

Ninth Annual Winter Staff Meeting Presents Special Awards and a Challenge



Each year, SAIC-Frederick, Inc., holds a companywide winter staff meeting to recognize individual and team achievements during the past

year, through the Norman Salzman Mentoring Award, Distinguished Career Award, Outstanding Achievement Awards, Special Achievement Awards, and Customer Relations Awards. In addition, employees' dedicated years of service are recognized.

In his "state of the company" address, president Dr. Larry Arthur announced that SAIC-Frederick, Inc., earned "outstanding" ratings in both Award Fee Board meetings this past year. In fact, the last score, given in November, was the second highest score ever given to an OTS contractor at NCI-Frederick. He congratulated all the SAIC-Frederick, Inc., employees for making this possible and said, "It is the people that make this company."

Noting that NCI may have a total budget reduction in 2006 due to approximately level congressional funding and expected "taps" on the budget, he said our "outstanding" performance certainly came at a very good time. "We don't know exactly how these tight budgets will affect NCI-Frederick, but in the past during

tight budgets, NCI actually sent more work to Frederick," he said.

Dr. Arthur also said that NCI does recognize the hard efforts of NCI-Frederick employees and advised his listeners to continue to work efficiently and to upgrade job skills through on-the-job and formal training, funds permitting.

At last year's Winter Staff Meeting, Dr. Arthur presented a smoke-free campaign challenge. Nearly 200 employees participated in education and counseling services to help them stop smoking. Dr. Arthur commended those who had stopped smoking and encouraged those who still struggle with it to take advantage of the opportunities offered through Occupational Health Services (OHS).

Finally, as part of the continuing emphasis on wellness, Dr. Arthur challenged all SAIC-Frederick, Inc., employees to lose a ton of weight by participating in a weight loss and exercise program for the coming year. He noted that of the 7 million deaths due to cancer each year, researchers say that 2.5 million are due to modifiable factors, such as obesity, smoking, and alcohol. OHS will coordinate this companywide program, with competitions among the directorates for weight loss and exercise.

Dr. Jeffrey Lifson, director of the AIDS Vaccine Program, announced the achievement awards. Dr. Lifson

encouraged people to participate in these peer-nominated awards, noting that the awards cover lots of categories and levels of expertise. With his usual off-beat sense of humor, he began by drawing similarities between the late Richard Pryor's work and that at NCI-Frederick. Like Pryor, he said, "We look at the world in different ways, and what we do helps increase our understanding. We tell a story that people can understand, and use what we learn to help others."

David Bufter, director of Contracts and Administration, then presented the length-of-service awards. To add to the entertainment, "Cecil," a clown complete with a British accent, played by Herb Spicer, the personal trainer who has been working with staff the past year, rode into the ballroom on his unicycle at the end of Dr. Arthur's speech. During the awards presentations, he fashioned balloon hats, canes, and flowers, making his own flamboyant presentations as the winners stepped down from the stage. ❧



Cecil the Clown (aka personal trainer Herb Spicer) "helped" with Winter Staff meeting award presentations.

Arthur's Corner

I would like to extend my personal thanks and appreciation to the SAIC-Frederick, Inc., staff for the very successful year that we have just completed. The quality and productivity of SAIC-Frederick, Inc., remain outstanding, as evidenced by the directorates' publication of nearly 500 manuscripts, book chapters, abstracts, and presentations; 14 employee invention reports, 6 patent applications, and 1 software license; support to more than 80 clinical trials from NCI, NIAID, and NIEHS; and 35 new Yellow Task requests. The NCI recognized our accomplishments at the last award fee meeting by awarding SAIC-Frederick, Inc., the second highest award fee score, 90.25, ever received by an OTS contractor at NCI-Frederick. In March 2002, we had received the highest award fee score, 90.7.

This was the second year that SAIC-Frederick, Inc., produced the **NCI-Frederick Executive Summary**, incorporating information from all four contractors. Recruiters have discovered that this booklet is a great recruiting tool, as it succinctly identifies NCI-Frederick's scientific focus and achievements over the past year.

Last year, we discussed with our customer, NCI, the parameters of submitting a **combined annual report** from all four contractors. This year, that report became a reality. Scientific Publications, Graphics & Media produced the combined report in a loose-leaf binder for presentation to NCI in December.

Dr. Craig Reynolds, Associate Director for NCI-Frederick, also asked for—and we provided him with—a “first” this year: **100 bulleted points** that emphasize

the major achievements of the SAIC-Frederick, Inc., directorates.

At the request of the NCI's Division of Cancer Epidemiology and Genetics (DCEG), we created a model “work for others” (WFO) program designed to assist in budget shortfalls, allowing us to provide excess capacity in a fee-for-service setting. This model is now being used as a template to allow other programs, mainly in the Research Technology Program and Laboratory Animal Sciences Program, to fill excess capacity in a WFO format. Policies and procedures were developed for soliciting, evaluating, pricing, and approving requests, and a Web site was established.

SAIC-Frederick, Inc., values the contributions of our staff and has invested more than \$216,000 of its profits in employee recognition and community outreach programs. In addition, as one of the largest employers in Frederick County, we have set an example of corporate responsibility by establishing a scholarship program at Frederick Community College, supporting the Frederick County Chamber of Commerce, the Literacy Council of Frederick County, Frederick Volunteers, and the expansion of Frederick Memorial Hospital. These are all programs and organizations that support our employees and their families outside the work environment and contribute to a high quality of life for all those in the Frederick community. We believe these efforts support our long-term goal of attracting and retaining a highly skilled and motivated work force committed to fulfilling NCI's mission.

At our annual Winter Staff Meeting, December 14, 2005, SAIC-Frederick, Inc., recognized peer-nominated employees, both individually and as members of project teams, for their

contributions to the mission of NCI-Frederick. It was my pleasure to grant the Vaccine Pilot Plant Team, consisting of FME and VPP staff, the **President's Award** for their outstanding efforts in bringing the VPP to completion. Total change orders for the project are less than 1% of the original contract value. Dr. Steven Giardina received the **Norman P. Salzman Mentoring Award; Distinguished Career Service Awards** were presented to Helen Rager and Mark Gunnell. Other employees, both individuals and teams, were granted Outstanding, Special Achievement, and Customer Relations Awards; and 206 received length-of-service awards (see article on page 3 for more details).

These achievements were possible due to SAIC-Frederick, Inc., employees' dedication, teamwork, and commitment to the NCI mission. As the scope and complexity of the NCI-Frederick environment increase, we will continue to focus communications between our staff and their customers and on project management. We remain committed to building on the progress that has been made and confronting those areas of performance that require additional attention. 📌



Dr. Larry O. Arthur

Principal Investigator of the Operations and Technical Support Contract and Associate Director of the AIDS Vaccine Program, SAIC-Frederick, Inc.

