also are expected "to ease the transition," he said, including hiring freezes, early-outs and buyouts that can help the agency meet workforce quotas. "There is no RIF [reduction in force] on the horizon here. The secretary has made a commitment to us that no one will lose federal employment, so we're going with that in good faith," said Fitzsimmons.

Reemphasizing the point, Zerhouni said, "I can tell you right now that we are not contemplating RIF'ing anybody." The director also wanted to know why Rivero thought his unit was in danger of losing so many jobs.

Rivero replied that his unit works at its optimum efficiency, but that loss of nearly one-third of its staff over the last few years could make the unit vulnerable in a competition with proposals from fully staffed contractors.

"I am concerned about the same thing," Zerhouni said, "but if there is an assumption that we're not as good, not as efficient as anyone else out there, then I want to understand why.... We have to look at that square in the eye. We have to face that."

Ed Burns of ORS, who is also an AFGE official, wondered if NIH intends to perform a "mock RIF situation" and whether such an exercise would factor in an employee's veteran's preferences, seniority and awards when considering placement options. "That's the only real fair way of selecting who stays in their job and who has to go to the transition unit," he said. "That's very important to a lot of us, especially us vets."

Fitzsimmons responded that NIH had committed to treat employees fairly and to do what is required by law. "As far as I know, there has been no commitment to do a mock RIF," he said.

Security: For the People, By the People

In his opening remarks, Zerhouni had acknowledged employees' interest in NIH's evolving strategies to secure the campus and prepare for emergencies. He stressed that a balance between security and freedom is being sought — and achieved — at NIH. "We've worked as diligently as we could to lower the burden of security on our community," he said, calling on NIMH's Desimone to give a short statement on how plans are taking shape.

"Dr. Zerhouni asked for this committee to be formed so that we could integrate our need to be safe with our need to carry out our research mission, which is probably unique among all federal installations," Desimone said, explaining that the group's first goal was to develop a governing philosophy. "We have adopted a cost-benefit approach, so that we balance the increment in security that we would get from different procedures with the costs — not only the dollar cost, but also the impact on our research operation."

Foremost in the philosophy is compliance with all government regulations, he said, noting that the rules often offer leeway in interpretation. The highest priority was given to the campus's ability to protect itself from "weaponized vehicles." The perimeter fence being erected reflects that goal. In addition, the committee determined that "employees would be treated differently than visitors," Desimone said. Relaxation of some of the mandatory bag searches and x-ray procedures for employees entering buildings is an indication of the group's efforts.

Most recently, plans for emergency shelter-in-place and orderly evacuation of the campus have been on the committee's agenda, he continued. Better communication with employees in emergency situations has been considered as well: NIH has purchased an emergency broadcast radio system to help spread information rapidly. "The committee is actively struggling with operational procedures in a post-fence environment and issues related to the new visitor center," Desimone concluded, inviting employee suggestions via a new automated web site form or email to him.

Problems Present Opportunities

During the comment period, Randy Schools, president of the Recreation and Welfare Association at NIH, asked if there were ways to bring back more activities that fell victim to NIH's increased security measures in the last 2 years. Many of the relocated events, he reminded, were developed specifically to address the health, welfare and quality of life of NIH's workforce.



At the microphone, Randy Schools of the R&W Association discusses the effect of the campus's enhanced security policies on employee activities.

"What made NIH continue to grow is its campus-like setting," he said. "A lot of that campus-like setting has sort of disappeared."

Acknowledging that he was aware of the issue, Zerhouni responded, "We have had internal discussions where we hear the same points you raise, that in all of these trends, we don't want to lose the sense of community and the sense of commitment to help our own."

NIH deputy director for intramural research Dr. Michael Gottesman, who moderated the town meeting, agreed. "Everybody — all the scientists and all the staff — are very sensitive to this," he said, "and we miss that interaction, no doubt about it."

Zerhouni said he has always felt that "security is for the people and the people should have a voice" in planning it.

Throughout the forum, Zerhouni echoed the collegial chord he had struck at the start of the meeting, when he told the assembly that he too was feeling stress brought on by the difficult era.

"I'll be frank," he said. "I agree that these are trying times — one day you hear about your job that may be considered for outsourcing, the next day you hear about the reduction in FTEs [full-time equivalencies], at the same time as our budget is growing. Security is a major area of concern as well...all of this at the same time that the scientific opportunities are growing. We have a tremendous challenge in front of us in meeting our mission, not just in science in general, but also in biodefense. So times are challenging."

Zerhouni said he adopted his philosophy about tough times from the Chinese yin-yang symbol: "You can identify the problem, but right next to it is an opportunity. I think we need to look at these issues directly and understand them fully. My lesson in life is that I never ran away from [difficult] issues, because I always consider them opportunities."

Not Just A-76, Security

Other Topics Draw Questions, Require Follow-Up

Although more than two-thirds of the 65-minute town hall meeting dealt with A-76 and security issues, there were other concerns expressed during the forum. In fact the first question addressed another administrative matter on the minds of many employees recently.

