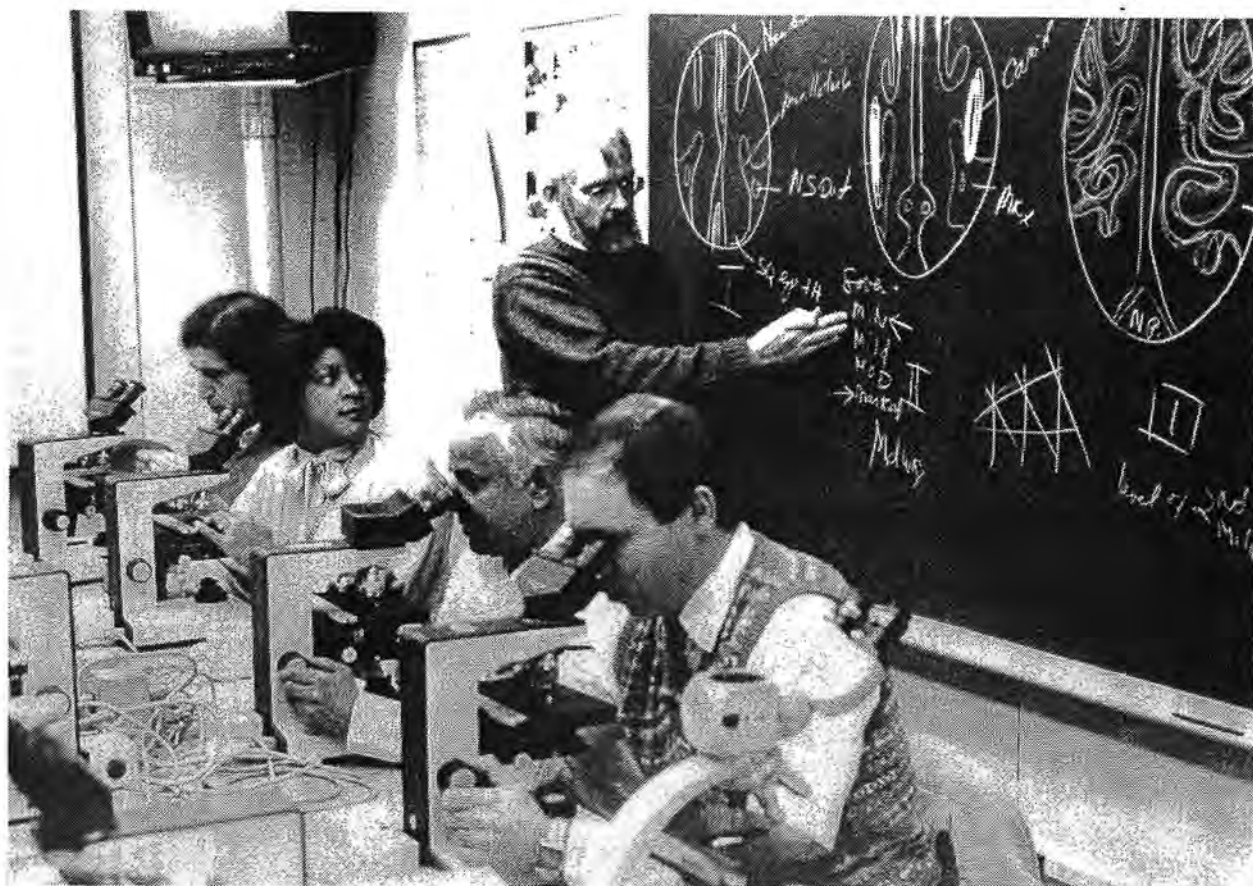


The NIEHS Environmental Factor

APRIL 1986 ISSUE

TOXICOLOGY RESEARCH AND TESTING PROGRAM -- A SPECIAL ISSUE



PATHOLOGY WORKGROUP--The Institute has become known for its Pathology Work Groups, which bring together experts in animal pathology to review microscope slides of laboratory animal tissues. Conducting a Pathology Work Group on the chemical methyl isocyanate (MIC) is Dr. Gary A. Boorman, Chief of the Chemical Pathology Branch, standing. Seated are,

left to right, Dr. Arnold D. Brody, LPP; Dr. Linda C. Uraih, CPB; Dr. Bholu N. Gupta, CPB; and Dr. Roger Brown, Experimental Pathology Laboratory. This issue of *Factor* has a special section which gives an overview of the Toxicology Research and Testing Program, of which CPB is one part. See page 2.

OTHER REGULAR FEATURES INSIDE

TRTP AWARDS GIVEN BY DR. RALL

NIEHS Director Dr. David P. Rall assisted Dr. Ernest E. McConnell, Director TRTP, in presenting awards to TRTP employees March 19 at the TRTP General Staff Meeting in the Building 101 Conference Center. Special Achievement Awards were presented to Dr. Douglas W. Bristol and Dr. John E. French, six employees were recognized for length of service, and special recognition was given Dr. McConnell on becoming permanent TRTP Director, and to Dr. Gary A. Boorman for similarly becoming permanent Chief of the Chemical Pathology Branch after serving in an acting capacity.

Dr. Bristol received a Special Achievement Award for excellence in performing simultaneous duties during 1985 as Acting Branch Chief CTEB; as Group Leader for Laboratory Performance; and as an active participant in the senior staff of the Quality Assurance group in TRTP.

Dr. French received a Special Achievement Award for his implementation of computer services for the CTEB senior scientific and support staff during 1984 and 1985, while maintaining all his regular duties as chemical manager and project officer.

Length of service awards presented were, alphabetically: John L. Horton, CPB, 10-year; Dr. James E. Huff, Office of Program Director, 10-year; Teenette C. Jones, CPB, 10-year; Dr. Robert Maronpot, CPB, 10-year; Vivian Umberger, TISE, 20-year; and Dorothy Williams, TISE, 20-year.

Factor joins Dr. Rall, Dr. McConnell, and colleagues in congratulating award recipients.

After the award presentation, an overview of TRTP studies of methyl isocyanate (MIC) was presented by Dr. John Bucher, Dr. Boorman, Dr. Bernard Schwetz, and Dr. Michael Shelby, who were part of the large Institute and TRTP team that performed studies on

MIC, the chemical which leaked at a factory in Bhopal, India, killing about 2,000 people, and injuring thousands of others.

Dr. Bristol also spoke on the Quality Assurance Conference held recently in Raleigh.

ABOUT THIS ISSUE

Part of this Environmental Factor is devoted to the Toxicology Research and Testing Program (TRTP), its organization, its mission, and some of its senior staff. This issue parallels the April 1985 issue, done when Dr. Martin Rodbell joined the Intramural Research Program as Scientific Director, in which we gave an overview of that program and its leadership. This TRTP overview was prompted by the appointment of Dr. Ernest E. McConnell as Director of TRTP after his service in that post in an acting capacity since 1983.