VPP Project Team Wins President's Award

The third annual President's Award was presented at SAIC-Frederick, Inc.'s Winter Staff Meeting to the Vaccine Pilot Plant Project Team for its "outstanding efforts and contribution to the successful completion of the Vaccine Pilot Plant project," according to Dr. Larry Arthur, president of SAIC-Frederick, Inc., in his presentation of the award to the team.

Team members included Wayne Appenzellar, Andre Cornelis, Fred Guarino, Mitzi Guarino, and Richard Tucker (Facilities Maintenance and Engineering); Barbara Brooks, Reginald Kidd, Patricia Marshall, Michael McMahon, Paul Mutolo, and Phillip Ramsey (Vaccine Clinical Materials Program); Marilyn Buchen, Chad Hildebrand, Megan Kaminski, and Timothy Tewalt (Contracts and Administration); and Robert Fitzsimmons (Bechtel).

The team worked closely together for the past year on issues critical to the project, from conceptual design and site selection through construction and occupancy. The project was brought in under budget and with only a one-month delay in achieving mechanical completion. Change orders to the project represented only 1% of the total construction contract.

The *Winter Staff Meeting Program* noted that the team provided "a very high-quality, detailed design" and "tireless oversight of the day-to-day construction activities." 🌟



Members of the Vaccine Pilot Plant, Vaccine Clinical Materials Program, received the President's Award at the recent Winter Staff Meeting. In front, from left are Dr. Larry Arthur, president of SAIC-Frederick, Inc. Paul Mutolo, Barbara Brooks, and Marilyn Buchen. Second row: Megan Kaminski, Robert Fitzsimmons, Richard Tucker, Michael McMahon, and Chad Hildebrand. Back row: Phillip Ramsey, Reginald Kidd, Fred Guarino, Mitzi Guarino, Andre Cornelis, Wayne Appenzellar, and Timothy Tewalt.

ACHIEVEMENT AWARDS

Norman P. Salzman Mentoring Award



Dr. Steven Giardina
Director, Quality Control, Biopharmaceutical Development Program

Dr. Steven Giardina, the eighth recipient to be honored for continuing Dr.

Norman Salzman's philosophy and spirit by serving as an excellent and conscientious mentor, has encouraged, supported and guided his "mentees" as they developed new skills, and has provided them with constructive reviews and counseling as well. The *Winter*

Staff Meeting Program noted that Dr. Giardina's "coaching, guidance, and support have been instrumental in establishing the development of the professional identities of his protégés."

The program explained that Dr. Giardina "inspires confidence even when the mission seems overwhelming—quitting or failing is not an option."

Dr. Giardina also serves as an adjunct Hood College faculty member and has advised three BDP staff members on their theses. "He clearly sees his value not only in performing his own job to the best of his ability, but also in providing help to motivate and mentor wherever needed. Steve is always available and is an excellent mentor, advisor, role model, and friend," the program said.

Distinguished Career Award—Scientific



Helen Rager
Associate Scientist, Applied/Developmental Directorate

Helen Rager was recognized for her consistent dedication to excellence and

leadership during her 32-year career at NCI-Frederick. As the supervisor of the Clinical Support Laboratory, Clinical Services Program, Ms. Rager assists the Deputy Director, Dr. William Kopp, and laboratory head, Dr. Mingzhu Zhu, supervising staff within the Lymphokine Testing Laboratory and the Clinical Monitoring Laboratory. "Quality and quantity of work are her top concerns," the program noted.

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Achievement Awards *(continued from page 3)*

The program authors also said that while Ms. Rager has many responsibilities, such as juggling staff supervision, phone calls, assays, and dealing with daily problems, “she also makes the work environment pleasant with her quick wit and humor.”

Distinguished Career Award—Administrative

Mark Gunnell
Manager, System Programming/ Technical Support, Applied/ Developmental Directorate

Mark Gunnell was recognized “for his sustained commitment to excellence and his steadfast work ethic within the DTP Computing Center,” which he manages. The program authors said that Mr. Gunnell constantly evaluates and balances requirements against risk, cost, and benefit, recommending the best technical solutions and providing technical consulting for bioinformatics and chemoinformatic initiatives. He resolves problems “quickly [and] efficiently and ... demonstrates a steadfast work ethic and easy-going demeanor.”

Outstanding Achievement Award—Administrative

Thomas Tousignaut
Engineer II, Facilities Maintenance and Engineering

Thomas Tousignaut was recognized at the Winter Staff Meeting for his efforts “in developing and maintaining [FME’s] Building Automation System (BAS) [and] bringing all buildings on-line ... a new BAS that can be viewed on all computers [will provide] greater efficiency and productivity,” enabling

FME staff to respond even more quickly to requests than they do now.

Outstanding Achievement Award—Doctoral/ Postdoctoral

Dr. Judith Poiley-Nelson
*Development Scientist III
Biopharmaceutical Development Program*

Dr. Judith Poiley-Nelson, an expert in virology and regulatory requirements for virus safety testing of biological drugs, developed in-house assays to test cell banks and mammalian cell-derived products for endogenous and adventitious viruses, “not only saving the customer money, but allowing the products to be evaluated for potential safety issues without cost being a major concern,” according to the Winter Staff Meeting program notes.

Her novel assays assess the genetic stability and product safety of several viral products for BDP; for example, she developed a unique assay to determine the presence of HDEP in an adenoviral product. Through her expertise and dedication, viral products, as well as their stability and safety, have been more thoroughly evaluated, thus bringing the BDP to the forefront of development and manufacturing of viral therapeutics.

Outstanding Achievement Award—Doctoral/ Postdoctoral

Dr. Yossef Raviv
Senior Scientist, Basic Science Program

Dr. Yossef Raviv was recognized at the Winter Staff Meeting, in part, for developing a new

method of photosensitized labeling to measure fusion between viruses and target cells at the plasma membrane level, with special application for HIV. This method can also be used to identify fusion proteins and peptides that penetrate the membrane. The development of this method helped to secure the renewal of the IATAP grant for 2005–2006, providing major funding for the laboratory.

Dr. Raviv also invented a novel methodology for universal inactivation of viruses, pathogenic microorganisms, and tumor cells, while still preserving their structure and antigenicity. NCI has filed for national and international patent protection of this method, and US Biodefense, Inc., has licensed this technology from NCI for commercial evaluation. Based on this inactivation methodology, a partnership has been established with the University of Georgia for the development of an avian influenza vaccine. Dr. Raviv’s research proposal, “Targeting the Hydrophobic Domain of the Viral Envelope for Inactivation of Biothreat Viruses and Identification of Proteins that Facilitate Fusion,” was awarded the 2006–2008 NIAID Intramural Biodefense Grant, providing additional funding for the laboratory.