Ken Joholske of the NIH Library asked for clear standards in a new employee appraisal "addendum" dated Apr. 7 and distributed broadly throughout NIH. The one-page document, which some employees have been required to sign as part of their annual performance reviews, is an agreement to achieve the department's "One HHS" objectives. Five program objectives and 10 management objectives are listed; however, the addendum mentions no specific actions employees must take, nor how worker performance will be rated using the objectives. Another attendee later asked what consequences would be faced by employees who do not sign the document.



In his second town meeting, NIH director Dr. Elias Zerhouni (r) addresses a number of administrative issues, including outsourcing and security. NIH deputy director for intramural research Dr. Michael Gottesman (l) moderated the hour-long open forum.

NIH director Dr. Elias Zerhouni asked Mike Rosenthal of the NIH Office of Human Resources to respond. Rosenthal explained that the addendum arrived at NIH as a supplement to the new performance contracts that are another component of the President's Management Agenda. He said that at present, only NIH's 2,600 supervisors have been required to sign the agreements, but that eventually all employees will be asked to commit to fulfilling the objectives. He also pointed out that NIH is still working out details of how the agreement will be applied to performance. Also not yet known are the repercussions for not signing the addendum. Promises to follow up on the issue were made.

Another topic was raised by Dr. Eric Bailey of the National Center on Minority Health and Health Disparities. He asked whether and how scientists can become more involved in NIH's program development and planning processes.

"The intent at NIH is definitely to put as much science as possible into program development," Zerhouni responded, pointing out that the institutes and centers are all directed by scientists. "My view is that science is complex and multidisciplinary, so the more diversity we can have in science at the program development level the better. That's one thing that I think will make the agency stronger.

"I think we need to inject science in everything we do," he continued. "In competition for A-76 as well as program development, we need to include as much science as possible. This is what makes NIH unique and what

makes NIH the crown jewel that it is."

Emphasizing the importance of dialogue before closing his remarks, Zerhouni repeated the intent of his town hall meetings:

"I think we should share our concerns," he said. "I don't want this to be one-way communication. I want to hear, as well. These town meetings are the forum to do that. I don't think the issues should just be 'how do we purchase pencils, etc.' Those are important issues, but those are not the defining issues of NIH. NIH is going to be defined by how it leads in the 21st century."

Employees may continue to email concerns to Zerhouni at director@nih.gov.

[Up to Top](#)

Construction Projects To Remove Parking

On the Front Page...

There is no denying it — parking on the NIH Bethesda campus is fast becoming a major quality of work issue. While NIH has been fortunate in receiving support for new research facilities and security improvements to foster an expanding mission, this progress brings new construction, affecting an already strained parking situation.

Continued...

NIH has several construction projects under way or planned this summer that will significantly reduce the availability of parking on the main campus. Although NIH is taking steps to improve the situation, the upgrading of current facilities and construction of new facilities will mean the loss of many existing spaces.

Currently under construction, the Edmond J. Safra Family Lodge broke ground in February 2003 adjacent to Bldg. 60 (Convent). This resulted in the loss of 100 parking spaces but was offset in part because of additional parking available in lot 41 and some parking garages that were underutilized.

Parking: Looking for Solutions

NIH is exploring ways to help lessen the impact of the parking shortage. An NIH parking advisory committee will be addressing this. More information will be available in the near future. Suggestions and comments are welcome. Use the email address in the accompanying article.

Several new research-driven construction projects are scheduled to begin in July/August 2003 that will further reduce parking availability. The construction of the zebrafish addition to Bldg. 6 will affect parking spaces at the traffic circle in front of the building and possibly several spaces at the loading dock. A new utility vault will also be built near Bldg. 10 to serve the west side of campus, removing numerous parking spaces.

Finally, three major projects will remove over 1,000 parking spaces in the Bldg. 31 lots. State and local regulations require NIH to build a new storm water management facility as part of the Clinical Research Center project to address storm water run-off. The construction of the new Infectious Diseases Research Lab, known as Bldg. 33, will also remove significant parking spaces in the 31 lots. Finally, as part of the NIH perimeter security system, a new commercial vehicle inspection (CVI) facility will be built on existing parking lots near Rockville Pike to comply with security requirements. The CVI will facilitate the inspection of all commercial vehicles in one central location, separate from employee entrances.

In all, current and upcoming construction projects will affect 1,700 employee parking spaces on the main campus.

All NIH parking permit holders are going to be affected. To the extent possible, NIH will attempt to reallocate spaces in other areas, but this may

not serve all employees. Parking attendants will be placed in lot 41 to assist with employee parking. However, the addition of attendants will only make up approximately 250 of the lost spaces.

NIH strongly encourages all employees and other individuals working on the main campus to consider using alternative methods of transportation. Options include:

The NIH Transhare Program — Established in 1992 as a means of reducing traffic congestion and relieving energy and environmental concerns in the metropolitan area. Participants are eligible to receive up to \$100 per month in a commuting subsidy (Metrocheks). Metrocheks can be redeemed for Metro, bus and numerous public transportation modes.

