

NIEHS, NTP Instrumental in FDA Ban of Laxative Chemical

The brand names will be the same, but the best-selling over-the-counter laxatives are changing. The changes follow collaborative studies showing that phenolphthalein, the main active ingredient in many laxatives for 91 years, may pose a risk of cancer, especially when used excessively.

The work—a series of studies on normal rats and mice and transgenic mice conducted over a number of years—was a major team effort done under the auspices of the National Toxicology Program and led by June Dunnick (TOB) and John French (LECM). (The two were featured prominently in a Sept.

26 *Wall Street Journal* article on the topic.) The work is set for publication in the November issue of *Toxicologic Pathology*.

Initial two-year studies in rats and mice found phenolphthalein to be a “transpecies carcinogen.” These results were reported to the Food and Drug Administration in 1995 while other studies were begun.

Those studies, recently completed—a study of the mechanisms leading to the rodent tumors and a study of exposures to genetically engineered mice—confirmed the initial studies.

(Please see *Phenolphthalein*, page 3)

Family Day Set for Oct. 21

Lots of fun is in store for the 1997 celebration of Family Day, scheduled for Oct. 21. This year’s festivities will emphasize employee appreciation, with some special treats planned for employees who attend the event.

The festivities will begin at 3 p.m. Afternoon highlights include pony rides, hands-on science activities, line dancing, face painting, clowning and the traditional cakewalk. The Fitness Committee is sponsoring relay races down by the lake as well as volleyball.

The picnic supper begins at 5 p.m. A pumpkin raffle and other surprise giveaways will be held after dinner. Special musical guests, the band Fidgety Feet (featuring Dick Sloane, LT, on trombone) will entertain the gathering with their energetic Dixieland music. Fishing, football tossing, bubbles and hula hoops will continue throughout the day. Make plans now to attend, have a good time, and be appreciated.

Sliding Home in a Cloud of Dust



Sarah O'Donnell (FEB, left) backs up VeeVee Shropshire (HSB) as an opposing player slides home safely. See page 5 to learn how the three NIEHS teams fared this season.

Olden Lauds Good Work, Calls for Teamwork

Sincere thanks for a job well done and a long list of recent accomplishments highlighted the Director's Update, presented by Director Ken Olden on Sept. 10.

But Olden didn't leave the impression that it's time to rest on our collective laurels—he challenged employees to continue striving for bigger and better things.

“We must become a community of people working together to achieve a

(Please see *Director's Update*, page 6)

HHS and EPA Establish First Children's Health Centers

NIEHS, the Centers for Disease Control and Prevention and the Environmental Protection Agency announced in September the creation of the first federal research centers dedicated to protecting the health of children from environmental threat.

NIEHS and EPA allocated a total of \$10 million for the initial year of the centers. CDC will provide support and coordination for the centers.

Six centers will be established at domestic institutions such as medical schools and/or schools of public health through a competitive grant application process. Applications are due by Jan. 21, 1998, and the centers would be established by Sept. 1998.

This large collaborative effort is part of the Clinton administration's actions to protect children. EPA Administrator Carol Browner announced the plan for the centers in February 1997. The centers will conduct research on the possible environmental causes of children's

illnesses and disorders, especially...

- The mechanisms of respiratory disease, including asthma, allergies and chronic obstructive pulmonary diseases
- The impact of common environmental contaminants such as lead or mercury on intellectual development
- The influence on initial growth and development of exposure to certain environmental agents before or after birth.

Each center will be required to include in its proposal a plan for extensive community involvement in order to build grassroots participation in their proposed activities. The centers will be expected to maximize opportunities for information exchange between the center researchers and community members, including publishing annual reports. The research at each center will be linked with a community-based project benefiting children.

Stegman Named CTB Chief, NIEHS Chief Information Officer



Nancy Stegman, who spent four years away from NIEHS—mainly working on vice-president Al Gore's government reinvention project and the HHS rein-

vention—was named Sept. 15 to be the Institute's first Chief Information Officer, as well as chief of the Computer Technology Branch.