Outstanding Achievement Award—Doctoral/ Postdoctoral

Dr. Meredith Yeager-Jeffery
Principal Scientist, Core Genotyping Facility

In her role as Scientific Director of the Core Genotyping Facility, Dr. Meredith Yeager-Jeffery has consistently been at the forefront of cutting-edge human genomic research. Over the past year, Dr. Yeager-Jeffery has made a series of remarkable scientific contributions

leading to publications in high-impact scientific journals. She is the senior author of an article in *Genetics* that examined the effects of natural selection on single nucleotide polymorphisms found among African, European, and Asian populations, a key advance in the development of new strategies for identifying genetic associations relevant to cancer and other complex human diseases.

Dr. Yeager-Jeffery has also been actively involved in developing a team approach designed to improve laboratory and data management processes. Under her leadership, a new horizontal technology platform, InforSense, is being brought on-line to provide an automated and easily accessible system for generating biospecimen handling reports. This system, which should significantly improve sample handling, will be the basis for other reusable and customizable, analytic reporting solutions.

Outstanding Achievement Award—Technical



Alan Brooks
*Senior Research Associate,
Basic Science Program*

Alan Brooks has developed a number of technical innovations that have resulted in both time and money savings for his laboratory. He has contributed significantly to the field of tumor cell death by exploring specific and nonspecific effector pathways. He has demonstrated that the proteasome inhibitor PS-341 sensitizes neoplastic cells to death receptor-mediated apoptosis by reducing the levels of the apoptosis inhibitor c-FLIP.

Mr. Brooks' contributions to research have been consistent and outstanding and have opened new insights on molecular targeting of cancer. He has 28 publications in peer-reviewed scientific journals relating to the field

of cancer. He is highly motivated and enthusiastic about his work and has a willingness to go beyond job expectations. He has shared his extensive technical knowledge with all postdocs and students within the laboratory and consistently exhibits a high level of commitment to science.

Outstanding Achievement Award—Team



Timothy Back
Senior Research Associate, Basic Science Program

Erin Lincoln
Senior Research Technician, Basic Science Program

Carol Smith
*Senior Laboratory Animal Technician,
Laboratory Animal Sciences Program*

Loretta Smith
Research Technician, Basic Science Program

As a result of their dedication and outstanding technical expertise, Timothy Back, Erin Lincoln, Carol Smith, and Loretta Smith provide world-class animal research support. As a team, they have helped to develop several new animal models of neuroblastoma, novel fluorescence-based technologies for imaging the growth, neovascularization, and apoptosis of neuroblastoma tumors in vivo. They have also made important contributions to the preclinical evaluation of several new immunotherapeutic approaches for the treatment of renal cell carcinoma and neuroblastoma in humans. Among these contributions, the IL-12/IL-2 combination has been translated into Phase I studies in adults with renal

cell carcinoma and a multi-institution, Phase I study in children with neuroblastoma.

The team's most recent efforts have led to the establishment and molecular characterization of a novel panel of transplantable neuroblastoma cell lines, a potentially important new tool for pediatric drug discovery. This team's accomplishments reflect an extremely high standard of expertise and consistency to the scientific mission at NCI-Frederick.

Special Achievement Award—Individual



Dr. Eugene Barsov
*Visiting Scientist,
Basic Science Program*

Dr. Eugene Barsov has conceived and put into practice an innovative and effective approach for immortalizing

antigen-specific T lymphocytes while preserving their primary cell characteristics. The approach employs MuLV-based retroviral vectors to transduce antigen-reactive T cells with immortalizing genes, such as telomerase RT. This method provides a means for selective capture and immortalization of the antigen-reactive cells in a population. The method works for both CD4⁺ and CD8⁺ T cells and has been demonstrated for both human and rhesus macaque T lymphocytes. Applications that are being pursued include immortalization of virus-specific (HIV and SIV) T cells from man and monkey, and tumor-specific T cells for in vitro studies; autologous adoptive transfer studies in SIV-infected macaques; and use as standardized, indefinitely renewable, positive control reagents for assays of cellular immune function.

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Achievement Awards (continued from page 5)

Special Achievement Award—Individual



Charles Trubey
Senior Research
Associate,
AIDS Vaccine
Program

Charles “Mac” Trubey has distinguished himself in the

coordination of his independent work and interactions with multiple intramural and extramural basic research and clinical collaborators, to develop a novel culture system for growing peripheral blood monocyte-derived macrophages and propagating HIV-1. This system includes autologous patient isolates at high yields without a requirement for exogenous cytokines and provides dramatically improved cell viability over time with corresponding increases in virus yield, compared to previous systems. Mr. Trubey designed and developed the culture system, optimizing key parameters and characterizing the surface phenotype, cytokine production, ultrastructural morphology and gene expression profile of the cells and the magnitude and kinetics of their virus production. He performed the key analyses and took the lead in making collaborative arrangements for methods not available in his laboratory. Once the system was established, he coordinated with clinical collaborators to obtain the necessary specimens and confirmed that the system could be used to propagate virus from HIV-1-infected patients. This system represents a novel, unique, enabling platform technology that will play an essential role in planned clinical trials of a therapeutic vaccination approach.

Special Achievement Award—Team

*Biopharmaceutical Development Program
RAID Review Team*



Brenda Chasteen
Secretary II

Judith Duears
Lan/Network Specialist I

Vanessa Grubbs
Secretary III

Barbara Kending
Secretary III

Kathy Miller
Program Coordinator

Kate Riling
Regulatory Affairs Specialist II, Quality Assurance

Karyol Poole
Regulatory Affairs Specialist III, Quality Assurance

Sheryl Ruppel
Associate Director, Regulatory Affairs, Quality Assurance

Deena Wisner
Lan/Network Specialist II

Alan Wolfe
Lan/Network Specialist III

The members of the BDP RAID Review team are recognized for their high performance in responding to the NCI/Biological Resources Branch (BRB) request for a documentation system describing all labor efforts for RAID projects. The RAID program was established to facilitate bench-to-bedside translational research. On May 3, 2005, the Chief, BRB,

Developmental Therapeutics Program, informed the BDP that a committee was being constituted to review the entire RAID program and the progress of each project to date. Within 24 days, over 11,000 pages of information (800 files) had been created, converted into a PDF format, assembled into an e-binder with linked bookmarks for each subsection of each file, and burned onto CDs for delivery to the customer. All team members performed their duties in an outstanding and professional manner and are being recognized for their teamwork and outstanding effort in support of an essential NCI program.