Carpooling and Vanpooling — These programs remain integral components of reducing the demand on campus parking spaces. Carpoolers may park in preferred areas until 9:30 a.m. Registered vanpools receive a reserved space in the lot of their choice. Vanpool participants may be eligible for the NIH Transhare Program to reduce the monthly cost. The NIH Ridefinders Network assists employees interested in carpooling and vanpooling by providing a list of individuals interested in ridesharing who live and work in the same area.

Express Buses — There are currently 3 express bus routes that serve the NIH campus: 1) Metrobus J-9 from Lakeforest Mall; 2) Ride-On Route 70 from Milestone Park & Ride; and 3) Metrobus Smartmover from Tysons Corner.

Bicycling and Walking — These transportation modes historically have played a large part in reducing vehicular traffic on campus roadways, and even regionally, by removing vehicles from already clogged traffic arteries.

Satellite Parking Areas — NIH maintains satellite parking spaces at the Mid-Pike Plaza commuter parking lot. Parking is free for employees and shuttle service operates throughout the day to the campus and leased facilities.

To obtain information on all forms of alternative transportation, contact the Employee Transportation Services Office at 2-RIDE (7433). Also, the NIH transportation team invites comments or suggestions that may assist in planning efforts to mitigate parking problems. Call 594-6677 (TTY 435-1908) or email parkinginfo@mail.nih.gov.

Parking Losses in 2003

Project	Losses	Approx. Date
Family Lodge	110 paces	February
Bldg. 6	30 spaces	March
Stormwater facility	350 spaces	July
Bldg. 33	560 spaces	Aug./Sept.
Bldg. 10 utility vault	200 spaces	July/Aug.
CVI/Gate	450 spaces	Aug./Sept.
Total Losses	1,700 spaces	

[Up to Top](#)

NIH Holds First Symposium on Human Embryonic Stem Cells

Scientists at the first NIH research symposium on recent progress and future promise of human embryonic stem cells (hESC) proved that, as in many things, timing and location are everything. Understanding the molecular and cellular processes that regulate normal human embryonic cell differentiation into multiple types of cells poses many challenges. Other challenges are embedded in understanding the unique capacity of these fledgling cells to be both pluripotent and indefinitely self-renewing.

On June 12, an overflow crowd in Masur Auditorium witnessed, in person and by webcast, the intriguing possibilities of emerging knowledge about hESCs and opportunities to interweave and to share breaking information. Principal investigators representing laboratories both within NIH and from across the country raised key questions about molecular signaling that leads to the differentiation of hESCs into specific cell types.

Dr. James F. Battey, Jr., director of the National Institute on Deafness and Other Communication Disorders and chairman of the NIH stem cell task force, opened the meeting with the hope and plan that this should be the first of many such symposia. The task force is a team of leading scientists who meet with and seek advice from scientific leaders in order to advance the field of stem cell research.

NINDS' Dr. Ron McKay



In introducing the first plenary panel devoted to discussion of the characterization of undifferentiated stem cells, NIEHS's Michael McClure harkened back to the Yankees' accidental pundit Yogi Berra's famous observation — "If you don't know where you're going, you'll be lost when you get there." Leading off the session, Ron McKay, a principal investigator in the NINDS intramural program, cautioned that in looking at therapeutic possibilities of hESCs in the future, it is imperative that the hESC "makes exactly the right kind of neuron." Daniella Gerhard from NCI described her investigation of the transcriptome of a number of currently available cell lines. Her presentation underscored the importance of shared resources. Mahendra Rao from NIA is also developing infrastructure resources for human embryonic stem cell research, and focused on understanding of developmental mechanisms that are likely to lead to novel approaches in preventing and treating neurological disorders of aging. Using a prototype for the targeted acquisition of desired neuronal phenotypes, Steven Goldman, an extramural investigator at Weill Medical College of Cornell

University, described the induction and isolation of spinal motor neurons from hESC.



NIDCD director Dr. James Battey Jr. (foreground) listens to presentation as part of Masur Auditorium audience.

John Thomas from NHLBI introduced the second panel exploring topics related to differentiation of hematopoietic stem cells. George Daley from the Whitehead Institute described characterization of signaling pathways that trigger self-renewal. His team is using methods of viral gene transduction to accomplish this work. Dan Kaufman, from the University of Minnesota, focused his discussion on the role of stromal cell co-culture to promote differentiation into hematopoietic cells. Timothy Kamp, from the University of Wisconsin Medical School, described the ability of hESCs to provide a renewable source of distinct types of human cardiac myocytes. This ability may have application for pharmacological testing and possible therapeutic applications. Esmail D. Zanjani from Sierra Biomedical Research Corp., reported on his work using fetal sheep. His team's work shows that cells derived from hESCs can engraft and undergo multilineage differentiation. Gordon Zeller from the Mt. Sinai School of Medicine focused on ways to promote differentiation into one of the three developmental lineages: ectoderm, mesoderm and endoderm.



Participating in a panel discussion are (from l) Dr. John McDonald III, Washington University, St. Louis; Dr. Su-Chun Zhang, University of Wisconsin-Madison; and Dr. James Huettner, also of Washington University, St. Louis.