"CTB has been doing good work for some time without an appointed head but not without leadership," Stegman said. "Various members of the branch have assumed leadership roles and kept the branch operating well. I have no plans to change what CTB is doing."

Stegman, who has been an NIEHS employee since 1985 and worked here as a contractor for several years before then, said assuming the role of CIO will be the bigger challenge.

Congress created the CIO position and established it at the department level throughout government in the Clinger-Cohen Act (ITMRA—Information Technology Management Reform Act) of 1996.

"Congress wasn't thinking about NIEHS when it established CIOs," Stegman said. "They were thinking about the IRS, Medicare and other organizations that have made huge investments in computer technology that haven't produced expected results."

Nevertheless, NIEHS, like many other NIH divisions, now has a CIO. What the position at NIEHS will become will be heavily influenced by NIH, Stegman said.

"This position is so new that the whole government is trying to figure out how to make it work best," Stegman said. "My personal goal is to make sure our technology investment is aligned with the goals of the Institute. I have to look at the money spent on technology as an investment and make sure the investment pays off."

DIR Commends Rogan and Wilcox

At the Executive Committee meeting on Sept. 9, Scientific Director Carl Barrett presented awards to Walter Rogan, left, and Allen Wilcox, both of the Epidemiology Branch.

Rogan received a Certificate of Appreciation for his contributions to the NIEHS Clinical Program and his four years of service as acting clinical director, which ended in July.

Wilcox received the Public Health Service Meritorious Service Award and Commissioned Corps medallions—among the highest



Walter Rogan



Allen Wilcox

awards available from the Public Health Service—"for his sustained record of distinguished research accomplishments in medical epidemiology, and for

his outstanding leadership of the Epidemiology Branch, in support of the Public Health Service Mission."

Science Fair Aims to Boost Trainees

What a difference a day makes. The organizers of the first NTA Science Fair are hoping so.

The NIEHS Trainees Assembly will hold a one-day biomedical science fair on Oct. 22 to give NIEHS and other area trainees a chance to display their work, interact with local scientific colleagues and explore various career opportunities.

The day will begin with a keynote address by **Richard Klausner**, director of the National Cancer Institute, entitled, "To Cycle or Not to Cycle: The VHL Tumor Suppressor Gene and the Control of GO."

The keynote address will be followed by a poster session featuring the work of post-doctoral and graduate student scientists from NIEHS and area research institutions.

The activities will wrap-up on a high note with a panel discussion, "Embarking on a Career in Biomedical Science," featuring scientists from different and diverse disciplines moderated by NIEHS Scientific Director **Carl Barrett**. The panelists include: NCI Director **Richard Klausner**; **Malcolm Campbell**, assistant professor of biology at Davidson College; **Susan Lord**, professor of pathology and laboratory medicine at UNC-Chapel Hill; **Rainer Fuchs**, director of bioinformatics at Glaxo Wellcome; **Tona Gilmer**, cancer biology head at Glaxo Wellcome; and **Joanne Bell**, vice-president of product development at PPD Pharmaco, Inc.

"We hope the Science Fair will promote scientific interaction and the exchange of knowledge within the Research Triangle area and will help trainees explore career opportunities in science today," said fair organizer **Arti Patel** (LMC).

NIEHS trainees established the NTA in 1995 to foster the professional advancement of postdocs, visiting fellows, students and other non-tenured, non-permanent scientists training here. The NTA has been active in organizing and providing educational activities, such as FRONT-LINE Seminars and training courses, for its members.

SCHELP'S ELECTION RETURNS



John Schelp (OPPE) recently returned from Liberia, where he was part of an international delegation from the Carter Center observing the country's first national elections after a seven-year civil war.

Above: Voters wait their turns next to a gas station destroyed during the civil war. Inset: A sealed ballot box awaits its return to the capitol. Former President Jimmy Carter declared the elections free and fair.