Customer Relations Award—Scientific



Karyol Poole
Regulatory Affairs
Specialist III,
Biopharmaceutical
Development Program

Karyol Poole is tireless and dedicated in her service to the Biological Resources

Branch, Developmental Therapeutics Program staff, in providing high-quality documents and other regulatory assistance. She has worked diligently and spent long hours developing *The Sponsor's Guide to Regulatory Submissions for an Investigational New Drug*, a very comprehensive and user-friendly guide to filing Investigational New Drug applications with the FDA. This 100-page guide organizes and presents in an easy-to-follow format, otherwise very complicated and confusing information. This document has been widely requested and distributed throughout both the intramural and extramural research community and is currently available as a CD and on the BDP's Web site. This guide has become a major tool in helping to bring important drugs to the bedside more quickly and efficiently. It has significantly enhanced the

customer relationship between SAIC-Frederick, Inc., and the NCI-Frederick community.

Customer Relations Award—Administrative



Michelle Gottholm-Ahalt
IACUC QA Administrator, Laboratory Animal Sciences Program

The award to Michele Gottholm-Ahalt recognizes

her exemplary and committed support of the Animal Care and Use Committee (ACUC). Her tasks are many: She interacts with investigators, veterinarians, ACUC committee members, technical staff members, OLAW regulatory staff, and AAALACi representatives. She coordinates proposal review committee meetings, facility inspections, and federally mandated report submissions. All of this is done with dignity, grace, and superior technical skill. As ACUC Coordinator, she has produced an on-line ACUC newsletter, an on-line proposal form, and on-line investigator training. She was the leader in pulling together the necessary information for the NCI-Frederick 2005 AALACi site visit that resulted in an outstanding review for the NCI-Frederick animal program. She has responded quickly and thoroughly to ACUC emergencies over the past year and has repeatedly demonstrated her knowledge of AAALACi and OLAW recommendations and regulations. She remains professional, courteous, and helpful to everyone and is the “face” of the ACUC at NCI-Frederick. 🌸

Service Awards

30-Year Service Awards



Jennifer Brown
Senior Illustrator, Scientific Publications, Graphics & Media

Jennifer Brown’s first exposure to NCI-Frederick was in the nursery school on Porter Street as a

4-year-old student! You might say her work here has been a family affair. Her father, mother, two of Ms. Brown’s brothers, and a sister-in law have all worked here—a combined 56 years at NCI-Frederick.

A senior illustrator at Scientific Publications, Graphics & Media, Ms. Brown’s work has evolved from the drawing board to the computer, which has had a profound impact on what she does and how she does it. The most exciting changes she has witnessed have been “the breakthroughs in cancer and AIDS research.” She hopes that “in some small way, by helping the scientists present their research effectively, I have helped them on the way to finding a cure.”



Greg Clarke
Facility Manager, Biopharmaceutical Development Program

Greg Clarke’s career has spanned both sides of the bench, from laboratory technician to research

assistant to FME building manager; and when the Monoclonal Antibody Recombinant Program (now BDP) was formed, Mr. Clarke joined the world of Good Manufacturing Practices (GMP).

The most significant change Mr. Clarke has witnessed was when the NCI recognized and funded the current pharmaceutical laboratories, enabling NIH researchers to bring promising

therapeutic products to clinical trial and possibly lead to “the next cancer or AIDS treatment.” He adds, “I am proud to be part of such a noble effort.”



Peter Gorelick
Head, Animal Health Diagnostic Laboratory

Beginning as an entry-level technician, today Peter Gorelick heads the entire AHDL.

The most significant developments he has seen have been in communications and data management. “Everything from the introduction of the computer to the Internet, the process of gathering and disseminating information has changed.”

Mr. Gorelick is most proud of a collaboration with intra- and extramural groups to detect, isolate, and identify two novel helicobacter organisms (*H. hepaticus* and *H. typhlonicus*), which play significant roles in rodent health, as well as in developing animal models for human liver disease and inflammatory bowel disease, and associated studies of the immunological processes.



Patricia Green
Associate Project Controller, Project Management, Biopharmaceutical Development Program

For Patty Green, the most important thing about working

at NCI-Frederick is knowing that “someone with cancer could be helped by the progress that is made at the NCI-Frederick.” An associate project controller with the BDP, Ms. Green commented on changes, saying, “When I first started, with fewer employees, people could interact more . . . you learned to know people through activities and company-sponsored events. Now, the

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Achievement Awards *(continued from page 7)*

NCI-Frederick has grown so much, you don't get to know as many coworkers as in earlier years." Ms. Green is proud to be part of the BDP, the group that develops new drugs for use in clinical trials for the treatment of cancer. "It is very uplifting," she comments, "when you participate in the manufacturing of a drug that you hear [has had] positive results."



Patrick Shelton
*Animal Caretaker II,
Laboratory Animal
Sciences Program*

Pat Shelton started as a janitor. Before his first anniversary, he had become an animal caretaker

for the Laboratory Animal Sciences Program. Mr. Shelton says he has attended job seminars and has had a lot of on-the-job training to improve his skills. With all his experience, he says, "now more is expected of me." One of the biggest changes came when his building was remodeled, and new equipment was installed. He is proud of the fact that, for 30 years, he has liked his job, worked hard every day, and was always happy to work extra hours when needed. He always reports to work on time, and he takes good care of the animal cages.

Hitting the 30-year mark at NCI-Frederick is one of his proudest moments. When he remodeled his family room, he said, he picked out a spot on the wall where his award would hang. "I've already put the nail in the wall, and it's just waiting for the plaque," he said. By the time *News & Views* went to press, his award was hanging in its place of honor.



Al Spade
*Supervisor, Instrument
Shop,
Facilities Maintenance
and Engineering*

Al Spade began in the FME Instrument Shop as a "technician carrying a toolbox" but for the last 16 years has been the shop supervisor. Computers have dramatically changed how a technician works. "Today's technology, with the advent of voicemail, e-mail, pager, faxes, etc., has forced us into evolving into a multitasking society... Today, an Instrument Shop technician carries a toolbox in one hand and a laptop computer in the other."

One of Mr. Spade's most vivid memories is a month-long assignment salvaging controls and recording equipment from Building 470 to recycle to other laboratories. "Working by flashlight in a dirty, smelly, damp building with poor lighting, I remember wondering what had I gotten myself into. Watching the floor-by-floor dismantling process of Building 470 last year brought back all those memories."