Thaddeus Golos, University of Wisconsin, presented his findings on hESC differentiation into placental trophoblast cells and on placental morphogenesis. James Huettner from Washington University in St. Louis emphasized in his discussion that "the development of successful therapies for neurodegenerative disorders involving hESC cells will require the

functional evaluation of electrical signaling capability." Su-Chun Zhang, University of Wisconsin Medical School, described the neural specification of hESC, noting the importance of understanding neural induction and patterning in humans; this can lead to an optimized procedure for generating enriched or purified neuroepithelia and specialized neural cells. John McDonald III's group, also at Washington University in St. Louis, is investigating ultrastructural features of hESC that can lead to novel strategies of CNS repair in both mouse models and, eventually, in humans.

At the conclusion of the plenary session, Dr. Elias Zerhouni, NIH director, noted, "There is no better way to assess the state of the science than to have the best scientists who are really doing it assembled in one place together." Observing that the acceleration of research on hESCs must be built upon a foundation of facts, Zerhouni added, "I have a personal commitment and NIH is fully committed [to move] as fast as we can and provide the resources to do so...I want the science to drive the agenda."

A noontime poster session of work from six laboratories was followed by workshops on material transfer agreements and intellectual property issues of stem cell research; hESC research training; federal guidelines on stem cell research; NIH implementation; and culture techniques for hESCs.



Dr. Elias Zerhouni

The symposium was developed by a planning committee that included representatives from 9 institutes and the Office of the Director, NIH, including NIDCD's Battey, chair; L. Tony Beck, NCRR; Jill Carrington, NIA; Della Hann, OD; Eleni Kousvelari, NIDCR; Michael E. McClure, NIEHS; Belinda Seto, OD; Beth-Anne Sieber, NIMH; Richard J. Tasca, NICHD; John W. Thomas, NHLBI; Baldwin Wong, NIDCD; and Marion Zatz, NIGMS.

For more information about hESC research visit <http://stemcells.nih.gov/index.asp>. To view the webcast visit www.cit.nih.gov (check under VideoCasting).

Clinical Center Hosts Fiftieth Anniversary Program, July 9

A program for patients and staff celebrating the 50th anniversary of the opening of the Clinical Center will be held Wednesday, July 9 at 1 p.m. in Masur Auditorium, Bldg. 10.

The ceremony will include remarks by NIH director Dr. Elias Zerhouni; Dr. Stephen Katz, director, NIAMS; Jerry Sachs, member of the Clinical Center's patient advisory group; Howard Drew, long-time CC blood donor; and Julie Kohn, CC nurse. Dr. Harvey Alter, chief, infectious diseases section, and associate director of research for the department of transfusion medicine, will provide reflections on his years at the Clinical Center, and CC director Dr. John Gallin will discuss the research advances of the past 50 years. The program will end with "Bench to Bedside and Back," a fiftieth anniversary video presentation.



A reception on the south grounds of the CC will immediately follow the program. All guests, patients and staff are invited. Poster presentations depicting the history of each CC department will be displayed on the first floor of the hospital.

The program is one of several fiftieth anniversary events planned for the coming year. A scientific symposium will be held on Oct. 14, and a special Grand Rounds series begins in September. The events will culminate with the

opening of the Mark O. Hatfield Clinical Research Center next summer. For more information visit www.cc.nih.gov/50th.

Snow Storms Prove Surmountable Extramural Associates Winter 2003 Class Graduates

By Gerri Adams-Simmons

The Extramural Associates winter class of 2003 got more than it bargained for with its 5-month NIH residency. Drs. Joe Emily of South Carolina State University; Ellen Shimakawa of Chaminade University of Honolulu; Arlene Horne of New Mexico Highlands University; and Wilfred Resto of the University of Puerto Rico at Cayey could not have guessed their curriculum would include "snow days" and "record-setting" days. Resto will have lifetime memories, since he brought his family with him. His 4-year-old son, Willie, had a continuous joyous refrain — "Is it going to snow again tomorrow?"



Congratulating EA program graduates are (from l) program director Dr. Matthew Kinnard, NICHD deputy director Dr. Yvonne Maddox and senior advisor to the NIH director Dr. Ruth Kirschstein.

The EAs were determined that the snow would not prevent them from settling down to the innovative curriculum developed by a former EA, Dr. Reuben Wright. Wright, of Prairie View A&M University, is serving on an IPA as special assistant to the program director, Dr. Matthew Kinnard. Allowing no obstacles to impede their progress, the EAs worked through the storms, having their work culminate recently in the first EA program graduation. They were focused on the program goal of increasing the number of minority and women researchers.

NICHD deputy director Dr. Yvonne Maddox realized something special was happening in the EA program when she stated at the program's advisory board meeting, "It is not every program that has a board where people are requesting to extend their period of time to serve." Maddox has nurtured and guided the continuous rise of the program during the three years it has been housed with NICHD. Throughout that time, she emphasized the importance of its trans-NIH quality in impacting health disparities.



Graduates include (from l) Drs. Ellen Shimakawa, Wilfredo Resto, Joe Emily and Arlene Horne.