UNC Professor Marks Women's Equality Day



Melinda Meade, center, professor of geography and adjunct professor of epidemiology at UNC-Chapel Hill, treated NIEHS employees with a provocative talk on "Agricultural Frontiers, World Urbanization and Emerging Diseases."

The EAAC and the Diversity Council co-sponsored the talk on Aug. 6, Women's Equality Day. Meade gave a rapid run-through on the relatively short history of urbanization and mass human migration, and on the global effects of cities encroaching into agricultural land. "What are we going to do with all those millions of people moving into the cities in the next 20 years?" she asked rhetorically. Joining the celebration are **Carol Shreffler** (SRB, left) and **Bonnie Allen** (ETP) of the Diversity Council.

Phenolphthalein

Continued from page 1

FDA reviewed all the studies at the end of August and proposed to ban the ingredient. By then Correctol, Feen-A-Mint and other products were already being reformulated by their manufacturers. With the FDA announcement, Ex-Lax, the largest-selling laxative, was recalled by its manufacturer for reformulation as well, leaving no major laxative with the suspect ingredient.

But June Dunnick said the impact of the studies goes beyond the formulation of laxatives.

"The long-range impact of these studies may be not that we have changed laxatives but that we have shown how, through damaging the DNA, a drug or an environmental chemical causes cancer to occur. That work, with genetically modified mice, will help us predict and demonstrate carcinogenic potential for many substances in the future. And it gives us a better picture of cancer that may lead to better preventive strategies and interventions," Dunnick said.

Where Is Your CFC Money Going? Four Volunteers Talk About CFC-Funded Organizations

Every year hundreds of NIEHS employees donate thousands of dollars to the Combined Federal Campaign, the annual federal charitable giving drive that allows federal employees to give something back to their communities by donating money to worthwhile community service organizations. Some of these employees target their contributions to specific groups; others target them to federations of like-minded groups; and still others leave their donations untargeted. But how many of these employees know where their money is really going and what the organizations they're supporting do

to help our communities?

In this installment of **NIEHS People: Giving Back to Our Communities**, *Factor* highlights four NIEHS employees who not only give back to their communities through their contributions to the CFC, they also give their time and energy to local participating CFC organizations. As such they are uniquely qualified to describe a small handful of the worthy programs that NIEHS employees help support through CFC contributions.

The 1997 CFC began Sept. 15 and continues until Oct. 15. CFC donations can be made easily through payroll deduction—

more than 92 percent of 1996 donations were made this way—and can be targeted to specific organizations or to federations of organizations. Untargeted donations go to a general fund that is divided equally between all participating organizations. The CFC includes only organizations that spend less than 25 percent of their yearly expenditures on administration and fundraising.

Last year NIEHS raised \$56,921.94 in the CFC, the most ever at the Institute, with 42 percent participation. The goals this year are \$60,000 and 100 percent participation. Visit the CFC website at www.opm.gov/cfc/.

Thor Fjellstedt, DERT

An assistant scoutmaster of Troop 820 in Chapel Hill, Thor has been a Boy Scout leader for about 15 years. He was a Boy Scout himself, then became a leader when his sons joined the Cub Scouts.



"Boy Scouts is a unique organization because kids run the program," Thor said. "As a Scout Master you're a teacher and a mentor, but you're not

(Please see Thor Fjellstedt, page 5)

Amy Greene, LMG

When Amy saw an ad in the newspaper looking for volunteers to help children she called right away. Never mind that she had no idea what CAPSS—Child and Parent Support Services—was all about. She found out the Durham non-profit's mission soon enough.



CAPSS runs a daily program that teaches parents non-violent discipline and parenting skills. And every Tuesday night from 6 to 7:30 is Family Night at CAPSS. That's when Amy gets involved.

When the families arrive—six of them on an average night—the parents go to one room for a support group-type session and the children are separated by age into other rooms. Amy works with lower elementary aged children.

"Our role is to provide them a safe, structured environment. A lot of them are neglected; they have no limits at home. We teach them there are limits in the world and give them a safe

(Please see Amy Greene, page 5)

John Penta, DIR

Another long-time volunteer, John has been active with the Durham Chapter of the American Cancer Society for eight years.