Kathy Conaway
*Research Technician,
Clinical Services Program*



Arthur Howell, Jr.
*Electrician, Facilities
Maintenance and
Engineering*

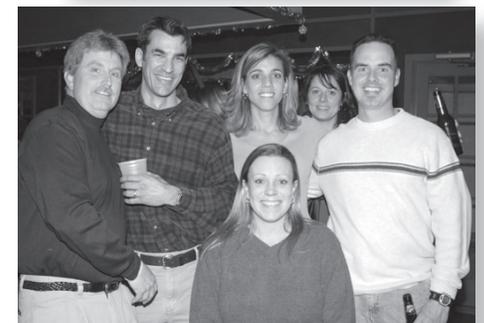
Larry Key
*Warehouse Specialist, Facilities
Maintenance and Engineering*

Maurice Mount
*Animal Caretaker, Laboratory Animal
Sciences Program*

Max Reed
*Maintenance Foreman, Facilities
Maintenance and Engineering*



Garry Staley
*Warehouse
Supervisor,
Maintenance
Department,
Facilities
Maintenance and
Engineering*



25 Years

Carmen Clark • Clarence Davis • Laura Fornwald
Robert Fritz • Herschel Gibbs • Mark Gunnell • Beth
Kelly • Melissa Lambert • Shirley Langley • Kathy
Linebaugh • Daniel Logsdon • Helen Martin • Ellen
Miller • Diane Pearson • John Roach • James Thomas

20 Years

James Baker • Cammi Bittner • Virginia Boone • Lucille
Bowie • William Boyer • John Britt • Patrick Clark
Donna Coakley • Louise Cromwell • Mark Devore
Joanne Dietz • Alan Doss
Craig Driver • Tony Favorite
Dawn Gartner • Sandra
Gonzalez • Janet Grossnickle
James Hawkins • Terry Hebb
Myra Jean Hilderbrand
Diane Hill • Joseph Hrabie
Donald Johnson • Jonathan
Keller • Randall Keller
Laurie McMahon • Leasa
Mercer • Anne Monks • Mark Shrader • Gary Smythers
Carroll Stauffer • Randy Stevens • Siobhan Tierney
Jeanne Warfield • Thomas Widmyer • Kathleen Nalewaik



15 Years

Rhone Akee • Roxanne Angell • Bonnie Beard • Maria
Birchenall-Roberts • Gary Bowers • Wayne Bowie
Barbara Burgess • Ronald Carey • James Cook • James
Cregger • Rhonda Dasilva • Teresa Ewing • Robert Fisher
Laura Geil • Robert Gorelick • Patricia Grove • Mark
Hamilton • Allison Hazen • Carol Heatherly
Bryan Hissey • Kathryn Hoffman • Wojciech Kasprzak
Barbara Layer • Deborah Lomb • Debra Long-Priel
Garnetta Masser • Michael Minnick • Mariaestela Ortiz
Marie Osborne • Lisa Riffle • Frank Rittershofer • John
Sater • Laura Schmidt • Timothy Stevenson • Thomas
Tousignaut • William Utermahlen, Jr. • Michael Walters
Martha Welch • Alan Wolf • Thomas Zimmerman

10 Years

Stacy Allwein • Arlyn Boone • Marjorie Bosche
Stephanie Bowers • Calvin Brewster • Pamela Dellen
George Dunn • Michael Eichelberger • Dennis Foley
Dorothy Fritz • Hiromi Imamichi • Tomozumi Imamichi
Janusz Koscielniak • Jeffrey Lifson • Brian Luke
Randall Morin • Boopathy Ramakrishnan • Cari
Sadowski • Carol Smith • Terri Stull • Terry Sumpter
Elizabeth Sweeney • Gregory Thornwall • Douglas
Vaughn • James Walsh II • Sharon Wiles



5 Years

Asha Adem • Vicki Bailey • Florence Beachley • Michael
Brubaker • Nina Bubunencko • John Bucheimer IV
Julie Bullock • William Burgan, Jr. • Donna Butcher
Edward Cho • Keith Collier • Sandra Cooper • Bruce
Crise • Mirosława Dauter • Judith Duears • Donald
Duvall • Barrett Eberwein • Denise Ekstrom • Sheryl Ellis
Tammy Eyler • Danielle Fink • Debra Fitzgerald
Daniel Fox • Leslie Garvey • Douglas Gaum • Travis
Gaydos • John Gillespie • Jaime Greear • Angie Hackley
Matthew Harris • Karen Heaton • Stephanie Henderson
Kim Hoffman • Mary Jung • Frank Kennelty
Dehe Kong • Jeffrey Lake • Rose Lawson
Erin Lincoln • Stephen Lockett • Laeuna
Lowe • David Lucas • Jason Lyles • Etienne
Marofsky • Mary May • Kevin McCormack
Michael McGann • Terri McLellan
Claudia Melendez • Jeremy Miller • Tamara
Morgan • Nicole Morris • Maria Mosaico
David Munroe • Denzil Nelson • Sharon
Orwig • Garrison Owens • Gregory Ragan
Debora Reckley • Joseph Ritz III • Keith Rogers • Phillip
Rothchild • Jennifer Rupert • Sheryl Ruppel • Kristen
Scotto • Karen Shankle • Robert Sharer, Jr. • Diane
Simmons • Changcheng Song • Andrew Stephen • Daniel
Styers • Jill Sugden • Timothy Tewalt • Jagadambal
Thillainathan • Debra Tosten • Ann Truelove • Shannon
Tucker • Bryan Vaughn • Anders Wallqvist • Eileen
Walton • Lihua Wang • Thomas Wantz • Stacey White
Adam Wiles • Deena Wisner • Karen Worthy • Sunita
Yadavalli • Jun Yang • Cathi Yeager • Jinhui Yuan • Mei-
Yun Zhang • Xiaohu Zhang • Shuping Zhao • Zhongyu
Zhu 🍷



Microarrays, a.k.a. “GeneChips,” and Disease: Helping Scientists Find the Needles in the Haystack

Of the 3 billion base pairs of the human genome, 35,000 to 40,000 genes contain approximately 25,000 to 30,000 encoding proteins. Now scientists are learning how these genes work to maintain our health and how they change when we are ill.

While only a few genes may define hair color or freckles, hundreds or thousands of genes may be altered during disease. In less than a decade, “gene chip” technology has accelerated the development of new diagnostic and treatment approaches to find the “needles in the haystack” and to understand the complex interplay of the genes. GeneChip™ expression arrays enable researchers, such as Dr. Richard Lempicki and his staff in the Laboratory of Immunobiology, simultaneously to monitor genome-wide expression profiles from a single sample and to perform, in just weeks, experiments that once took months or even years.

What Is a Gene Chip?

The term *GeneChip*™, a trademark of Affymetrics, Santa Clara, CA, is often used synonymously with the terms *microarray*, *DNA chip*, or simply *chip*. The microchip holds DNA probes that form half of the DNA double helix and can recognize DNA or RNA from samples being tested. These probes can be used to quantitate gene expression levels (mRNA levels) or to detect single base-pair alterations in a DNA sequence.