In the future, Factor hopes to do issues on the Institute's Extramural Program and the Biometry and Risk Assessment Program, giving similar attention to each of these major organizational components of NIEHS. These issues will probably be keyed by the selection of a permanent Director of Extramural Program, a position currently being held in a collateral duty capacity by Dr. Robert A. Goyer, NIEHS Deputy Director, and by the return of Dr. David G. Hoel, BRAP Director, from his temporary duty in Japan.

The Intramural Research Program issue received favorable comment as being useful for people throughout the Institute in updating their knowledge of organizational structure and leadership. The Factor editors hope that this issue will again serve in updating and refreshing general knowledge of the NIEHS organization and its various Programs and Branches. Factor thanks the many TRTP people who assisted by contributing to this issue.

DR. McCONNELL NAMED PERMANENT TRTP DIRECTOR

Ernest E. McConnell, D.V.M., has been appointed Director of the Toxicology Research and Testing Program (TRTP) within NIEHS by Director of the National Institutes of Health, Dr. James B. Wyngaarden. The appointment, effective January 15, was announced in Research Triangle Park by NIEHS Director Dr. David P. Rall.

Dr. McConnell, a Commissioned Officer in the U.S. Public Health Service, has served as Acting Director TRTP since September 1983. He heads a staff of 137 and has responsibility for a budget of \$58 million, and serves as a key administrator in the National Toxicology Program (NTP) which is the largest coordinated toxicology and carcinogenesis studies program in the world. For his service while Acting Director of TRTP, Dr. McConnell received the Public Health Service Outstanding Service Medal in July 1985.

Dr. McConnell's research interests have paralleled critical questions of environmental health sciences by studying the pathologic effects of polychlorinated biphenyls (PCBS), dioxins, asbestos, and methyl isocyanate, among other substances. He is currently coordinating the Institute's research into the long-term health effects of methyl isocyanate, the chemical associated with the tragedy in Bhopal, India. He has authored or coauthored over 100 papers or book chapters in the area of pathology and toxicology. He traveled to India in February (1986) to confer with health authorities on NTP/NIEHS research on methyl isocyanate, and coordinated presentations on this subject by scientists on his staff at the annual meeting of the Society of Toxicology held in New Orleans in March.

Other awards and honors he has received include the U.S. Public Health Service Commendation Medal in 1978 and

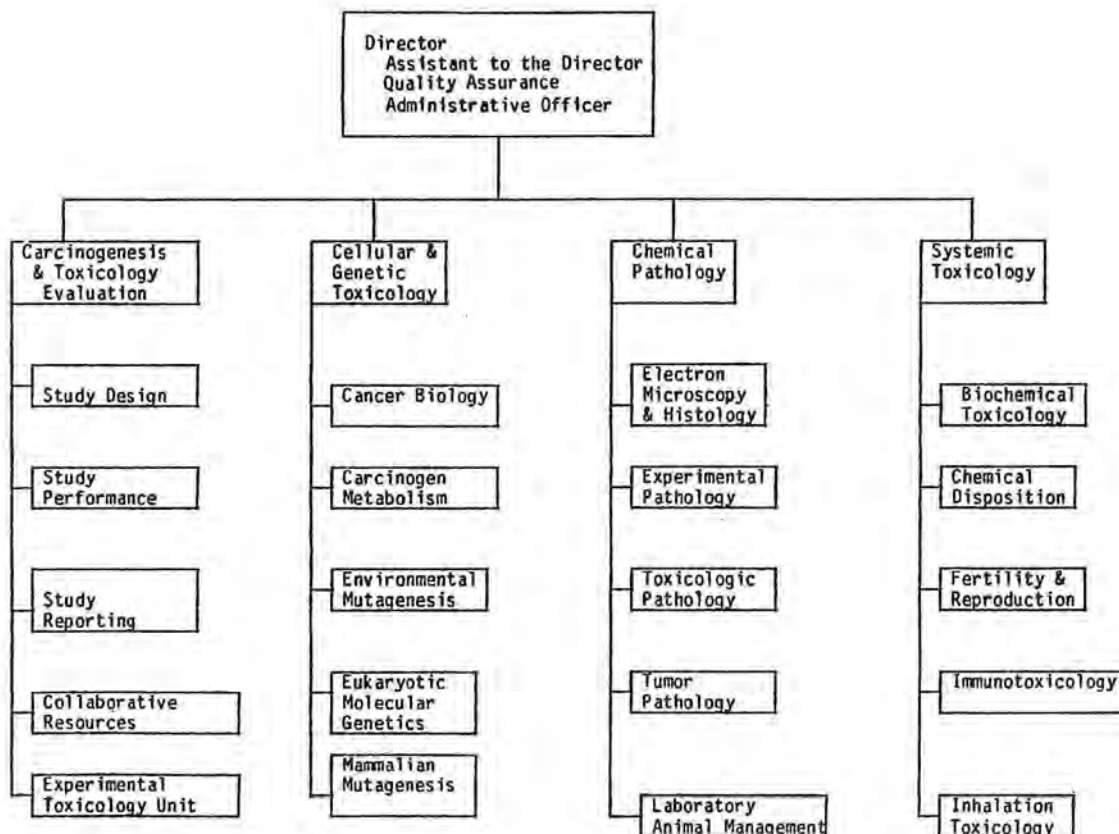
the U.S. Air Force Meritorious Service Medal in 1974. Dr. McConnell serves as an adjunct professor of veterinary pathology at North Carolina State University in Raleigh, is a diplomate and on the Board of Directors of the American Board of Toxicology, and is a member of the Examining Committee of that Board. He is also a diplomate of the American College of Veterinary Pathologists.

NIEHS Director Dr. Rall, who serves a separate simultaneous appointment as Director of NTP, said, "Dr. McConnell has proven to be that rare individual who is not only a talented scientist and a disciplined administrator, but is also a person gifted in dealing with people. I am pleased to announce that he has accepted the post as Director of TRTP." Dr. McConnell and his wife Judy live in Raleigh.



Dr. McConnell

TRTP: ORGANIZATION & LEADERS



TOXICOLOGY RESEARCH AND TESTING PROGRAM (TRTP)

The TRTP, under the direction of Ernest E. McConnell, D.V.M., is the organizational unit within the Institute devoted primarily to activities of the National Toxicology Program (NTP) described below. The TRTP studies the toxicology of chemicals nominated through NTP's chemical nomination process, and develops and validates improved test methods to provide more accurate, less expensive, and more rapid tests for the toxicity of environmental agents. TRTP conducts studies for carcinogenesis and other disease end points, as well as developing short term assays for mutagenicity and teratogenicity.