The Stone House hosted the graduating class and their university officials, including Dr. Rafael Aragunde, chancellor, University of Puerto Rico at Cayey; Dr. Sue Wesselkamper, president, Chaminade University of Honolulu; and Dr. Clarence Sanchez, vice president for academic & student affairs, New Mexico Highlands University. Dr. Ruth Kirschstein, senior advisor to the NIH director, gave the keynote address.

"In just a few short moments," she said, "you will join the elite few who are out there giving their all to increase minority participation in the biomedical and behavioral sciences...Think with gratitude about this opportunity to catapult your institutions into the research arena."

The graduation ceremony gave university officials the opportunity to meet with Maddox, Kinnard and the advisory board, and to hear firsthand of the trans-NIH commitment to the program. "The prevailing and often repeated theme during this meeting was that institutional commitment and continual support of the EAs are the key ingredients for success upon their return to their universities," Kinnard commented. Board members represented 17 NIH components and HHS's Office of Minority Health.

More than 200 EAs have completed the program.



During the recent graduation ceremony, participants (from l) Horne, Emily, Kinnard, Kirschstein, Dr. Reuben Wright, Maddox, Resto and Shimakawa gather for a group photo.

NIH Research Festival Set for Oct. 14-17

The NIH Research Festival organizing committee, co-chaired this year by Dr. Joseph Fraumeni, director, Division of Cancer Epidemiology and Genetics, NCI, and Dr. Robert Desimone, scientific director, NIMH, has announced that the 2003 NIH Research Festival will be held Oct. 14-17 on campus. The committee is now accepting submission of poster abstracts through July 15 by all NIH investigators and Bethesda FDA/CBER investigators. Posters in any area of research conducted by the NIH intramural program will be considered for presentation but the committee is requesting a limit of one poster submission per first author.

Events for this annual showcase of the NIH intramural research program will kick off with an all-day Clinical Center 50th Anniversary Symposium on Tuesday, Oct. 14, in Masur Auditorium, Bldg. 10, that will feature presentations by current and former NIH investigators on the past, present and future accomplishments of clinical research. A poster session devoted to clinical research also will take place that day. The festival moves to the Natcher Conference Center on Wednesday and Thursday, Oct. 15-16, for cross-cutting mini-symposia and poster sessions, special exhibits on intramural research resources and the NIH Job Fair for postdoctoral and clinical fellows. The Technical Sales Association scientific equipment tent show will cap festival activities on Oct. 16-17.

For a preliminary general schedule of events and the online poster registration form, visit the Research Festival web site at <http://festival03.nih.gov>. Deadline for online poster submission is July 15. Applicants will receive email confirmation of receipt of poster abstracts and will be notified of acceptance by email in mid-August. For more information about poster registration, contact Paula Cohen, Research Festival logistics coordinator, at 496-1776 or email pc68v@nih.gov.

[Up to Top](#)

Carmona, Governors' Spouses Collaborate To Prevent Underage Drinking

Preventing underage drinking is a national priority, one that Surgeon General Richard Carmona will include as part of his message concerning healthy choices for America's children. He discussed this priority recently with NIAAA director Dr. T.K. Li and the Leadership to Keep Children Alcohol Free, a coalition of governors' spouses, federal agencies, and public and private organizations. The group's co-chairs, Columba Bush (Fla.), Lori Hauser Holden (Mo.), Mary Easley (N.C.), and Hope Taft (Ohio), and emeritus members Sharon Kitzhaber (Ore.) and Theresa Racicot (Mont.) took part in the meeting, along with Charles Curie, administrator of the Substance Abuse and Mental Health Services Administration, and Dr. Howard Zucker, deputy assistant secretary for health.

Carmona invited the Leadership Initiative to join his "50 Schools in 50 States" campaign launched this spring to talk directly with students about the importance of making healthy choices. Other collaborations will include public service announcements and the release of a surgeon general's report on underage drinking. Racicot, past first lady of Montana and emeritus group co-chair, will serve as a liaison between the leadership initiative and the surgeon general's office.

Tommy Thompson and Elias Zerhouni also greeted the governors' spouses at the meeting. Thompson emphasized his support for the leadership initiative and the important contribution of the governors' spouses in working to prevent underage drinking.



At the recent meeting on underage drinking were (from l) SAMHSA Administrator Charles Curie, First Lady Lori Hauser Holden of Missouri, First Lady Columba Bush of Florida, Past First Lady Theresa Racicot of Montana, Past First Lady Sharon Kitzhaber of Oregon, HHS Secretary Tommy G. Thompson, Surgeon General Richard Carmona, First Lady Mary Easley of North Carolina, NIH director Dr. Elias Zerhouni, First Lady Hope Taft of Ohio, NIAAA deputy director Dr. Mary Dufour and NIAAA director Dr. T.K. Li.

River of Rain Doesn't Stop 'Team NIH'

By *Dianne Needham*

Even the rainmaker couldn't deter the 400-member Team NIH from participating in the 14th edition of the National Race for the Cure. As one runner aptly put it, June 7 event participants met with a "river of rain" as water fell from the sky. The steady downpour presented challenges in the form of puddles, umbrellas and plastic coverings for all runners and walkers as they made their way through the 5K, or 3.1-mile, race course on the Mall in Washington, D.C.