"The mission of ACS is to prevent and treat cancer," John said, "but ACS doesn't just collect money and turn it over to research. ACS runs a shuttle service for patients who need help getting to hospital for treatment and appointments, helps to buy and fit wigs for women who've gone through chemotherapy, and generally

(Please see John Penta, page 5)



Rachel Patterson, LMC

Rachel has been involved in Girl Scouts almost all her life. She was a Scout from second grade until her graduation from high school. She spent two years as a troop leader in her hometown of Memphis. And for the last 13 years she has conducted special events for young girl scouts and adult training for the Orange County troops and the Pines of Carolina Girl Scout Council (comprised of troops from 20 counties in central N.C.).



Rachel said the basic tenets of the Girl Scouts program are the same now as when she was a Brownie—building confident,

(Please see Rachel Patterson, page 5)

Thor Fjellstedt

Continued from page 4

running the program. You train the kids like executives — teach them to delegate and to choose reliable people, then they're held accountable. When the kids realize they've got responsibility you can see their eyes open."

Besides opportunities for leadership and responsibility, scouting opens the door to mentally and physically challenging outdoor adventures and unique experiences. In recent years for Troop 820 these adventures have included backpacking in northeastern New Mexico and sailing a 130' schooner around the waters of New England. The troop awards scholarships to needy Scouts who couldn't otherwise participate in these kinds of activities.

Amy Greene

Continued from page 4

atmosphere."

Amy also helps the children learn to deal with their problems, working on problem-solving and communication skills.

"Part of my job is just listening to the children. Their parents often have their own problems and don't listen to their kids'."

Although she often has to deal with difficult family situations—"Some of these kids have traumatic lives," she says—Amy doesn't think about walking out on them.

"I'll stay with the program until I leave (the area)," she said. "I enjoy being around children and know it's important that children's needs are met. The thing that's so rewarding is seeing the success."

She has also become an essential member of the mostly volunteer team.

"The program doesn't run without volunteers. At one time the majority of volunteers were students and when they went on spring break the program shut down for a week."

CAPSS needs volunteers during the day also. If you (or someone you know) are interested in volunteering, call CAPSS at 286-7112.

Institute Teams Vie for RTP League Titles



NIHS 2, pictured top, won the regular season title in the RTP Softball League Coed C Division with a 15-1 record. After losing its first game the team reeled off 16 straight wins (including one in the playoffs) before falling 16-13 in the tournament semifinals. Pictured are (back) Greg Travlos, Donnell McLeod, Doug Nicholas, Rich McKay; (middle) Kiyo Itagaki, Sarah O'Donnell, Izumi Horikawa, Naoki Nihei, Chris Hunt; (front) Amy Greene, Kent Stone, captain VeeVee Shropshire, Doug Farrell and Lora Philpot-Byrd. Missing are Chris Alston, Ron McMillan and Walt Rogan.



Donnell McLeod, left, swings for the fences. He connected, too! His home run here gave the team a 9-8 lead in a late-season game. Outfielder **Doug Nicholas**, far left, makes a diving catch in the bottom of the inning to preserve the one-run victory.



Slick-fielding shortstop **Greg Travlos**, bottom left, turns a doubleplay.

The Other Teams

The **NIHS** men's team had two chances to win the championship in a double-elimination tournament, but lost two straight, 10-8 in extra innings and 8-2.

Greg Solomon's **Wild Type** team finished the season at 8-8 in the tough Coed A Division, and lost in the first playoff round.

John Penta

Continued from page 4

helps people cope with the illness."

A past president of the chapter, John now focuses on public education in Durham County. About three or four times a year he speaks to junior and senior high school students, women's clubs and men's clubs. His messages are direct. The students hear about cancer prevention, specifically regarding smoking and dietary habits. To women's clubs he talks about breast cancer, encouraging early detection through mammogram screening. Similarly he encourages PSA screening for prostate cancer while talking to men's groups.