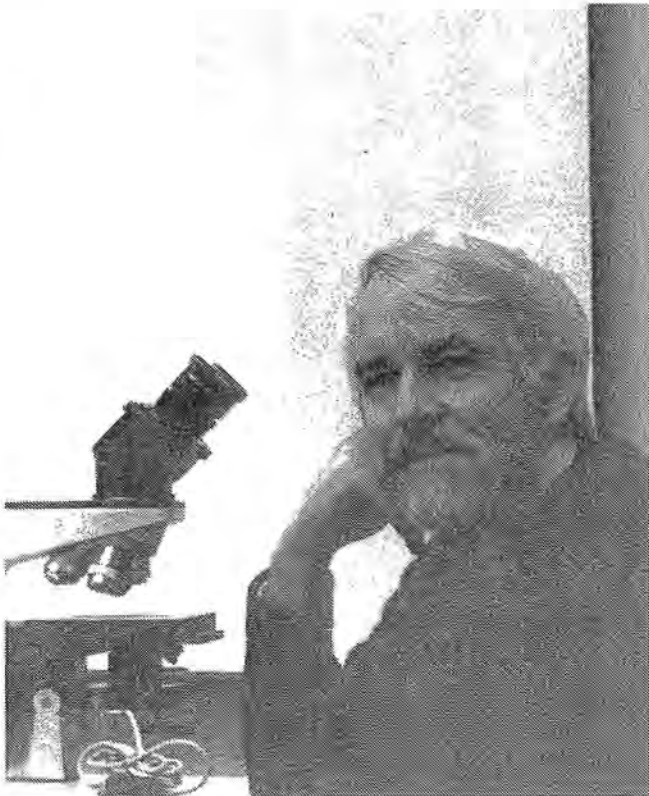
NIEHS, A PART OF THE NATIONAL TOXICOLOGY PROGRAM (NTP)

The NTP was established in 1978 to provide a coordinated carcinogenicity and toxicology studies program within the Department of Health and Human Services. David P. Rall, M.D., Ph.D., Institute Director since 1971, was named in 1978 to serve a separate and simultaneous appointment as Director of NTP. Constituent agencies of NTP within DHHS are: NIEHS and the National Cancer Institute within the National Institutes of Health; the National Center for Toxicological Research within the Food and Drug Administration; and the National Institute for Occupational Safety and Health within the Centers for Disease Control. The results of basic and applied research conducted by these agencies are widely disseminated through NTP's Technical Reports series, Annual Reports, and other publications.



OFFICE OF THE PROGRAM DIRECTOR
 --Working closely with Dr. Ernest E. McConnell in the Office of the Program Director are Dr. James E. Huff, Assistant to the Program Director, right; Dr. Douglas W. Bristol, Head of Quality Assurance; and Peggy J. McKinney, Administrative Officer of TRTP.

Following are informal photos of the four TRTP Branch Chiefs with thumbnail descriptions of Branch functions.



CHEMICAL PATHOLOGY BRANCH--CPB
 interprets the evidence of biological injury obtained from two-year studies and its relevance to the administration of a test chemical. Branch Chief is Dr. Gary A. Boorman, Room C-204, MD C2-02, extension 3440.

Dr. Gary A. Boorman



Dr. Bernard A. Schwetz

SYSTEMIC TOXICOLOGY BRANCH--STB develops methods to assess toxic effects involving immune, pulmonary, reproductive, and renal function and studies the absorption, distribution, metabolism, and excretion of chemicals. Branch Chief is Dr. Bernard A. Schwetz, Room D-438, MD D4-02, extension 7992.

Dr. James K. Selkirk



CARCINOGENESIS AND TOXICOLOGY EVALUATION BRANCH--CTEB designs, conducts, and interprets carcinogenesis and related studies and develops data needed to understand the underlying mechanisms of toxicity. Branch Chief is Dr. James K. Selkirk, Room E-144, MD E1-01, extension 2548.



Dr. Raymond W. Tennant

CELLULAR AND GENETIC TOXICOLOGY BRANCH--CGTB uses short-term studies to identify chemicals which may cause genetic damage and cancer. CGTB develops new short-term methods to study toxicity in laboratory animals and in tissue and microbe cultures, to better understand mechanisms of toxicity, to expand toxicological profiles of chemicals, to set testing priorities, and to assess human risk. Branch Chief is Dr. Raymond W. Tennant, Room E-444, MD E4-02, extension 4141.

PRODUCTIVITY COUNCIL TURNS ON

TO BRIGHT IDEAS

Early in 1985 Dr. Rall established the NIEHS Productivity Council, to find ways to improve productivity while conserving resources. NIEHS employees were surveyed about work areas and general issues of concern here at our Institute. The survey results were compiled, and comments were placed in three categories: (1) items easily addressed, (2) items for further study, and (3) items beyond NIEHS control. Happily, several of the items easily addressed have already been taken care of to our benefit. They include a new conference telephone message system, improvements in the self-service store hours, an operating entrance gate, and improvements in getting supplies from NIH, among other things.

Eight areas—procurement, research and development contracts, employee recognition, automated data processing, Office of Facilities Engineering, flexitime, research support, and personnel—were identified for further

study. Subcommittees conducting the reviews were made up of representatives of the area to be studied as well as employees from different grade levels and areas of NIEHS. Members of each subcommittee, with their chairperson starred, are listed below. If you have suggestions or comments about these reviews, feel free to contact one of these people. If a review is being done in your area, the subcommittee will appreciate your cooperation and creative ideas.

Upon completion of the review process, each subcommittee will make a written report to the Productivity Council with its recommendations. The overriding goal for all these subcommittees is to find ways to increase the efficiency and effectiveness of NIEHS operations; and, thereby improve our ability to conduct high quality research which is our basic mission.

SUBCOMMITTEE MEMBERS

PROCUREMENT

*Arnold Brody
Jack Mays
Marcia Soward
Charles Landers
Arnold Greenwell
Vickie Englebright

EMPLOYEE RECOGNITION

*Michael Hogan
Vivian Salvo
William Lawrence
Sandra Lange
Eugenia Goulding
Willie Allen
Robert Mayfield

OFE

*Robert Pratt
Neal Wingfield
Glenn Haire
Norman Eubanks
Robert London
Fred Talley
John Dement

RESEARCH SUPPORT

*Kenneth Korach
Warren Pope
Kevin Denny
Elizabeth Ford
Tona Gilmer
Michael Luster
John Pritchard
Linda Birnbaum

R & D CONTRACTS

*Bernard Schwetz
Peggy McKinney
William Johnston
Michael Resnick
John Braun
Alan Wilcox

AUTOMATED DATA PROC.