Microarrays, often made of glass and about the size of a thumbnail, contain thousands of small, embedded wells or spots. Each spot represents a probe for one gene. Probes for all genes in

the genome can be placed on a single chip in ordered lines that in turn make up ordered arrays. Thus, a single microarray captures the expression of an organism's entire genome.

What Does the Gene Chip Tell Us?

RNA from the sample is chemically bonded to a fluorescent dye and applied to the microarray (mRNA). If the mRNA for a particular gene is present, it binds to the probe, causing the spot to fluoresce, or glow, under a microarray laser scanner. The fluorescence intensity indicates to what level the cells in the sample have *transcribed* a particular gene on the microarray (high fluorescence intensity means high levels of the probed mRNA sequence).

Using statistical algorithms, such as a clustering one, to compare gene expression levels between healthy and sick donors, investigators can identify those genes most associated with the disease. Then, they can analyze the genes with a database tool such as DAVID (Database for Annotation, Visualization, and Integrated Discovery; <http://david.niaid.nih.gov>), which provides information linking functional pathways to the disease state (see the article, “LIB: State-of-the-Art, from Equipment to Researchers,” in the October 2005 issue of *News & Views* http://web/campus/publications/online_newsletter/pdf_download/NV_October_2005.pdf).

How Does the Gene Chip Help Us?

Microarrays help us understand the biological phenomena induced by disease or exposure to environmental (pollutants, medication, diet) or biological (hormones, cytokines,

infectious agents) factors. For example, probes that detect increased levels of RNA in HIV-infected or tumor samples but not in healthy samples might indicate genes unique to a particular disease. Using this technique, researchers hope to identify proteins and/or biological pathways that can be targeted for drug treatment. Expression arrays may also identify biomarkers (gene subsets) whose profiles can predict a particular outcome. For example, the expression level of a subset of genes in a tumor cell can help doctors decide which chemotherapeutic agent would provide the greatest chance of treatment success. The most important feature of microarrays is that there are thousands of distinct gene probes on an array, accomplishing the equivalent of thousands of genetic tests in parallel and allowing the investigator to focus on only the most relevant genes.

Microarrays can also identify genetic variation in individuals and across populations by detecting single base-pair changes (aka single nucleotide polymorphisms, SNPs) in known regions in a genome. SNPs (pronounced “snips”) are responsible for much genetic variation among individuals and can be the source of, or a link to, susceptibility to genetically caused diseases. This type of analysis, termed “genotyping” chips, may be used to identify genetic predisposition to disease or to identify DNA-based drug candidates. Resequencing arrays scan sequence portions of the genome to scan for mutations in disease-related or drug metabolism-related genes.

The microarray is an exceptionally powerful genomic tool. ↻

Clinical Support Laboratory (CSL) Offers New Multiplex Cytokine and DNA Extraction Services

The Lymphokine Testing Section (LTS), part of the Clinical Support Laboratory (CSL), now offers multiplex cytokine analysis using the Meso Scale Discovery SECTOR™ Imager 6000 system to detect single or multiple proteins (up to 10 different proteins) from sample volumes as low as 25 µl/well. The assay provides an expanded dynamic range with low backgrounds and is designed for high-throughput capability, with 96-well plate read times of less than 3 minutes. Multiplex panels currently available include: cytokines and chemokines (TH1 versus TH2, proin-

flammatory, and chemokine); vascular; and growth factors. Kits are also available for the study of cell signaling pathways.

The laboratory also offers automated extraction of DNA, RNA, and total nucleic acids from a variety of sample types using the BioRobot M48 workstation from Qiagen. This system uses magnetic bead separation technology, and recovered nucleic acids are ready for direct use in downstream assays. Up to 48 samples can be processed per run, using sample volumes of 0.5 ml or less. The

laboratory also provides extraction services for larger-volume samples using spin column technology.

CSL, a Center for Cancer Research-sponsored core laboratory, includes the Clinical Monitoring, Flow Cytometry, and Lymphokine Testing sections. For information about CSL services, please contact Dr. William Kopp, Deputy Director of the Clinical Services Program, SAIC-Frederick, Inc., 301-846-1707, wkopp@ncifcrf.gov; or Dr. Mingzhu Zhu, Head, CSL, 301-846-5310, mzhu@ncifcrf.gov.

To formally request testing support, please go to the NCI Yellow Task Web site at <http://web.ncifcrf.gov/campus/yellowtask/>. ↻

20 LASP Employees Earn AALAS Certification

Like many groups on the NCI-Frederick campus, the Laboratory Animal Sciences Program (LASP) employees maintain efficiency and constantly refine their expertise through national certification; in this case, by the prestigious American Association for Laboratory Animal Science (AALAS). An AALAS flyer states that the testing recognizes “professional achievement and provide[s] an authoritative endorsement of a technician’s level of competence in laboratory animal technology,” and that “AALAS certification is recognized by other professional organizations as evidence of a highly educated staff. It demonstrates that continuing education is important in your facility, that technical competence is valued, and that the animal care staff is dedicated to this profession.”

Certification is awarded at three levels: Assistant Laboratory Animal Technician (ALAT), Laboratory Animal Technician (LAT), and Laboratory Animal Technologist (LATG), with LATG the highest. At each level, you

must meet certain prerequisites in education and experience and pass a certification examination, after which you are listed in a Technician Certification Registry for two years; take continuing education units every two years; and maintain your AALAS membership.

The following NCI-Frederick and NCI-Bethesda employees were recently certified.

ALAT: Alicia Carey, Jo-Ann Collazo-Santiago, Dina Kehl, Sherry Lafferty, Laeuna Lowe, Karen Morris, Margaret O’Toole-Lualdi, Rose Raymond, Stephanie Springer, and Joanne Stone.

LAT: Carrie Bonomi, Suzanne Borgel, Dawn Guyer, Misty Hawes, Elena Kuznetsova, Stephanie Strahan, and Ericka Truffer.

LATG: Katherine Bergstrom, Steve Stull, and Terri Stull. ↻



LSP staff members are shown at last summer’s picnic where they received certificates and pins for completion of work in the American Association for Laboratory Animal Science. Twenty LASP employees earned AALAS certification.

Alberta Peugeot, Occupational Health Services Manager



While in many ways she shares Forrest Gump's optimistic outlook, finding delight and surprise in unexpected things, Alberta Peugeot's take on life goes a step beyond. "Life is a schoolhouse," she's fond of saying. And she means it. She never stops learning and taking on new challenges, such as the National Cancer Institute at Frederick.

Manager of Occupational Health Services (OHS) since October, Ms. Peugeot has very quickly learned the ins and outs of her job. In one sense, it has been easy because her previous work environments were similar—in such things as numbers of employees served, OSHA reporting responsibilities, case management and workers' compensation and disability, and in working closely with human resources departments.

