

THE NIEHS ENVIRONMENTAL FACTOR

JUNE 1978

FROM THE DIRECTOR

I am happy to announce that we are once again publishing an employee information bulletin. I hope that this publication will help bring the entire NIEHS community closer. By sharing items of interest we can keep everyone informed of what's important at the Institute. I hope that each one of you will think of this as your publication. Let everyone know what's happening in the shop, laboratory, office or area where you work. By taking this interest you will be creating and maintaining open lines of communication. I will do my best to keep you informed of what's happening in the "front office." This publication can be a vital forum for sharing the significant and exciting achievements of our Institute. I encourage everyone to submit appropriate material and make this the kind of bulletin we can all use and enjoy.

ITALIAN COOPERATION

Professor Francesco Pocchiari, Director of the Institute of Health within the Italian Ministry of Health will visit here June 22-23 as part of a new DHEW program of cooperation between the U.S. and Italy in the area of health and medicine.

Professor Pocchiari attended a conference at NIH in late March where he and Dr. Luigi Giannico, Director-General of Public Health for the Italian Ministry of Health met with Dr. Rall, Dr. Moore and Dr. William Baine, of the Center for Disease Control.

Topics of discussion included hydrocarbons in drinking water, the toxic substance dioxin, and surveillance of chemicals and their effects on human and nonhuman populations.

The plan of active cooperation between Italy and the United States will include exchange visits, joint seminars and workshops, and further development of specific cooperative programs.

AWARENESS WEEK COORDINATED BY FWP

Awareness by top management of any possible inequities in hiring and promoting women was the subject of workshops, lectures, and films, during an Awareness Week held May 12 through 19 in Building 18. Dr. David P. Rall, Director, circulated a memo urging participation in the week's activities.

"Workshops the first three days of the week were for upper-level management people," Dr. Carol Schiller, Coordinator of the Federal Women's Program said. "I think the kind of bias we identified is really subconscious."

Ms. T. J. Griffith with Images Consultants, Inc., of Dallas, Texas, assisted with the sessions. The Thursday program featured Dr. Schiller, LET Scientist as well as FWP Coordinator; Ms. Betty Mills, the secretary in the Office of Scientific Director; Dr. Nydia Morales, a visiting fellow, Dr. Carol Shreffler, Health Scientist Administrator in the Extramural Program; and Ms. Barbara Nichols, Library Technician.

Others who assisted in organizing the week's events were Ms. Arnetta Wicker of LET, and Ms. Tamara Corsatea, an NCSU junior in zoology from Ohio who is a temporary employee.

"We're just beginning to see women being encouraged to consider upper-level professional ranks," Dr. Schiller said. "That's why this type of program is so important."

ANNUAL EQUAL EMPLOYMENT OPPORTUNITY REPORT

The Director has issued his annual Equal Employment Opportunity Report which outlines efforts being made by the Institute in employing and promoting women and minorities. Copies of this report were distributed with a memo from the Director to all employees. In the memo, Dr. Rall says, "I feel that we must deal with each person with dignity and fairness. Within the limits of program mission and constraints of available resources, we must try to assure that each of us is permitted to develop and use our fullest abilities."

CALL 3267 IN A MEDICAL EMERGENCY AT NIEHS DURING THE WORKING DAY

In case of a medical emergency during the working day, immediately contact Dr. Moore's Office, extension 3267, which is always staffed during working hours. Dr. Moore's Office will initiate appropriate calls for assistance. Be sure to give complete emergency information so that the right action can be taken.

A recent call for medical assistance brought emergency help to the Institute within five minutes.

The 3267 number should also be used for emergency situations such as chemical spills, explosions, or anything requiring the immediate attention of the safety officer.

OTHER SAFETY NOTES

Dr. Philip Hamrick, Radiation Safety Officer, reminds new employees that no one is allowed to work with radioisotopes without approved training. To arrange for training, contact Dr. Hamrick on extension 3383. He will also supply new employees with temporary radiation dosimeters.