NIAID and NCI staff members and families gather before the race begins.

Members of the Department of Health and Human Services staff led by Deputy Secretary Claude Allen bolstered Team NIH or what everyone began calling "Team Umbrella." At least 50 individuals from HHS joined Team NIH at the corner of 15th St. and Constitution Ave. before the race.

With more than 60,000 people signed up, at least 40,000 turned out on race day. The National Race is the largest event of its kind in the world, growing from one race in Dallas in 1989 that attracted some 7,000 runners to this year's 1.4 million entrants in races held nationwide. These events raise awareness of, and support for, research on breast cancer and diseases affecting women's health.



Six-year-old Brady Cusack, son of NCI oncology nurse Georgie Cusack, shows his Team NIH support.

Teams represented schools, embassies, corporations, government offices, congressional offices and churches. Team NIH members' comments, when asked why they were doing this, were representative of all race participants

— a friend, a relative, someone they knew or were close to had been affected by breast cancer.

[Up to Top](#)

New Courses Available in CIT Training's Summer Term

Plans are being finalized for a dynamic summer term in the CIT Training Program. Many existing courses are being updated, and more than 20 new subjects will be presented. As always, classes are available free for NIH staff. Sign-up and course descriptions are available at <http://training.cit.nih.gov>.

New Classes

Adobe – One major area of training growth is in the number of Adobe products available. Several volunteer teachers have come forward to teach applications important to preparing images and documents for scientific publications.

"**Introduction to Illustrator**," will cover how to create basic scientific drawings as well as mark up existing images. "The Essentials of Adobe Acrobat 6.0 and Acrobat 5.05," will be given separately for both Mac and Windows users who want to create PDFs. "Introduction to Photoshop Elements," will introduce this new product from Adobe. Photo Elements includes about 80 percent of the functions of the full Photoshop, and costs much less. "From Scan to PDF: Composing Scientific Figures with Adobe Photoshop and Illustrator," will review the process of preparing an image for publication using multiple software products.

Statistics – Students will have the opportunity to attend new courses on many statistical packages, from many sources. The SAS Institute will be bringing two new courses in JMP. The first, "Statistical Data Exploration," will be an introduction to the software. The second, "Introduction to the JMP Scripting Language," will allow those already familiar with JMP to customize how it operates. Insightful will be bringing three courses on S-Plus. Joining a returning class on using S-Plus to analyze microarray data will be an introductory S-Plus class along with another on I-Miner, a new tool that allows data analysts to easily build and deploy predictive models.

Dr. Terry Cox of NEI will give "Statistical Analysis with R." This class will introduce R, a free, open-source language and environment for statistical computing and graphics. Dr. James Malley of CIT will offer "Elements of Modern Data Analysis," which will review common problems in data analysis and introduce new methods for model fitting, validation and searching for structure in data.

Other Seminars for Scientists – Dr. Peter FitzGerald and Dr. Susan Chacko will present "Multiple Sequence Alignment: Theory and Practice." This course will discuss the computational problems associated with generating meaningful multiple sequence alignments and present a variety of approaches and tools that can be used to solve them. An introductory course on Mathematica will look at how to use this tool that integrates a numeric and symbolic computational engine, graphics system, programming language, documentation system and advanced connectivity to other applications.

Security – Two new courses on PKI (public key infrastructure) will be taught by Dr. Peter Alterman. "Electronic Identity Management and

Introduction to PKI," will look at some of the technical aspects of PKI, while "PKI Certificate Policies: At the Intersection of Trust, Law and Technology," will examine how to go about determining PKI policies.

Grants – "Advanced QVR System Training," will join the existing QVR classes to add a focus on downloading data to an Excel spreadsheet and using the Standard Reports feature of the QVR system. "Explore Quick View," will look at each of the major pieces of the IMPAC II Quick View application.

General Knowledge – Two new courses on project management and one on skills required for knowledge workers round out the class list. "Influence Skills for Project Managers," looks at major types of influence and how to use them effectively when managing an IT project. "Earned Value Management," introduces this new type of project management required by the Office of Management and Budget for most major IT projects. "Knowledge Worker Key Tasks," will go over a list of 30+ computing skills that every knowledge worker should be able to do. It will demonstrate each skill and give an opportunity for hands-on practice.

NBS Travel – The NBS transition group will be offering refresher training in anticipation of the launch of the NBS Travel system. There will be large town hall meetings to demonstrate the system and smaller hands-on classes where students can choose topics that will be relevant for them.

For more information, call the Training Program at 594-6248 (GOCIT internally).

[Up to Top](#)



OSE Film Festival Starts, July 10

The Office of Science Education announces its 10th annual Science in the Cinema film festival. Science in the Cinema is a free 6-week film and discussion series. This year's summer series kicks off on Thursday, July 10 with the film, *Iris*. Every Thursday evening for 6 consecutive weeks, a popular film with a medical science theme is screened beginning at 7 p.m. Following each movie, an interactive discussion with the audience is led by an expert on the film's subject matter.