*Charles Langley
Jeff French
Debra Parrish
Florence Jordan
D. Robertson
C. Portier

FLEXITIME

*J. Carl Barrett
Janet Riley
Arnetta Wicker
Retha Newbold
Robert Hall

PERSONNEL

*H.B. Mathews
Stillman Wright
N. Lou Rozier
C. Schonwalder
George Kingman

GEORGE KINGMAN RETIRES

George M. Kingman, one of the early employees of the Institute, will retire at the end of March after more than thirty years of Federal Service, the last 19 years with NIEHS here in Research Triangle Park. He began with the Institute as Executive Officer, and for the last nine years has served as Director of its Office of Program Planning and Evaluation (OPPE). Prior to joining NIEHS Mr. Kingman served for over a decade at various institutes within the National Institutes of Health (NIH), NIEHS' parent agency in Bethesda, Maryland.

When he was offered the opportunity to come to North Carolina to help start the National Institute of Environmental Health Sciences, he thought it would be a chance to help build something from the ground up in an emerging area which held great promise. "I thought I would move back to Bethesda in five or six years to accept another position at NIH. A newspaper editor interviewed me when I got here, and I told her that I never expected to occupy the proposed new NIEHS building. Of course, I've been in the new building for five years now."

Mr. Kingman arrived in Research Triangle Park in 1967, when the NIEHS staff was less than 20 people -- it now numbers about 700 -- and when sheep wandered onto the campus from nearby farms.

A turning point in his career came in 1976 after he had served as Executive Officer at NIEHS for nine years. He was already doing some parts of the planning and program evaluation function, as well as serving as Executive Officer. He asked NIEHS Director Dr. David P. Rall, if it might be the time to split the job into two positions. Then with Dr. Rall's approval, he arranged to prepare himself for his new role as Director of the Office of Program Planning and Evaluation by accepting a year's appointment as a Congressional fellow of the American Political Science Association. This fellowship in 1976-77 allowed him to work with Congressional staff on a daily basis for a year.



George Kingman

In reflecting on his years as Director of OPPE, dealing with Congressmen and staff, he notes that biomedical science has a very special place in the scheme of Congressional thinking. "There is a strong Congressional commitment to the idea that what we are doing is beneficial. We have to guard that faith and insure that it is not eroded. It is only through maintaining a strong biomedical research community with the full support of the public that, for example, a health crisis like AIDS can be responded to as quickly as it has."

About retirement Mr. Kingman says, "This is another beginning for me. I'm going to retire and take it from there, and whatever I do, hope that it will broaden my horizons."

Institute friends honored him at a break-time cookie and punch party March 20 at the Institute, and at a dinner and roast March 21 at the Radisson Hotel in Durham, N.C. Friends at the Bethesda, Maryland, campus of the National Institutes of Health, NIEHS' parent organization, honored Mr. Kingman at an afternoon party on March 17.

OPPE HEADED BY MR. VANDERMEER

Daniel C. VanderMeer has been named Director of the Office of Program Planning and Evaluation at the Institute. The appointment was announced in RTP by David P. Rall, M.D., Ph.D., Director of NIEHS. As Director of OPPE, Mr. VanderMeer will play a key role in future planning for the Institute, will prepare reports and testimony required by the U.S. Congress, and will perform other administrative duties relating to the mission and policy of the Institute.

Mr. VanderMeer comes to the Institute from the Centers for Disease Control, which like NIEHS is a part of the U.S. Department of Health and Human Services. His work at CDC spanned 21 years and included positions in Atlanta; Albany, New York; Boston; and Washington, D.C. His most recent assignment was in Atlanta where he was Assistant Director of Management and Operations for the CDC Center for Environmental Health.

Mr. VanderMeer was the recipient of the Public Health Service Superior Service Award in 1984; the Secretary's Award for Outstanding Organizational Effectiveness in 1981; and the CDC Certificate of Appreciation in 1979. He is a 1964 graduate of Pennsylvania State University and an Army veteran.

He assumes his duties in the place of George Kingman who will retire from NIEHS in March after 30 years with the National Institutes of Health, 19 of them with NIEHS.

In announcing Mr. VanderMeer's appointment, Dr. Rall said, "Mr. VanderMeer brings to the Institute diverse abilities and a strong career history of achievement. The Institute feels fortunate to have him accept this position."

TWO RECEIVE SES AWARDS

Dr. Burke H. Judd, Chief of the Laboratory of Genetics, and Dr. John W. Drake, Laboratory of Genetics, received outstanding performance awards under the Senior Executive Service and Senior Scientific Service. They were among 57 staff members honored in this way in the NIH/NIMH/NIAAA agencies. All those honored received bonuses ranging from \$3,500 to \$9,000.

Nominations and bonus recommendations were reviewed by six performance review boards made up of top-level NIH management, and reviewed by the Director's review board. Final recommendations were then made by NIH Director Dr. James B. Wyngaarden and approved by the Secretary DHHS. Factor congratulates Dr. Judd and Dr. Drake on this honor.

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OUTSTANDING CFC



OUTSTANDING COMBINED FEDERAL CAMPAIGN--Dr. David P. Rall, NIEHS Director, right, and Jack Mays, Chairman of the NIEHS 1985 CFC drive and Administrative Officer for BRAP, center, accept a Silver Award certificate from the CFC Chairman for the Research Triangle Park Area, Robert C. Cullen, left, NIEHS Deputy Executive Officer. The award recognizes NIEHS as among

the top organizations in participation in the CFC effort. The NIEHS Campaign raised \$21,896, an all-time record for the Institute. More than a third of employees, 292, participated in the Campaign. Dr. Rall commented that the award was shared by all who worked on the campaign and who contributed or pledged to CFC in the 1985 drive.

CONGRESSMAN TOURS BLDG. 101



CONGRESSIONAL TOUR -- Congressman William Cobey, right, visited the Institute recently, and heard informal presentations by NIEHS Director Dr. David P. Rall, left, and Dr. John McLachlan, Chief of the Laboratory of Reproductive and Developmental Toxicology, who is not pictured. Then Dr. Rall and staff accompanied the Congressman on a walking tour of Building 101.

AWARENESS DAY APRIL 30

Two highlights of this year's Minority Culture Awareness Day at NIEHS, April 30, will be an array of ethnic foods and a fashion show of clothing from various cultures. The activity will focus on four minority culture groups, Asian, Black, Hispanic, and Native American. The Equal Employment Opportunity Office staff has invited anyone able to share distinctive ethnic food or to supply clothing or modeling to contact Connie Williams of the EEO Office at extension 2475.