Chris Hunt, Safety Officer, will offer the General Laboratory Safety Course from 9 a.m. to noon on June 12 and 13 in Building 18 Conference Room. All interested employees are invited to attend the two day session.

Also, the Safety Officer reminds everyone of the "hallway" policy which prohibits the placing items in the corridors unless specifically authorized by the Safety Officer. Other items are subject to removal.

DRUG RECALL, URGENT!

Mallinckrodt, Inc. is recalling Collodion U.S.P. Code 4560 and Collodion Flexible U.S.P. Code 4580 because the company has discovered that some of the materials have been mislabeled. A possibility exists that some materials labeled Collodion U.S.P. may actually be Collodion Flexible U.S.P. All persons having in their possession Collodion U.S.P. Code 4560 or Collodion Flexible U.S.P. Code 4580 should contact Inventory Management immediately.

If this recall affects any employees at NIEHS, please contact Inventory Management at extensions 3527, 3528 and 3297 as soon as possible.

SAVINGS BOND CAMPAIGN CARRIED TO INDIVIDUAL EMPLOYEES BY CANVASSERS

June is the month when it is especially easy to begin purchasing U.S. Savings Bonds through payroll deduction or to increase the number or amount of your bonds. Savings bonds allow the government to raise money without resorting to high interest lenders. They allow citizens to earn 6 percent interest on the bonds at maturity, though they may be cashed in any time beginning two months after the purchase of the bond.

From the individual bond holder's point of view, Savings Bonds offer a relatively effortless way to set aside a specific amount of money out of each paycheck toward a specific financial goal. Canvassers for offices and labs have been appointed and will be contacting everyone during the month of June. All employees are encouraged to seriously consider buying more Savings Bonds.

NIEHS CONDUCTS OR TAKES PART IN SIX SCIENTIFIC CONFERENCES

EXPERIMENTAL BIOLOGY--Extramural Programs, the Public Information Office, as well as RRP sent staff members to the annual meeting of Federation of American Societies for Experimental Biology (FASEB) at Atlantic City, N.J., April 10-13. Dr. Cobert LeMunyan and other Extramural Program people assisted with staffing the NIEHS booth to inform those at the meeting about the Institute's research grants and training programs. The Information Office and the Arts and Graphics Shop designed a display for the meeting which outlined the NIEHS Extramural Programs. "I think the scientific community is finally beginning to realize that we are not EPA," said one member of the NIEHS delegation.

THE AMERICAN SOCIETY OF MICROBIOLOGY--held its 78th annual meeting at Las Vegas, Nevada, May 14-19. Four research papers co-authored by NIEHS scientists were read. Representing NIEHS at the conference were Dr. Julius E. Thigpen, EBCB; Dr. Ernest E. McConnell, Head of CP; Dr. Michael I. Luster, Staff Fellow; and Mr. George C. Clark, Research Chemist. And we hope Lady Luck was along during the off-duty hours in 'Vegas.

INTERNATIONAL CONFERENCE ON CADMIUM--held from June 7-9 was jointly sponsored by NIEHS; the Department of Environmental Hygiene, Karolinska Institute, Stockholm, Sweden; and the Permanent Commission and International Association on Occupational Health, of London, England. The Conference, held at NIH in Bethesda, MD, was organized chiefly through the efforts of Dr. Bruce Fowler, LET.

THE ENDOCRINE SOCIETY--will meet in Miami, Florida, June 14-16. Sixteen NIEHS scientists co-authored one or more of the six papers presented and represent LEM, LET, LPFT, and LP.

US/GERMAN PANEL ON ASSESSING CHEMICALS--Dr. David P. Rall chaired a discussion June 13 on "Evaluation Methods for Chemicals" at the joint US-German conference on "International Aspects of Assessing Chemicals" at the Carnegie Conference Center in Washington, D.C. Participants at the two day conference included representatives from government agencies, industries, and organizations with specialized interests in the environment. The German participants were headed by Dr. Gunter Hartkopf, State Secretary for the Interior Ministry, FRG.