Rachel Patterson

Continued from page 4

responsible members of society, helping girls grow and develop, and providing outdoor experiences for girls. To that end the girls go through lots of leadership and communication and teamwork training, helping them learn skills they can use throughout their lives.

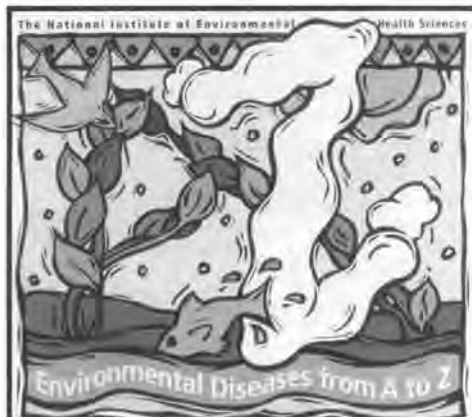
"I enjoy being a part of something bigger," Rachel said. "There's a lot for adult volunteers, new challenges that you wouldn't otherwise face. We've all gotten something along the way—this is a way of giving back."

New Booklet Spells Out Environmental Diseases from A to Z

Youngsters may scoff at parental advice to wear a warm coat or put on sunscreen, but most diseases really are caused, in part, by the environment we live in. Judith Stern, professor of nutrition and internal medicine at UC-Cal-Davis, sums it up this way: "Genetics loads the gun, but environment pulls the trigger."

To illustrate this the Office of Communications has produced a colorful booklet, *Environmental Diseases From A to Z*, which takes the reader on an illustrated journey through the alphabet, covering a wide range of environmentally induced illnesses from asthma to zinc deficiency.

"The book gives readers some idea of the great diversity of environmental



agents one may be exposed to, and the many, many diseases that result," Director Ken Olden said. "Some of these, like cancer and birth defects, are very familiar, while others, such as

yusho poisoning and xeroderma, will be new to most readers."

The booklet's simple language makes it an appropriate resource for a wide variety of audiences, from school children to adults, who want to learn more about how these diseases affect our daily lives. It even includes suggestions on how the illnesses can be treated or prevented!

John Peterson, coordinating distribution of the booklet for OC, plans to send individual copies to 10,000 middle and high school science teachers who can request up to 30 additional copies for their classrooms. Free copies are also available to NIEHS employees (and the general public) by request. Call Peterson at 1-7860 or e-mail a request to booklet@niehs.nih.gov.

BIG Members Prepare for the Next Millennium

Eight NIEHS employees attended the Aug. 18-23 Blacks in Government annual National Training Conference in Washington, D.C.

This year's conference, titled "Preparing for the Millennium, Securing Our Future!" focused on issues related to current and future trends, assessments, and information technology germane to the government work environment.

The conference offered forums from 31 different government agencies—including NIH, which explored the myths and truths about health concerns of African American men and women. Overall, the conference offered training in career development, personal growth, technology and technical skills, communication skills, quality of life, management and leadership skills, personal effectiveness, equal employment opportunity/personnel, BIG/legislative and African American Issues.

Employees from the federal, state and local levels of government attended. Six NIEHS BIG members—Sally Fields (AMB), Jennie Foushee (DIR), Margaret George (LMC), Veronica Godfrey (LPC), Carolyn Milford (LMG) and Annette Rice (LPP)—attended, as did two non-BIG members—Craig Everett (FEB) and Sheila Withers-Gibbs (LEP).

Director's Update

Continued from page 1

common goal," Olden said, emphasizing the need for teamwork and 100 percent effort from all employees.

Among the general accomplishments Olden noted were scientists winning awards, more and better press for the Institute, the integration of research programs and the end of the Institute's arms-length relationship with the American public.

Olden cited five outstanding accomplishments or projects in the works.