Other main events of this year's Minority Culture Awareness Day will include welcoming remarks by NIEHS Director Dr. David P. Rall at 9 a.m., his schedule permitting, and an overview on "The Status of Minorities" by NIEHS Executive Officer Charles E. Leasure,

at 9:05 a.m. The keynote speaker, Douglas Bienlan, Director of Public Sector Programs of the Equal Employment Opportunity Commission, Washington, D.C., will speak at 10:05 a.m., introduced by Alma Gonzalez, LPP, Hispanic Manager for NIEHS EEO Office.

NIEHS EEO Manager Norman Eubanks said that a full day of presentations is planned, from 9 a.m. through 3:15 p.m., and that a calendar of events will be distributed once all presentations and times have been made final. Dr. Herbert Posner, LMB, of the EEO Advisory Committee will deliver closing remarks and a summary of the day's events.

All NIEHS employees are invited and encouraged to attend.

WILLIAM G. (BILL) FORSYTHE DIES MARCH 29

William G. Forsythe, 58, who retired from the Institute's Office of Facilities Engineering in January, died at Raleigh's Rex Hospital before dawn Saturday, March 29. He had been seriously ill for many months, but had managed to return home for the Christmas holidays, and came to the Institute to clear out his desk at retirement in January. The family received friends at their Cary home April 1, and Institute friends were among those to gather to remember Mr. Forsythe.

Last issue of Factor ran a retirement story which included quotes from friends here who remembered his many years of work at the Institute and deep involvement with construction and remodeling of buildings at the Institute campuses, and especially at North Campus. Extra copies of the Factor were sent to Mr. Forsythe, and he was able to read and enjoy the piece.

One of his important contributions was the design and installation of the conference room facility in Building 18, which served as the major meeting area during the years before the completion of Building 101. The area is still the major meeting area on North Campus, and is fitted with a sound system, a podium with audiovisual controls, and an audiovisual and projection booth at the back of the room, all a tribute to Mr. Forsythe's craftsmanship and engineering skill.

Factor extends condolences to Mr. Forsythe's family and many friends at the Institute. In place of flowers, the family asks that contributions be made in his memory to the building fund at the United Methodist Church of Durham, Route 4, Box 389-A, Durham, 27703, or to Hospice of North Carolina.

WOMAN OF ACHIEVEMENT

Constance Williams, EEO, has been honored by the Durham YWCA for her work with the Equal Employment Opportunity Office and the NIEHS Federal Women's Program. Ms. Williams received a Certificate of Recognition and a Certificate recognizing her as a Silver Medallion Award Nominee for public service, at the third annual Women of Achievement Awards Luncheon March 12. The NIEHS was invited, along with other area employers, to nominate women for this award, and the selection was assisted by FWP Advisory Committee members. Ms. Williams has served as a former FWP Manager, and has been active in promoting and organizing EEO and FWP activities. Factor congratulates Ms. Williams on this honor.

Q & A FORUM

By Barbara Burkhardt

1. Q: What are the different types of leave available?

A: There are basically only three types of leave: annual leave; sick leave; and leave without pay. When an employee fails to follow proper procedures for requesting and using leave, she/he may be charged Absent Without Leave (AWOL). In addition to leave, there are also provisions in the Department's regulations for excused absence which is, "absence from duty administratively authorized without loss of pay and without charge to leave." The term "administrative leave," while not officially recognized in legislation or executive regulation, is sometimes used to refer to excused absence. For more detailed information on the specific situations when Excused Absence is authorized, contact your Supervisor, Administrative Officer, or Personnel Management Specialist, in that order.

2. Q: Is there a difference between "leave without pay" and "leave of absence"?

A: Federal Regulations do not recognize the term, "leave of absence", although when someone who works for the Government says they are taking a leave of absence, they are usually taking leave without pay or are using annual leave over an extended period.

3. Q: Under what conditions can advance leave be granted?

A: 1. Advance annual leave is subject to the following restrictions:

a. Should be granted only in a few, very limited situations. An appropriate case would be an office where many of the employees are new to the Federal service and the

supervisor needs flexibility in planning the office vacation schedule;

b. Should not be advanced to an employee with a zero leave balance;

c. May be advanced up to the amount to be earned by the end of the appointment (if employee is on a time-limited appointment), or by the end of the current leave year, whichever is sooner; and

d. Must not be advanced when it is likely that the employee will retire, be separated, or resign before the advanced leave will be earned.

2. Advance sick leave is subject to the following restrictions:

a. May be granted to an employee with a zero sick leave balance, if employee has a serious disability or ailment, provided the total advance at no time exceeds 30 days and there is reasonable expectation the employee will return to work;

b. Employee's request must be in writing and supported by medical documentation;

c. May be granted regardless of whether employee has annual leave.

Please stay tuned for next month's column--it will be devoted entirely to leave for maternity/paternity purposes!

A COMMON MEDICAL ADAGE

The symptoms of a common cold, if treated vigorously, will go away within seven days, whereas if left alone they disappear over the course of a week.

SAFETY MATTERS

HALLWAY RULES KEEP HALLS CLEAR

The Health and Safety Office runs an ongoing campaign to keep the halls uncluttered for cleanliness, for safe emergency exit, and to maintain access to the laboratory safety showers and eye washes located in the halls. Deputy Director Dr. Robert A. Goyer updated hallway policy in a recent memo. He pointed out the availability of storage in the open, off-hallway storage areas in the Building 101 D and E Modules. These have been divided by partitions, one side for nearby laboratories, the other for the use of OFE and OAM. Nothing may be stored less than 18 inches from the fire sprinkler systems, and prohibited storage in these areas includes flammable, toxic, radioactive, biohazard materials, and gas and liquid nitrogen cylinders.

Dr. Goyer also stated in his memo that dirty glassware should be kept in the lab until it is picked up by CMB employees, and trash should be put out in the hall only the evening it will be picked up. This should be clearly marked "TRASH." Assistance for removing large packing boxes and crates may be requested during working hours at extension 3311. Problems in timely pick-up of materials should be reported to Ernest Chapman at extension 4678.

JOGGERS AND VEHICLE TRAFFIC

The Health and Safety Office has received numerous complaints about joggers on the campus roadways causing a hazard to themselves and drivers. Since the paved roads are primarily for vehicle traffic, joggers must use them in such a way as to accommodate vehicles, jogging only at the edge of the pavement, single file if in groups, on the side facing oncoming traffic so they can see it for safety reasons. Joggers should not run on pavement side by side. This causes vehicles to swerve out of their own lanes to avoid hitting foot traffic but may cause them to collide with or sideswipe oncoming vehicles. Most of this is common sense, but it is often not observed by campus runners. As a runner, you are on the vehicle's territory -- and you have the most to lose. Run with care.