CENTER AND PROGRAM PROJECT DIRECTORS TO MEET--NIEHS will host the eighteenth meeting of the Directors of the National Environmental Health Sciences Centers to be held in Building 18 June 19-20. The meeting will be held jointly with NIEHS Program Project Directors. Members of the National Advisory Environmental Health Sciences Council Centers Subcommittee, appropriate NIEHS Staff, and other invited guests will also attend.

This meeting will bring together Directors of the eight centers which are NIEHS-funded and university-based, and cover specialties within environmental health sciences.

Branch Chiefs will give presentations on various aspects of Institute activities. Seating at the conference will be tight, but all professional staff is encouraged to attend those sessions of special interest to them.

EXECUTIVE OFFICER AND PERSONNEL MEET WITH SECRETARIES

Cautious optimism predominated as Executive Officer Paul Waugaman, Personnel Officer Al Wade, and Personnel Management Specialists met with Institute Secretaries May 24 to discuss the concerns of the secretarial staff. Special emphasis was given position classification and promotion prospects. Another meeting emphasizing training and upward mobility was scheduled for June 8 at 2 p.m. in Building 18.

Mr. Waugaman struck a balance between encouraging the pursuit of upward mobility and trying to maintain a realistic view of job potentials. Noting that the staff will increase substantially at the new facility, he said, "I see us doing more of the same kinds of things we're doing now, which will require more of the same kinds of people."

"I don't see a vast cascade of new positions. I see certain limited potential in the administrative positions. These opportunities will be fairly specifically focussed."

Going back to school for a college degree was cited as the most difficult but most certain path to advancement. "Right now, degrees in chemistry are the most desirable credentials for many jobs here at the Institute," Al Wade said.

Questions were asked about new standards being established for secretarial positions and the audits of positions that are currently being done. "What we are being told," Penny Gardner said, "is that jobs accurately classified under the old system will not change under the new system." Also on the subject of the new standards and the audit, Al Wade said, "The main problem is rumor. If you haven't heard anything about your position officially, nothing has been decided."

Mr. Waugaman noted: "The Institute has a basic willingness to work with employees who want to move up."

FROM THE COUNSELOR'S OFFICE

As you probably know, NIEHS' decision to hire an employee counselor has come to fruition. The duties of the counselor in his new position are now described in broad terms but will come into sharper focus as time passes and specific needs are identified.

Any individual employee or group of employees is invited and encouraged to make use of the counselor's services which include improvement of self-concept, co-worker relationships, and self-expression. Career development, education, personal growth and other specific problems affecting work and/or the work environment are also within the purview of this office which is located in Building 19, Room 1912. Phone 2673 for a confidential appointment.

--Dr. William (Bill) Lawrence

THE NEW FACILITY: A PROGRESS REPORT

Work is progressing rapidly on our permanent facilities now that the weather has cleared. The roof of the first administrative module in the program building will be poured within the next few days. Most of the basement walls are completed for the remainder of the building. Architectural precast wall panels are being installed on the support services center buildings. The underground utilities will be completed and roads paved by the end of September. Completion date of mid-1980 still looks good.

NIEHS SOFTBALL TEAM OFF TO ROUSING START

The NIEHS Softball Team led off its season with two victories, one in a practice game against Northrup, 15 to 4, and its first league game against ISI (Sperry Rand) 20 to 10. The team participates in the Research Triangle Federal Employees Association League, a slow-pitch league open to men and women.

Dr. Gene McConnell hit a triple in the practice game; Rupert Istre hit a home run and a double and made a sliding-catch at shortstop for an out.

NIEHS scored twelve runs in the first inning of its first season game with ISI, and seven runs in the fifth inning. The big "hit men" were Ralph Wilson, Tom Burnes, Dr. McConnell and Ralph Hester. Elton Yancy pitched all 7 innings with one strike-out. And Marcus Vann, 3rd baseman, had the best day in the field with 3 put-outs and 2 assists including a double play.