- The Environmental Genome Project, which he called "the most exciting proposal to come out of NIH in years."
- The Research Triangle Center for Functional Genomics, a partnership between NIEHS, Duke and UNC. Olden said that between these three public institutions and the numerous private biomedical companies in the area, the Research Triangle can become known as the world center for genetic research.
- A partnership with the International Life Sciences Institute.
- Partnerships with EPA and CDC to create centers for children's environmental health.
- Seven NIEHS scientists have received appointments to the 100-member Senior Biomedical Research Service of NIH, a distinguished accomplishment for an Institute of this size.

As in past updates, Olden highlighted the Institute's budget gains compared to the other NIH institutes. The 1998 budgets proposed by the House and Senate are no different, with NIEHS faring seventh best of all the institutes.

At the end of the update, Olden made a call for employees to support the 1997 Combined Federal Campaign (see page 4) and reviewed the early results of the Workplace Assessment Committee (see page 8).

Factor Flashes

EGP Symposium in Bethesda

NIEHS hosted a symposium on the Environmental Genome Project on Oct. 17-18 at the Masur Auditorium on the Bethesda campus of NIH.

The goal of the Environmental Genome Project is to determine why an environmental exposure sickens one person and not another by identifying and studying at least 200 genes that affect human vulnerability to toxic substances.

The meeting format consisted of presentations by invited speakers as well as discussant leaders to facilitate a free exchange of information.

Symposium sessions included:

- Gene Environment Interactions in Human Disease
- Population Sampling for Polymorphism Identification
- Ethical, Legal, Social Issues
- Genome Technologies
- Functional Analysis of Polymorphisms
- Future Population-Based Epidemiological Studies

More information about the Environmental Genome Project can be accessed at www.niehs.nih.gov/dirod/policy/egp/.

Japanese Public TV Visits NIEHS

A documentary on endocrine disruptors was in the making when a crew of four from the prestigious Japanese public television station NHK visited NIEHS for four days, Sept. 22-24 and Oct. 2. Two producers, a camera operator and sound technician made the rounds taping interviews with senior staff and research scenes in several Institute laboratories. The Office of Communications coordinated the visit and thanks all those who assisted with the briefing and taping sessions. NHK has promised a copy of the final product, which will air on Japanese stations in Nov. and be carried on Japanese language television around the world.

First Spanish Class 'Graduates'

The Institute's first Spanish class held graduation in September. Seventeen

estudiantes learned conversational Spanish for the workplace and gained insight into Hispanic cultures. Sponsored by EEO and taught by a Durham Technical Community College instructor, the class also aimed to create a more welcoming atmosphere for Spanish scientists and other employees.

Hispanic Heritage Celebrated

The Diversity Council sponsored several activities to commemorate Hispanic Heritage month.

On Sept. 19, Sonia Ortega, Program Director for Postdoctoral Fellowships at the National Science Foundation and a native Nicaraguan, discussed NSF opportunities for Ph.D. graduates in the sciences and engineering.

On Sept. 24, Angel Pellicer, a native Spaniard and a professor at the New York University Medical Center presented a scientific seminar, "P15, A Likely Tumor Suppressor Gene in Mouse Lymphomas."

And on Oct. 7, NIEHS visiting fellow Ester Carballo-Jane displayed her Spanish art collection in the lobby, student's from East Chapel Hill High School exhibited their art celebrating Hispanic heritage and Chef Carlos Rivera demonstrated ethnic food preparation and provided lots of samples to the crowd.

NIEHS at Chapel Hill's Fiesta

Several of our NIEHS co-workers participated in La Fiesta Del Pueblo at Chapel Hill High School on Sept. 6-7. Fiesta activities included a soccer tournament, band and folk music, dancing, arts and crafts, cultural exhibits, children's games and activities, public information and education. This year, for the first time, La Fiesta also included a Job Fair.

Thirty-two organizations provided information about employment opportunities in the Triangle. Jennifer Anderson (EEO), Ester Carballo-Jane (LST), Kathy Odenwald (EEO), Lisa Padilla-Burgos (LT), Irma Velazquez (LT), Jose Velazquez (CEMBB) and Paul Williams (EEO) volunteered their time to provide festival-goers a look at what the Institute does and the types of jobs available here. Alma Britton (ETP) assisted in Fiesta set-up.