Each event is held in Natcher auditorium. Seating is on a first-come, first-seated basis. All films will be shown with open captions. American Sign Language interpreters and real-time captioning will be available for the post-film discussions. For more information, visit <http://science.education.nih.gov/cinema> or call 496-0609.

Gottesman Hosts Appreciation Breakfast



Colleen Crone, executive assistant to NIH deputy director for intramural research *Dr. Michael Gottesman*, poses with her boss at the Office of Intramural Research's annual appreciation breakfast June 16 at Stone House. Crone presented mock certificates to prominent members of the OIR, highlighting

humorous, and heartfelt, characteristics of her coworkers. In brief remarks, Gottesman acknowledged recent pressures that have affected staff but assured colleagues that they are highly valued, and that top NIH leadership would go to bat on their behalf. Crone, who has been at NIH for more than 25 years, remarked affectionately, "We all strive to 'be like Mike.'"

FAES Announces Fall Courses

The FAES Graduate School at NIH announces the schedule of courses for the fall semester. The evening classes sponsored by the Foundation for Advanced Education in the Sciences will be given on the NIH campus.

Courses are offered in biochemistry, biology, biotechnology (daytime courses), chemistry, immunology, languages, medicine, microbiology, pharmacology, statistics, toxicology, administration and courses of general interest.

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

Classes will begin Sept. 14; mail registration ends Aug. 29 and walk-in registration will be held Sept. 3-9. Tuition is \$100 per credit hour, and courses may be taken for credit or audit. Courses that qualify for institute support as training should be cleared with supervisors and administrative officers as soon as possible. Both the vendor's copy of the training form and the FAES registration form must be submitted at the time of registration. Note that FAES cannot access training forms entered in the NIHTS system; a signed hard copy (vendors' copy of SF 182 form) is needed in order to process registrations for classes.

Catalogs are available in the graduate school office in Bldg. 60, Suite 230, the foundation bookstore in Bldg. 10, Rm. B1L101, and the business office in Bldg. 10, Rm. B1C18. To have a schedule sent, call 496-7976 or visit <http://www.faes.org>.

Bullpen Party at O's Game, July 19

The R&W annual Bullpen Party will take place on Saturday, July 19 with the Baltimore Orioles taking on the 2002 World Series champions, the Anaheim Angels. Tickets are \$32 (adult or child), and will include a ticket to the game (game time is 7:05 p.m. with entrance to the bullpen area approximately 2 hours before the game for a picnic). Menu includes pit beef sandwich, hot dogs, coleslaw, baked beans, chips, salsa, soda and beer. To purchase tickets, call the R&W activities desk at 496-6000 or stop by any R&W gift shop. This event benefits Special Love/Camp Fantastic. Bring your friends and family for a great day at the ballpark and show your support for R&W and Special Love/Camp Fantastic programs for children with cancer.

NIH Offers ClinPRAT Training

The NIH Clinical Pharmacology Research Training (ClinPRAT) program is a 3-year postdoctoral research fellowship training program sponsored by the Clinical Center and the National Institute of General Medical Sciences. The program emphasizes the application of laboratory pharmacology, biostatistics, pharmacokinetics and chemistry to the study of drug action in humans.

Postdoctoral training positions are available starting July 1, 2004, and in subsequent years. Candidates must have the M.D. degree. In general, they will have completed 3 years of residency training and will be board-eligible in a primary medical specialty when entering the program. Candidates must be U.S. citizens or permanent residents of the United States. Candidates' qualifications are evaluated by the clinical pharmacology steering committee. Selection is highly competitive and preference will be given to applicants with outstanding potential. Most successful candidates either have had Ph.D. degrees in addition to their M.D. degree or substantial prior research experience. The stipend is determined by the candidate's educational and professional experience. ClinPRAT fellows have the opportunity to participate in the NIH General Loan Repayment Program. For

more information visit <http://www.cc.nih.gov/OD/clinprat/> or call Donna Shields at 435-6618.

Principles of Clinical Pharmacology Course

The Principles of Clinical Pharmacology course, sponsored by the Clinical Center, will begin in Lipsett Amphitheater, Bldg. 10 on Sept. 4. The course will be held Thursdays from 6:30 to approximately 7:45 p.m. and will run through Apr. 22, 2004. "Many medical schools don't offer formal courses in clinical pharmacology," said Dr. John Gallin, director of the Clinical Center. "This program covers what researchers need to know concerning the clinical pharmacologic aspects of drug development and use."

The course covers topics such as pharmacokinetics, drug metabolism and transport, assessment of drug effects, drug therapy in special populations and drug discovery and development. An outstanding faculty has been assembled to present the lectures including Dr. Carl Peck of Georgetown University's Center for Drug Development Science, Dr. Jerry Collins of the Food and Drug Administration, and the Clinical Center's Dr. Arthur J. Atkinson, Jr., who is also the course director. The faculty has also prepared a textbook, *Principles of Clinical Pharmacology*, that follows the sequence of the course lectures and is available in the FAES bookstore in Bldg. 10, and from Amazon.com.