SAFETY REPORT GIVES NIEHS GOOD MARKS

An analysis of occupational injury and illness statistics at NIEHS, done by the Health and Safety Office, reports that figures for 1983 through 1985 for recordable rates of illness and injury are "less than rates for all private sectors and the total Federal government by a significant margin." As an example, the report cites the overall rates for all federal programs as being 5.5 per 100 employees, while the NIEHS rate was 3.2 per 100 employees.

The one organizational area where rates were elevated was in the Office of Facilities Engineering, and the one injury category of concern NIEHS-wide was injury to the eyes. The report noted that compliance with the requirement for safety glasses is "variable."

The good report cited training as one of the key factors in continuing to improve the NIEHS safety and health record. A general laboratory safety course is required of all those working in labs, and a radiation safety course is mandatory for those handling radioactive substances. Other specialized training is offered, for example, animal handling workshops given by the Comparative Medicine Branch, and fire safety workshops given by the Health and Safety Office.

OFE continues its series of training sessions aimed at hand safety, confined space entry, electrical safety, lifting techniques, etc.

OBSERVE SMOKING ZONE IN CAFETERIA

You don't spoon your food on other peoples' plates without their permission, so if you're a smoker, don't put your smoke in other peoples noses, mouths, eyes, lungs, etc. They almost certainly do not want your cigarette (pipe, cigar) with their meal. In the cafeteria there are certain areas designated for smoking. Don't judge by the ashtrays--they are sometimes moved. Signs clearly mark those areas where smoking is permitted.

NIEHS NEWS NOTES

CREDIT UNION CHAIRMAN --

Robert P. Cullen, Deputy Executive Officer at NIEHS, has been named Chairman of the Research Triangle Park Federal Credit Union, which provides financial services and loans to members in the RTP area. Juanita Davis, CMB, has been named Secretary-treasurer of the Credit Union. Factor congratulates them on these new positions with the Credit Union.

STAR SUPERVISOR --

Robert C. Moorman, with Northrop on North Campus, has been named the handicapped supervisor of the year by the Durham Chamber of Commerce. WPTF TV 28 sent a video crew to North Campus on March 5 to get scenes for a video presentation to be shown at the award ceremony. Factor congratulates Mr. Moorman on this honor.

YOUNG DESIGNER --

Corliss Williams, daughter of Connie Williams, EEO, received second place in a fashion show and tailoring competition March 1 at Northern High School in Durham. Ms. Williams is a junior at Durham High School where she is a second year student in tailoring. She modeled her own creations, a coat, suit, and gown, in the fashion show, and she intends to pursue her education in fashion design after high school. Factor congratulates her on this achievement.

BENEFITS INFORMATION --

The Federal Women's program sponsored a talk by Nina Rothchild Coin, an employee of a large insurance company who specializes in federal employee benefits March 5 in the Building 101 cafeteria. One of her central themes was that careful planning is necessary to be sure that ones benefits will take care of ones needs after retirement or in case of early death. She recommended that federal employees supplement their retirement with Independent Retirement Accounts (IRAs) and perhaps supplement FEGLI with supplementary insurance available to federal employees.

SPY DUST DETECTOR --

Science (Vol. 231, p 1062) ran a story on the NPPD spy dust crisis in which it stated that one useful by-product of the investigation was a spot test for the dust developed by Dr. C.W. Jameson at NIEHS. In the test, a solution or swab turns pink in the presence of NPPD. The test can detect minute quantities of the dust a day or two after it has been deposited.

WHITE NOISE --

The open bay office areas in Building 101 have a new sound which is designed to mask background office noise and help employees concentrate on their work. The "white noise" emanates from ceiling speakers arranged in rows. Although one notices the background sound when it is first installed, it seems to fade once you get used to it.

BABY SHOWER --

Marilyn Whaley, OAM, was the guest of honor at a baby shower given by her friends at East Campus recently. She and her husband Wendell are expecting their baby April 4. A cake and other refreshments and baby gifts were part of the fun.

RETIREMENT PARTY --

Carl Lowe, physical science technician in Radiation Safety, Health and Safety Office, retired recently and was the guest of honor at a retirement party given by his friends and colleagues. Factor wishes him a happy and successful retirement.

BACK ON BOTH FEET --

Dr. Frederick J. de Serres, Associate Director for Genetics, OD, was limping a little a few weeks ago after dropping a kitchen mixer on his foot, breaking a bone. At least it wasn't a biscuit that did the damage. He's back on both feet now.

RELOCATED --

Dr. James R. Fouts has relocated recently to Building 101. He is in Room A220, Mail Drop A2-03, telephone 3506.

NIEHS NEWS NOTES

NOTES FROM PERSONNEL

Appointments and separations for fulltime, permanent employees and all employee promotions are as follows, for January: Appointments, James B. Knowles, CMB, and Jenny B. Forrest, OD; separations, Geraldine Leser, EP; William G. Forsythe, OFE; Kathleen K. Crutchfield, CMB; James C. Lamb, TRTP; Peter B. Colwell, CMB; and Carol M. Schiller, LP. Promotions are as follows: Lois A. Annab, LPP; Patricia W. Lamb, LPP; Barbara A. Burkhart, LP (also Factor FWP Q&A Forum columnist); Juanetta L. Solomon; Edward M. Wilkerson, OAM; James E. Patterson, OAM; and Robert E. Oakley, OAM.

For February, appointments were: Richard L. Dorsey, OFE; Patsy B. Olive, OFE; Daniel C. VanderMeer, OPPE; Esther W. Hou, LG; and Samuel Gutkin, OFE. Separations for February were Nancy J. Shipp, TRTP; Thomas A. Jeffrey, OAM; Christine L. Davies, TRTP; Alan R. Hough, EP; and John J. Snyder, OFE. Promotions were Nancy W. Mitchell, TRTP; Beth A. Tainer, TRTP; Billy L. Scarlett, LBNT; Sabreen R. Rahman, LBNT; and Edward H. Lebetkin, CMB. Recipients of Quality Increases were Elizabeth B. Ford, OAM; Thomas M. Hardee, OAM; Mary B. Armstead, OAM; and Hollis J. Hawkins, OAM. Dr. Douglas Bristol, Head of TRTP's Quality Assurance Program, received an award for a Special Act.

ARTS EXHIBIT -- The Carolina Lettering Arts Society exhibited work in Building 101's lobby area March 5-28, providing not only visually interesting framed hangings, but also many interesting quotes. February's exhibit was a selection of Black art, including a painting exhibit by Robert E. Lee, and other work by Black artists. The exhibit was in observation of Black History Month in February.