However, in another sense, she often finds herself refreshing her knowledge of research terminology and learning new ones. In a recent interview, she commented, "Biomedical research is a unique occupational setting. There's such a wealth of knowledge here. I really enjoy the opportunity to learn more."

As with exploring the proverbial box of chocolates and never knowing what you'll find until you bite into one, Ms. Peugeot takes delight in the variety that working at NCI-Frederick brings, but said, "The thing that I find most interesting is the ability to work with the OHS staff here and working as part of a team; there is a great team throughout NCI."

Not only does she work closely with her colleagues at OHS, but also with

those in the umbrella directorate, Environment, Health, and Safety. "I sit on the Institutional Biosafety Committee, and that's a very integral part of OHS, because we look at how new research is going to impact the employee, and what risk, if any, the employee may have," she said.

Ms. Peugeot believes in a strong work ethic and appreciates companies that are innovative and that take pride in training their employees. She also looks for mentoring opportunities in her work, both to learn and to pass on what she has learned to someone else.

"I've had a lot of good mentors who've been very helpful and have taken the time to teach me and give me opportunities to grow. I think the OHS staff do a great job. They're teaching me the biomedical research aspects which are so unique to this job. And I find that tremendously interesting. I wouldn't take a job without a learning curve, I don't think."

From her years of experience in occupational and clinical practice, Ms. Peugeot has concluded that "If you take care of your employees, it always takes care of the bottom line. I like NCI-Frederick because we care about the employee and we're able to nurture that. We have a responsibility and role to protect the worker in the work environment and to comply with all the regulations. Foremost, employees need to understand that OHS is a benefit for them, and we're here to serve them, making sure that they are working in a safe environment. Although we can't do primary care, we do have a preventative medicine role in that we try to counsel the people we see regarding their lifestyle risk factors, such as diabetes and hypertension."

She continued, "If you can prevent a disease, that's wonderful. However, if you develop a disease, we try to show you how best to control it; we're trying to educate people about their health and what illnesses they can prevent,

by putting on wellness programs and trying to encourage people to eat in a healthy way, and to exercise—all the things that we don't all take time for. I take our role very seriously, as do the rest of the OHS staff. If we tell you something, we have a responsibility to have researched it, know about it, and give you accurate information about it."

Just as she demands challenge and variety in her work, Ms. Peugeot is a woman of many interests. She loves reading, music, and antiques, primarily furniture, clothing, and jewelry. She has a keen interest in antique linens and jewelry and finds unique ways to use them. For example, she collects antique linen handkerchiefs embroidered and lace-edged, and makes little bonnets for her friends' newborn children and grandchildren. In years to come, the bonnets can easily be reverted to handkerchiefs and carried as a keepsake on the owner's wedding day.

She concluded, talking about her job experiences and hobbies, "It's a balance. I really do believe that. I wouldn't want to be doing the same thing over and over. I believe that life is a schoolhouse. People who've been my mentors along the way have been very helpful, very supportive, and I want to pass that along to others, too." 🌸

SAIC-Frederick, Inc., Cares

SAIC-Frederick, Inc., continued to set an example of corporate responsibility during the 3-month period from October to December, by donating over \$4,500 to national and local organizations. Among the recipients this period were the Children's Wish Foundation International, the Hurricane Katrina Relief Fund, National Children's Cancer Society, and St. Jude Children's Research Hospital. Contributions were also made to local organizations such as the Hospice of Frederick County and the United Way of Frederick County. 🌸

Charmaine Richman, Ph.D.: Intellectual Property Administrator for SAIC-Frederick, Inc.



How do you ensure that you are following the correct procedures when you file an invention report or patent? How do you make sure that intellectual property rights are protected? Who owns what?

You can find answers to these questions by contacting Dr. Charmaine Richman, Intellectual Property Administrator (IPA) for SAIC-Frederick, Inc.

Dr. Richman, at NCI-Frederick since 2000, spent two years as a postdoc in an NCI laboratory. "I enjoyed the research, it was great, but I wanted a more balanced life; and I was attracted by the interesting field of technology transfer," she commented in a recent interview.

A technology transfer fellowship provided on-the-job training, periodic classes through FAES, the NIH graduate school, and lots of support within NCI-Frederick's Technology Transfer Branch. "They gave you the assistance you needed to professionally manage this new area. You had a docket and you were responsible for a certain number of labs. It's a great opportunity and it's a wonderful environment. They are a really nice office to work with," she said, speaking of the NCI-TTB.

Why do we need an intellectual property administrator? Dr. Richman explained, "Our contract is pretty complicated when it comes to intellectual property obligations, and so having somebody at SAIC-Frederick well versed in our obligations and our 'determination of exceptional circumstances,' which is relatively rare in government contracts, is a very big asset for SAIC-Frederick and by extension the NCI. Now NCI knows the inventions being reported to them are being reported in a manner appropriate to the obligations under the contract. That's probably the biggest service that the Intellectual

Property Administrator provides to SAIC-Frederick, Inc., and then, in turn, to NCI."

Dr. Richman continued, "The IPA assists SAIC-Frederick, Inc., employees with meeting the Employee Invention Reporting obligation, with managing confidential information and trade secrets, transfer of biological materials, and can be seen as a liaison between SAIC-Frederick employees and the NCI Technology Transfer Branch and the NIH Office of Technology Transfer. I'm happy to meet with people and assist them as they go through the process," she added.

Dr. Richman can be reached at 301-846-6308; or through the SAIC-Frederick, Inc., IPA Web site, <http://web.ncifcrf.gov/campus/saic/ip.asp>.

If you would like information about a fellowship in technology transfer, go to <http://ttb.nci.nih.gov/jobs.html> or <http://ott.od.nih.gov/career.html>. For information about alternate careers, go to <http://felcom.nih.gov/About/> or <http://fellowship.nci.nih.gov/>. ☺

Holiday Food Drive a Success

The 14th Annual Food Drive, sponsored by Facilities Maintenance and Engineering, raised \$10,000 to benefit the Frederick Rescue Mission, which helps the homeless and hungry people of Frederick County with daily meals and an addictions recovery program. Pastor Arnold Farlow, Director of the Mission, said our gifts to the Mission make a significant difference in the lives of the men, women, and children whom they serve and thanked us for helping keep the circle of giving going.

Deborah Dobbe, FME Administrative Director and chair of the drive, said that the money raised was deposited

into an account with the Frederick Produce Company. The Rescue Mission may draw from this account throughout

the year for food and supplies, whenever they need them. ☺



Merit Increases and Performance Reviews: Your Questions Answered

Following the April 2005 Merit Process, the Human Resources department (HR) conducted surveys and focus groups to evaluate the overall effectiveness of the process and employees' satisfaction with it. Below are some of the most prevalent questions raised during the research, and their answers.