This is the sixth year that the course is being offered. Registration is free and open to all. Certificates will be awarded at the end of the course to students who attend 75 percent of the lectures. For more information and online registration, visit <http://www.cc.nih.gov/ccc/principles/>.

Celebrate New Year's in Banff, Canada

The NIH Ski Club will be traveling to Banff, Canada, Dec. 28, 2003-Jan. 4, 2004. The package includes air transportation from Dulles, all ground transportation, 7 nights at the Banff Springs Hotel, and baggage handling in and out of hotel. The cost is \$1,296 per person based on double occupancy. Space is limited. Contact Bob Bingaman for more information or to sign up, (301) 829-2079 or email bingfam@erols.com.

[Up to Top](#)



CSR Appoints Two New SRAs

Dr. Najma Begum is now the scientific review administrator for the general medicine A 3 study section at the Center for Scientific Review. She had been an associate professor of medicine at the State University of New York at Stony Brook and director of the Diabetes Research Laboratory at Winthrop University Hospital, a major affiliate of SUNY-Stony Brook. Her research there focused on the molecular mechanisms of insulin resistance in diabetes and dissection of insulin signaling pathways. Begum earned an M.S. and Ph.D. in biochemistry at the University of Madras, India. She then studied the mechanism of fat-induced insulin resistance at SUNY-Syracuse and calcium-induced insulin resistance at the VA Medical Center and the University of Colorado Health Sciences Center in Denver before moving to Stony Brook.



Dr. Fouad El-Zaatari has joined the Center for Scientific Review to be the scientific review administrator for the SSS-Q study section, which reviews small business research applications related to biodefense and infectious diseases. He comes from Baylor College of Medicine and the VA Medical Center in Houston, where he was associate professor of medicine and director of the Inflammatory Bowel Disease Research Laboratory. For the last 14 years, his research focused on the molecular immune response to gastrointestinal infections. He is noted for research suggesting a link between *Mycobacterium paratuberculosis* and Crohn's disease. He earned his Ph.D. in biological sciences from Atlanta University, while receiving research training at CDC. In postgraduate studies at the University of Southern California, the University of Minnesota, and the University of Texas Southwestern Medical School, he searched for agents that might cause chronic diseases.



STRIDE Graduates Honored



On May 6, the STRIDE graduation ceremony was held at Rockwood Manor in Potomac, Md. The graduates honored were *Carla Floyd* (c) and *Karen Carter-McLeod* (r), who are joined here by *Erica Greene*, program manager. Keynote speaker at the event was Cassandra Isom, senior program analyst in the Office of Science Education, OD.

Thompson Honored by Blue Cross/Blue Shield



Donald Thompson, a program assistant in NINDS's extramural program, recently received the 2003 Blue Cross/Blue Shield Distinguished Federal Employee Award for extraordinary contributions he has made to NIH and the community. Shown offering congratulations are (from

1) NINDS acting director *Dr. Audrey Penn*, *Dr. Constance Atwell*, director of NINDS's Division of Extramural Research, who nominated him, and *Dr. Cynthia McCormick*, deputy director of the division. Thompson was honored for being "an outstanding community volunteer with activities that span the continuum." He began his community work in 1989, helping patients in the detoxification program at Montgomery General Hospital. He has also worked with the Intercity AIDS Network in Washington, D.C., educating the community about HIV/AIDS and substance abuse, and with the Whitman-Walker Clinic and Us Helping Us. Most recently, he helped to start a support group for African American men who have undergone treatment for prostate cancer. In the nomination, Atwell said, "If he sees a need in the community for a service or action, he steps up and fills that need, making him not just an outstanding federal employee but an exemplary citizen and member of his community."

STUDY SUBJECTS SOUGHT



Healthy Men, Women Needed

Healthy men and women who regularly exercise are needed for a study on the effects of exercise on physical fitness and mood. Should be ages 18-45, height-weight proportionate, with normal blood pressure and in good health. Volunteers will be compensated for three 2-hour visits at USUHS. For more details, call Shannon Boyer, (301) 295-3263.

Balance Study Offered

A balance study for those experiencing leg weakness after stroke is being offered at the NIH. One visit required. For information call 1-800-411-1222, TTY 1-866-411-1010.

Are You a Woman Who Has Been Depressed?

NIMH is looking for female volunteers to participate in a study that examines the role of hormones in depression. Participants should not be currently depressed, be between ages 18-45, be medically healthy and not be taking any medications, including birth control pills. Study includes medical and psychiatric evaluations. Financial compensation and transportation reimbursement provided. For more information call Linda Simpson-St. Clair, 496-9576 (TTY 1-866-411-1010).

Pulmonary Sarcoidosis?

Call NIH at 1-800-411-1222 (TTY: 1-866-411-1010) or email prpl@cc.nih.gov for a study comparing a medication called pentoxifylline and a placebo (sugar pill). Must be on standard steroid treatment.

Follicular Lymphoma?

Patients who have not had chemotherapy may call for combination chemotherapy and a vaccine: 1-800-411-1222 (TTY 1-866-411-1010).