CONDOLENCES

Factor extends its condolences to Louis W. Crompton, OFE, on the recent loss of his mother, to Ralph Hester on the loss of his father-in-law, and to family and friends of George Mannina, Chief, NIH Editorial and Operations Branch, who died recently after retiring from NIH following many years of service there. Also to Connie Williams on the recent loss of her sister.

WISHING WELL

Janice Thompson, OFE, had surgery in February and is home and recuperating. Factor wishes her speedy recovery.

Mary Clements, CMB, who was out with an illness, but has returned to work, thanks all of her friends at the Institute who took up a collection to help defray expenses while she was away from work. Ms. Clements says, "Thank you and God bless you all." Factor welcomes her back to work.

BIRTH ANNOUNCEMENTS

Donna Fisher, Personnel, and her husband Terry are proud parents of a daughter, Morgan Amanda Fisher, born January 31 at 9 p.m., at Durham County General Hospital, weighing 7 pounds 3 ounces and measuring 20 inches.

Tona M. Gilmer, LPP, and her husband Peter are the proud parents of Justin Morgan Gilmer, born March 13, 10:30 a.m., at Durham County General Hospital, weighing in at 8 pounds 4 ounces. Factor congratulates the parents.

COUNSELING CENTER NEWS

COUNSELING OFFERS DAY OF PROGRAMS

Counseling Services, NIEHS, sponsored its seventh annual "Your Day for Personal Development," a day of self-development presentations emphasizing the relationship between the human side of employment and the job. Although Factor went to the typesetter before the March 20 event, presentations were scheduled from 8:30 a.m. through 4 p.m. at the Building 101 Conference Center. These included an afternoon panel discussion on building a team effort which listed participants as Nancy M. Jones, OFE; Otelia S. McDaniel, BRAP; Dr. Rajendra S. Chhabra, TRTP; and Robert P. Cullen, Deputy Executive Officer, OAM. Employee Counselor Dr. William W. Lawrence, who coordinated the day's activities, served as panel moderator.

Other scheduled speakers were Executive Officer Charles E. Leasure, who made the welcoming remarks; Dr. Glen Martin, North Carolina Central University, on "Lifestyle Management: The Mode Less Traveled;" Dr. Don Locke, NCSU, on "Your Family and Your Work;" and Dr. Marianne Turnbull, NCSU, on "How to Keep Your Energy High Throughout the Day."

DR. LAWRENCE RECEIVES AWARD

Dr. William W. Lawrence, NIEHS Employee Counselor, received the John L. Lennon Award from the North Carolina Association for Counseling and Development, at their annual convention and banquet February 21 at the Adam's Mark Hotel in Charlotte, N.C. The award is for distinguished professional service in the counseling profession, especially as it is practiced for the public benefit. The award is in memory of the late John L. Lennon, former Dean of Men at North Carolina Central University. Dr. Lawrence is the 1983 winner of the Ray Thompson Award, given at the same conference that year, in honor of professional leadership and humanitarian activities. Dr. Lawrence joined the Institute as Employee Counselor in 1978 and is active in Durham civic affairs including service on the Durham County School Board.



"Accidents are the price we pay for motion." -- Eddie Rickenbacher

DR. SHAPIRO RETIRES

Dr. Raymond E. Shapiro, Assistant Director for Toxicology Coordination, retired at the end of January after 34 years of government service. Dr. Shapiro had been at NIEHS since 1976, and before joining the Institute worked at the Food and Drug Administration for a number of years. His knowledge about many scientific and policy issues is expansive, and he was a key advisor to the Director on a wide range of technical and public health matters. friends took contributions and sent Dr. Shapiro a retirement gift. Factor wishes Dr. Shapiro best wishes as he begins his retirement.



DR. SHAPIRO

NEWS FROM THE LIBRARY

NIEHS' ROBERTSON HEADS NEW GROUP

NIEHS Library Director Dav Robertson has been elected president of the steering committee for a new organization for information professionals, the Research Triangle Park Librarians and Information Specialists Association, TRI-LIBS for short. The organization, which had its first organizational meeting last fall, has a membership of 57 representing 25 different special libraries.

Mr. Robertson said, "TRI-LIBS hopes to promote resource sharing among libraries and information centers represented in the group, to foster continuing education activities, and to provide a forum for discussion of common problems."

Other officers and committee members are: Secretary/Treasurer Susan Van Dyke of the Microelectronics Center of North Carolina; Mary Cameron of the North Carolina Educational Computing Service; Tim Dempsey of Bell Northern Research; and Peggy Hull of Glaxo, Inc.

Mr. Robertson pointed out that special libraries are critical to the work of their institutions, citing studies that show that without libraries on-site, users would require 40 percent more time to locate needed sources. This would result in a 10 percent loss in productivity, the cost of which would be about \$10 billion annually to science and technology agencies and institutions.

NEW LIBRARY DATA BASES OFFER TEXT

Two new databases available through the NIEHS Library offer the full text of articles, not just bibliographic references. NEXIS contains texts from more than 140 publications including newspapers, magazines, wire services and newsletters. Some of these, such as the Washington Post and The New York Times, are on line within 24 hours of publication. LEXIS is a law database containing cases, administrative decisions, attorney general opinions, regulatory materials, and other legal documents. These data bases are searched through microcomputer at the Library technical information office. Contact Ralph Hester or Larry Wright at extension 3426.

TERRACE WATERPROOFING CONTINUING--Contractors have completed removal of the old quarry tile surface on the Building 101 terrace, applied a waterproof underlay, started a concrete layer and have begun putting down new tile. The repair work became unavoidable when the original surface proved to be highly permeable to water, causing major leakage in the utilities and animal spaces beneath the terrace. In addition, the old tile became loose causing a continuing safety problem. The new surface is expected to be completed this spring.



SNAKE SEASON ARRIVES

Snakes, poison and nonpoison, provide a valuable service in keeping rodent and other small animal populations in balance. However, Duke University Medical Center estimates that 250 poisonous snake bites occur in North Carolina each year; the vast majority are copperhead bites. Recognizable by their triangular shaped heads and the catlike pupils of their eyes, copperheads inflict a bite that begins to swell in about 10 minutes. If possible, transport the victim to a hospital emergency room immediately. Duke suggests hikers and campers far from transportation carry a snake bite kit, and apply only straight, shallow 1/8th inch deep cuts at the fang marks, then apply suction for a minimum of 30 minutes. Use a tourniquet only loosely, and only if the patient is more than an hour from a hospital. Current medical advice says do not, do not apply ice.