What is the AWD?

“AWD” stands for area wage determination, which is the average rate of pay (not the minimum rate), based on locality, for each position linked to the Department of Labor’s (DOL’s) Directory of Occupations. It is determined through various sources, such as salary surveys and comparisons to the General Wage Schedule.

Why does the AWD increase affect my merit increase?

NCI provides SAIC-Frederick, Inc., with a pool of money for salary increases. This pool is utilized for AWD, merit, and equity adjustments. New AWD rates are adopted annually, at the beginning of the contract year in September. As AWD rates are updated by the DOL, salary increases given within the market, including merit increases, are included. Accordingly, the AWD adjustment that Service Contract Act (SCA) employees receive includes a merit increase component. In addition to this increase, SAIC-Frederick, Inc., has elected to pay SCA employees an additional merit increase, up to the amount they would otherwise have received under SAIC’s own annual merit program, if the percentage increase to their AWD level is less.

Why should I complete a self-assessment?

The self-assessment allows you to reflect on your contributions throughout the review period and remind your manager of the work you performed and activities you participated in throughout the year. It sets the stage for an open discussion regarding both your current work and your career development goals and objectives.

Why do we have an overall average target rating?

There is no overall average target rating. Managers are instructed to rate employees based on the descriptors provided on the performance review form. Ratings do not correlate to an academic scale. Managers are encouraged to utilize all rating levels and to rate their employees in a fair and objective manner, supported by appropriate examples and comments.

Do HR and upper management change the ratings our manager assigns?

HR does not change ratings. The ratings are provided by your management and have been reviewed up to the level of Directorate Head. HR reads reviews to ensure consistency in ratings and comments relative to the factor descriptions contained in the review forms. As part of this process, feedback is provided to managers. For example, if the comments on a particular factor do not support the rating assigned, the manager is asked to make whatever adjustment is necessary to the comments, or the rating, to ensure that they are aligned.

What happens if I disagree with my performance review?

You may check the appropriate box in Section III and submit supporting comments (at that time or at any time later). Once HR receives your signed review, we will contact you if you have

checked the “generally” or “substantially disagree” boxes, and we will assist in obtaining overall understanding between you and your management. If you do not feel comfortable checking one of these boxes, you may also contact HR to personally discuss your concerns.

How can I get more information on the performance review process?

During January 2006, HR conducted Employee Training Sessions, which covered each component of the review form, present results of the survey and focus groups, explained how to complete the self-assessment, and provided an opportunity for questions and answers. If you have additional questions, you can contact HR at 301-846-1146. ↻

Retirement

Fran Duignan, Facilities Maintenance and Engineering Directorate

Frances (Fran) Duignan retired in late October after a nearly 31-year career at NCI-Frederick with Facilities Maintenance and Engineering (FME).

Her favorite memories include the crab feeds; yearly staff meetings at Peace and Plenty, New Market; trips to the Charles Town horse races, and to Memorial Stadium to see Cal Ripkin play.

“More than anything,” she commented, “I am grateful to have worked with so many special people, including Herb Bloom, George Zier, Wayne Rhoderick, Dick Carter, Bob Koning, Dr. Marie Reeves, and many others. All have shared their time and knowledge, which has made my life and job a lot easier and more fun.” ↻

SAIC-Frederick's Year in Review



Dr. Ligia Pinto and her staff developed a vaccine for cervical cancer that was being tested in Phase III clinical trials.



In January NCI-Frederick became a tobacco-free facility.



Dr. Joseph Kates, director of the Research Technology Directorate, retired in March but continues to work as a consultant for SAIC-Frederick, Inc.



In April, as part of its community outreach, SAIC-Frederick, Inc., donated \$50,000 to Frederick Community College for a scholarship to honor the memory of Michael Grimes.



In April, Dr. Mary Carrington, director of the Basic Science Directorate, delivered the prestigious Cepellini Lecture at the 19th European Immunogenetics and Histocompatibility Conference in Istanbul, Turkey.



"Claude the Frog," Xenopus laevis, the African clawed frog, became the unofficial "mascot" of the ninth annual Spring Research Festival in May.



The Vaccine Pilot Plant was under construction for most of 2005 but is in production as of this printing.



For the third year in a row, SAIC-Frederick, Inc. earned the Work Life Alliance Award. Shown with the award are Jill Sugden, director of Human Resources, and Dr. Larry Arthur, president of SAIC-Frederick, Inc.

Dr. Jack Collins, Manager, Scientific Computation and Program Development, ABCC, accepted the grand prize, given in the category of "Knowledge Management," at the third annual Best Practices Awards, sponsored by BIO-IT World magazine.



Soon after Hurricane Katrina, SAIC Corporate sent a force with shipments of foodstuffs, fuel, generators, RV's, chainsaws, and other materials to SAIC employees in the Mississippi region.



Retirement**Ellen Frazier,
Scientific Publications,
Graphics & Media, RTP**

Ellen Frazier joined Scientific Publications, Graphics & Media, then known as the Publications Department, in February 1986.

At that time, with no computers available, illustrators designed and drew by hand scientific illustrations, drawings, and diagrams

with a variety of tools, including Zipatone, Presstype, and Chartpak tape. They did paste-ups on vellum and used wax and Rubylith, a separable two-layer acetate film of red or amber emulsion on a clear base.

Now, scientific artists and illustrators design nearly everything with computer-based tools. For example, Ms. Frazier designed and produced an animation that HR now uses in recruitment.

During SPGM's restructuring, Ms. Frazier served as Interim Manager for a "couple" of months that evolved into 18. She proved herself skillful not only at both drawing board and computer, but also at working with people and keeping the department

together—and progressing—during a difficult period of change.

When SPGM began to submit selected works for serious graphic design competition a couple of years ago, it was one of Ms. Frazier's designs—for a full-page ad designed for the Frederick *News-Post*—that earned the department one of its two first Awards of Distinction in the Communicator Print Media Awards competition.

Ms. Frazier leaves SPGM and NCI-Frederick with the thanks and best wishes from customers, co-workers, and SAIC-Frederick, Inc., administration for her 19 years of excellent service. 🍷

Important Telephone Numbers

Ethics Hotline	1-800-435-4234
Human Resources Department	(301) 846-1146
Benefits Questions, HR Department	(301) 846-1146
SAIC Stock Programs	1-800-785-7764
SAIC Stock Price	1-888-245-0104

Important Dates

Spring Research Festival	May 17-18, 2006
Take Your Child to Work Day	July 12, 2006

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SAIC Stock

The current price for SAIC Class A Common stock is \$43.92. No other information is available at this time. Visit our ISSAIC Web site for the latest information.



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