The second season game saw NIEHS fall to Tony's Tavern, 6-4, though Calvin Kearney hit a home run on the first pitch in the second inning. Elton Yancey had the best offensive day with 3 singles for three times up with one RBI. Best defensive play for NIEHS was by Clinton Mooreman, at first, and Rupert Istre, short stop, who executed a double play in the 5th, and by Dr. Gene McConnell with three spectacular catches including a leaping snag in the 4th inning.

NIEHS team Captain is Steve Benfield at extension 3221, Room 732.

ENVIRONMENTAL FACTOR: HOW THE BULLETIN GOT ITS NAME

We named the bulletin by requesting suggestions for a name from all employees at the Institute. Fifteen suggestions were submitted in time to appear on the ballot. The ballot was distributed to nineteen employees who were chosen as judges to represent all areas and levels. Fifteen of those sent ballots returned them within one week, when the final count was made. The judges scored each name on a scale from zero to three, and the name scoring the highest won. We were tempted to attribute the winning name to Al Wade who scored all the names on his ballot zero. Actually, the name that won the balloting came from the information staff. Other excellent names were suggested by people throughout the Institute. Examples are: Rall's Scrawls, by Liz Ford; Envirokleen by Dr. James D. McKinney; In Vitro/In Vivo by Kathy Holbrook; Smog Chaser by Dr. Philip E. Hamrick; The Retort by Dr. Carol Schiller; Environmental Ragtime News by Tom Hawkins; News, Notes and Nonsense by Mrs. Hugh Lee; NIEHS Informer by Dr. Bill Lawrence; and the second place entry, N³ = NIEHS News Notes by Dr. Doug Walters.

FROM PERSONNEL

The April appointments, losses, and promotions of permanent staff are as follows: Appointments, Gregory S. Murray, Laborer; Thomas R. Hawkins, Public Information Specialist; Richard H. Cox, Research Chemist; Anna M. Bagniewski, Mathematic Statistician; Charles S. Scott, Chemist; Ruth A. Couchman, Clerk-Typist.

Losses, Claudette Watkins, Clerk-Typist, Connie D. Utley, Travel Clerk; and John A. Bragg, Laborer.

Promotions (permanent), Louis E. Cozart, Warehouse Foreman; Jennie P. Foushee, Biological Laboratory Technician; Philip D. Jones, Contract Specialist.

LIBRARY OFFERS COMPUTERIZED BIBLIOGRAPHICAL SCREENING

A recent library newsletter described the Selective Dissemination of Information System available to all employees. This system screens an expansive group of publications and delivers lists of current material pertinent to a specific subject. This screening can be done on a predetermined interval. The most typical delivery schedule is once a month. For additional details on the system and how it can help you, contact Dav Robertson or Ralph Hester at the library.

NIEHS IN THE NEWS?

The Institute doesn't have a clipping service, so please, when you see an item on NIEHS in print, in a local paper or professional publication, clip it and bring or send a copy to the Information Office. Please give the name of the publication and date.

NIEHS PARKING ENFORCEMENT STIFFENED

A patrol system and the tow truck, if necessary, will be used to encourage people to observe no parking zones and park only in proper spaces. Specific guidelines will be issued to all employees in the near future. Overflow parking is available in ARO's parking lot.

ALL IN JEST

Here are scientific titles for old favorites. See if you can guess what they used to be called before you read the answer.

1. Wilderness Adaptation Behaviors of a Solitary Seagoing Operative in an Atoll Ecology (Robinson Crusoe)
2. Deductive Reasoning in an Anglo-Criminalological Context with Specific Reference to "My Dear Dr. Watson." (Sherlock Holmes)

SUGGESTIONS? CORRECTIONS? REACTIONS? SOMETHING ELSE YOU'D LIKE TO SEE IN THE BULLETIN? FEEDBACK, INPUT, IDEAS AND ARTICLES WELCOME.

ROOM 107, EXTENSION 3345