Another North Carolina snake, the coral snake has black, yellow and red stripes. Other nonpoison snakes have

the same colors, but only the coral snake has red and yellow stripes touching. Luckily, the coral snake is extremely shy. But it is extremely dangerous because its bite can go unnoticed until other toxic symptoms arise--progressive paralysis, tremors, drowsiness, slurred speech, breathing problems, and excessive salivation.

Copperheads are aggressive and bold, and often feed in early evening, in backyards and gardens. Roads or other pavement warmed by the sun in the summer can attract snakes when the air cools off in the early evening. Walkers at camp grounds and state parks should watch out in the early evening dark.

Remember however that snakes, even poisonous ones, should be avoided but let alone in the wild. In fact, some farmers encourage a "resident" nonpoisonous snake, like a black snake, to keep down rodent populations in their barns and vegetable gardens.

NORTH CAMPUS PAINTED

Office of Facilities Engineering Chief James E. Critz reminded North Campus employees and visitors to protect their delicate instruments and their automobiles, as the landlord at North Campus, Triangle Service Center, undertakes a major upkeep and maintenance project. The walkway canopies are being sandblasted and painted. Sandblasting uses large quantities of very fine sand that can seep into extremely tight areas and through the smallest opening. Likewise, spray paint cannot always be confined to the immediate area where the painting is going on. Especially owners of new cars or cars with carefully maintained finishes (or maybe any car for that matter) should park them well away from the work in progress. Inside, instrumentation should be protected from the sandblasting dust while the work is being performed on or near the building. Don't forget to warn your visitors who may have no other source of this information, not to park near the work areas.

LSD LACES STICKERS

Small brightly packaged stars and stickers have turned up laced with the hallucinogenic drug LSD says the North Carolina Department of Crime Control and Public Safety. Although not a widespread problem in the RTP area, the stickers have been confiscated in schools elsewhere in the nation. They feature various cartoon characters, clowns, butterflies, etc., and resemble ordinary, legal products sold for children. These could be used by children knowingly seeking "mischief," or might also be foisted upon, or used inadvertently by even a very young child. These items are sold on the black market and there is no indication of normal, legal retail products being adulterated. For safety's sake, parents are advised to determine the source of any such product before allowing children to use them.

TOM CLEMMER GOES TO EPA



FAREWELL TOM CLEMMER--Tom Clemmer, third from right, shows off a framed montage of photos and a silver dollar for his coin collection given him as going-away presents by friends in the Biometry and Risk Assessment Program. Tom left NIEHS to join EPA across the street. Many friends showed up at a party for him during afternoon break recently. Pictured are, left to right, Dr. Joseph K. Haseman, BRAP/SBB; Joseph G. Slater, formerly BRAP/CTB; Tom's wife Ann; Tom; Dr. Michael Hogan, BRAP/SBB; and Debra Parrish, BRAP/CTB.

BACK PAY ON WAY

Two overdue payments for federal employees are on their way according to Washington Post columnist Mike Causey. The 350,000 federal employees eligible to receive refunds on their health insurance premiums ranging between \$17 and \$400 should receive notification of the amount "soon." President Reagan has signed the bill authorizing the payment.

POSTER WINS AWARD

The Printing Industries of Maryland, Inc., has given an award of merit to the NIH contractor, Globe Screen Printing Corporation, for its printing of the poster for the NIEHS conference "Managing Conduct and Data quality of Toxicology Studies." The poster had a pink and black background and depicted a pyramid of building blocks suggesting the elements that go into a scientific study. The award recognized the printer's quality work. Factor congratulates the Quality Assurance Program in TRTP for being the sponsor of this award-winning entry.

In a separate situation involving back pay, much more substantial amounts will be received by federal employees in the Senior Executive Service and those retired from the SES. Back pay for the period October 1979 through December 1981 will range as high as \$5,900 for some employees and retirees. These people should receive notification letters in the near future. Checks are to be mailed out in April, according to the Causey column.

Once again Factor offers its disclaimer and suggests that no one plan on spending this money until the check is actually received.

BOND DRIVE IS ON IN APRIL

The 1986 NIEHS Savings Bond Campaign will take place during April. Savings bonds are available to government employees through payroll deduction and currently pay a good interest rate of 8.36%. They are guaranteed to always pay at least 7.5% if held for five years.

Nancy Stark is the coordinator of this year's campaign; she will have pertinent information for you and will be able to get your questions answered. Ms. Stark is at extension 3211.

A canvasser designated to cover your work area will be contacting each of you to provide written information and forms needed to start bond purchasing or increase existing investments. The purpose of the campaign is to educate and to provide easy opportunities to buy bonds, not to pressure employees. This is your chance to make a good and relatively painless investment.

BLOOD DONOR TOTAL

Last issue, the NIEHS' overwhelming success with its Red Cross Bloodmobile visit was featured on the front page, announcing that 97 pints of blood had been collected. The Red Cross now has totaled NIEHS blood donations for the year, from February 16, 1985, through February 15, 1986, for a total of 171 pints, or 171 percent of the annual goal of 100 pints. The goal for next year, February 16, 1986, through February 15, 1987, has been set by the Red Cross at 175 pints. The next regularly scheduled NIEHS blood day will be April 18; it is regularly scheduled the third Friday every month. With supervisor permission, administrative leave can be scheduled for blood donation, and if needed, transportation can be provided by the Institute. Contact blood donor coordinator Jan Mullis at extension 4318.

FLEXITIME OPEN SEASON

Flexitime, the provision by which employees can work modified schedules other than the usual 8:30 a.m. to 5 p.m. hours, has set dates for applying for flexitime or for initiating changes in your schedule. All newly initiated flexitime must be approved by an employee's supervisor, program director, and the Director NIEHS. Changes in flexitime schedules may be approved by the unit supervisor. The open season dates, and the dates of effect of new schedules are as follows: March 24-April 4, to begin on April 13; June 16 to June 27, for July 7; August 25-September 5, for September 15; and December 1-12, for December 22. For full details, see the memo from the Flexitime Coordinator of March 10, or call Arnetta Wicker, extension 3411.

NIEHS THANKED FOR SPY DUST WORK

The Deputy Secretary of State John C. Whitehead praised the Institute's assistance in the NPPD "spy dust" investigation which was conducted to determine if the chemical used by Soviet agents in the USSR posed any health threat to employees of U.S. Embassies in the Soviet Union. In a letter to NIH

Director Dr. James B. Wyngaarden, he said, "I hope that you will extend to all those at NIEHS who assisted in this investigation, especially Drs. McConnell, Matthews, Zeiger, Luster, Morrissey, Harris, and Jameson, the deep appreciation of the Department of State for a job superbly done."