Federal Food Drive

NIEHS employees filled three barrels with non-perishable food as part of a nationwide Federal Food Drive, Sept. 8-12, leading up to the USDA National Summit on Food Recovery and Gleaning. The food went to the Food Bank of North Carolina, a distribution center for 500 agencies that feed hungry people in Eastern and Central North Carolina.

Volleyball League Back in Swing

The NIEHS Fun Volleyball League resumed play Aug. 28 with six teams battling for the Fall Championship. In a new wrinkle, the league now has a web page complete with game scores, standings and cool volleyball links. Keep up with all the action at www.niehs.nih.gov/ctb/contract/itss/volleyball/v-ball.htm.

New Arrivals

Cindy Innes (LECM) proudly announces her adoption of 17-month old Kaitlyn Michelle Innes on August 29.

Martina Sumner (Cont. TPMC) and her husband, Michael, are the proud parents of a baby girl, their second child. Catherine Patrice Sumner was born Aug. 5 at 12:13 p.m., and checked in at 8 lbs., 4 oz., and 21 inches. She has a 3-year-old brother, Alexander.

Condolences

Factor extends its sympathies to Warren Pope (DERT) on the death of his father, H.W. (Budd) Pope of Terrell, N.C., on Aug. 13.

Sympathies also to Freja Kamel (EB) on the death of her father, Hyman Kamel of Philadelphia, Pa., on Aug. 16.

Condolences also to Doug Nicholas (OC) on the death of his father, Don Nicholas of Manchester, Ct., on Aug. 30.

Thank You

"I appreciate the prayers, visits, calls, cards and other expressions of concern and sympathy during my father's illness and recent death. I also want to acknowledge a most generous gift to Hospice of Catawba Valley in honor of my father."

Sincerely, Warren Pope

Workplace Assessment Committee Makes First Recommendations

The Workplace Assessment Committee (WAC) has been busily exploring workplace equity concerns and developing recommendations for the amelioration of unjust issues and misinformation. A number of issues have been broached and the committee is pledged to remedy all issues, as appropriate, that have been brought to the director's attention. The following proposals are the first set of recommendations by the WAC.

Issues and Recommendations

I: Most minorities in the wage grade series have no opportunities for advancement and upward mobility.

R: It should be noted that many of the wage grade employees were hired at or near the top level of their grade and nearly all have reached the top of their grade level. It appeared that this was true for all wage grade employees regardless of race.

The WAC recommends that a greater

emphasis be placed on career planning and training. Furthermore, the committee suggests that employees electing to take training be fully informed of what advancement possibilities may or may not exist. (Suggestion: One-on-one counseling may be beneficial in some cases.)

Create a seminar series on career planning for all employees at NIEHS. Some of the series should target the Wage Grade (WG)/Wage Leader (WL) employees.

Explore whether some of the positions could be reclassified into the GS system. [A subcommittee composed of four WAC members along with the Human Resources Management Branch is currently exploring possibilities.]

Explain the various WG/WL levels and how grade levels are determined to employees/supervisors.

I: Expand MAX program beyond GS-9 to GS-13 to include GS-1 to GS-7.

R: "The WAC recommends that the concept of the MAX program be

broadened to include all Institute employees." (Contractors are excluded.)

Begin a standing seminar series to promote general career planning, and improve advertising of the present availability of career counseling.

Implementation of the aforementioned recommendations may be an ongoing and lengthy process. The attainment of the committee's recommendations involves a more comprehensive and complex transition than just changing a few words or phrases. New programs may be created and significant changes in certain existing programs and policies must be established. This fulfillment takes time and means an increased workload for those employees directly affected by the implementation of these recommendations. The WAC recommendations are important for the integrity of NIEHS ideals regarding workforce unity and equitable workplace practices. Please be patient as these recommendations are implemented.

Personnel Actions

(July 20–August 30)

New Employees—Welcome!

Perry Blackshear, OCR; Elizabeth Kennington, LST; Martha Mills, HRMB; Joseph Ready, LRDT; Arnold Schecter, ETP; Tryce Slade, EHP; Debbie Stumpo, LST; Jane Tuttle, LST; Angela Woodcock, LSB.

Promotions—Congrats!

Mary Gant, OPPE; Sandy Lange, ETP; John Peterson, OC.

Departures—Happy Trails!

John Braun, SRB; John Curtis, LMB; James Fossett, LPC; Daniel Hart, LECM; Betty Houser, FEB; Vanessa Wood, LMG.

Cash and Time-Off Awards

Anthony Adams, LPP; Kathy Ahlmark, CMB; Martha Barnes, OSTB; Sharon Beard, WETP; Judy Belch, OSTB; Gary Bird, LST; Helena Bonner, AMB; Nellie Boyd, AMB; James Burkhart, LT; Polly Cable, LMC; Geraldine Carver, LST.

Al Caviness, CMB; Gordon Caviness, CMB; James Clark, CMB; Keith Collins, LMC; Barbara Corbett, LPC; Glenda Corniffe, CMB; Donald Cozart, CMB; Barbara Davis, LEP; Juanita Davis, DIR; Pat Deese, CMB.

Teddi Devereux, LMC; Peggy Dickinson, AMB; Gregg Dinse, BB; Darlene Dixon, LEP; Jason Doherty, LT; Jim Doyle, RCB; Tom Eling, LMC; Vickie Englebright, AMB;

Kathy Feola, CMB; Jack Field, DIR; Norris Flagler, LEP; Julie Foley, LEP. Jennie Foushee, DIR; Margaret George, LMC; John Grovenstein, DIR; Dorothy Guidici, CMB; Hannah Harris, CMB; Joe Haseman, BB; Tom Hawkins, OC; Jerry Heindel, OSTB; Geri Hellems-Lewis, CMB; Sarah Holmes, DIR.

Gary Hook, EHP; John Horton, LEP; Rita Ingram, CMB; Wendy Jefferson, LT; Anton Jetten, LPP; Essie Jones, DIR; Teenette Jones, LEP; Larry Judd, CMB; Maria Kadiiska, LPC; Norman Kaplan, BB; Patsy King, CMB.

Annette Kirshner, OSTB; David Lennard, LEP; Jackie Locklear, CMB; RoseAnne McGee, CMB; Fred Mitchell, CMB; Wendy Montague,

DIR; Barbara Morse, LMC; Pat Murray, LEP; Mary Myers, CMB; Page Myers, CMB; Bonnie Parker, HRMB; Debra Parrish, DIR.

Mitsue Parrish, ASB; Melissa Pittman, CMB; Dick Philpot, LST; Bill Quattlebaum, DIR; JoAnne Reid, LEP; Roy Reter, DIR; Annette Rice, LPP; Linda Roberts, EHP; Dav Robertson, LISB; Clyde Rogers, CMB; Huiping Shi, LRDT; Robert Sobol, LSB; Nancy Stark, OM.

Emily Starnes, HRMB; Pat Stockton, LEP; Victor Sutton, CMB; Naomi Teasley, AMB; Julius Thigpen, CMB; Kelly Thomas, DIR; Michael Tyson, DIR; Cary Weinberger, LRDT; Ladye Wilkinson, DIR; Kathryn Williams, AMB; Richard Williamson, CMB.

Factor Wants to Hear From You!

Factor welcomes submissions from all employees, so send your NIEHS-related articles, birth and marriage announcements, story ideas or other news to Doug Nicholas, mail drop EC-12; e-mail nicholas@niehs.nih.gov; or call 1-5143.

The NIEHS *Environmental Factor* is published as a communication service to the employees of the National Institute of Environmental Health Sciences in Research Triangle Park, N.C.

- *Writer/Editor/Layout*
- *Production Assistance*
- *Photography*
- *Director of Communications*

Doug Nicholas
Image Associates
Steve McCaw, Image Associates
William Grigg



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