TAKE TRANSFECTION BY THE HORNS

With TransIT™ Low Toxicity Transfection Reagents!

TransIT™ Polyamine Transfection Reagents are ideal for gene expression studies requiring high transfection efficiency and healthy, post-transfection cells. Developed by Mirus Corporation, the gene transfer specialists, these products provide the following advantages:

- Significantly Lower Cellular Toxicity than Leading Transfection Reagents
- Only $99/pack*: The Lowest Price in the Industry for Comparable Products
- Transfection Efficiency Similar to Any Available Reagent on the Market

Take Transfection by the Horns! Call PanVera today and charge ahead with the new standard of transfection performance.

* U.S. Introductory Price

In Japan contact: TaKaRa Shuzo Co., Ltd. Otsu, Shiga, Japan Phone: +81 775-43-7247 Fax: +81 775-43-9254

Circle No. 49 on Readers' Service Card
PNA

- Hybridization at low salt to DNA & RNA
- Higher affinity and specificity
- Stable towards nuclease and proteases

These are just a few of the strengths of Peptide Nucleic Acids (PNA), a new DNA mimic that combines a unique polyamide backbone with the four purine and pyrimidine bases. With the power of PNA behind you, you're in a position to forge ahead with new applications — applications that are impossible with DNA.

PerSeptive Biosystems
Biosearch Products

DIG is a trademark of Boehringer Mannheim.

UNIQUE PROPERTIES OF PNA ALLOW:

- Fast, simple Southern and northern hybridization
- Point mutation analysis without sequencing
- Improved affinity capture of DNA and RNA
- Transcription arrest or initiation
- In situ hybridization
- Antisense studies
- dsDNA cleavage

CUSTOM PNA SYNTHESIS SERVICE

PerSeptive Biosystems can synthesize almost any PNA sequence you need, from simple strings of A, C, G, and T to bioconjugates, rhodamine, cyanine, DIG™, alkaline phosphatase, or fluorescein-labeled oligomers.

Call to sign up for our series of "Practical PNA" notes and get the details on our PNA synthesis service.

U.S. and Canada: 1-800-899-5858
Japan: (03) 3471-8191 • France: + 33 (1) 34523030 • U.K. + 44 (0) 1923211107
Germany and other locations: + 49 (0) 761/45224-0

Circle No. 28 on Readers' Service Card

INTERNATIONAL SCIENCE FOUNDATION

Anounces the
Logovaz Conference Travel Grant Program

Through the generosity of Dr. Boris A. Berezovsky, CEO of Logovaz, the International Science Foundation is able to provide scientists in Russia with grants for conference travel in 1996.

Logovaz Grants will cover travel expenses only to major international conferences in North America, Europe, and Israel. Russian scientists pursuing basic research in the natural sciences will be considered for funding. Participants will be selected based on the eminence of the conference that they are planning to attend. For more details on the application criteria please contact: Logovaz Conference Travel Grant Program, International Science Foundation, 544 First Avenue, New York, NY 10016 (Tel: 212-576-8450, Fax: 212-576-8457, E-mail: tamara@phri.nyu.edu).

Circle No. 58 on Readers' Service Card

SCIENCE BOOKS & FILMS

The Other AAAS Journal

SCIENCE BOOKS & FILMS gives you the expert information you need to make the best decisions when choosing science materials for your library, school, or institution.

SCIENCE BOOKS & FILMS is the only critical review journal devoted exclusively to print and nonprint materials in all of the sciences and for all age groups.

Every issue contains some 100 evaluations of books, audiovisual materials, and software for general audiences, professionals, teachers, and students from kindergarten through college.

AAAS Members—
Subscribe Now and Save 30%

Call Now to Receive Nine Issues a Year for $28.
(That's 30% off the regular subscription price of $40!)

Contact Chickona Royster at (202) 326-6454
(E-mail) SB&F@AAAS.ORG

Circle No. 57 on Readers' Service Card
Multipin™ SPOC is here to propel you to 1000’s of compounds a year at an unbelievable price.

"In the race to design drugs, the person who can make the most desirable (sic) compounds fastest will be ahead."

Phone or fax us today for full information on the Multipin SPOC technology’s incredible ability to put you at the forefront of drug design.

INTERNATIONAL
Melbourne, Australia -
Tel: + 61 3 9565 1111
Fax: + 61 3 9565 1199
Internet: MIMOTOPES @CC.CHIRON.COM

EUROPE
Lyon, France -
Tel: + 33 72 41 7039
Fax: + 33 78 37 4062
Internet: CM_EUROPE @CC.CHIRON.COM

NORTH AMERICA
West Coast -
San Diego, California
Tel: + 1 619 558 5800
Fax: + 1 619 558 5810
Tel: 800 644 1866
Fax: 800 655 1866
Internet: CMUS_WEST @CC.CHIRON.COM

NORTH AMERICA
East Coast -
Raleigh, North Carolina
Tel: + 1 919 571 1272
Fax: + 1 919 510 4807
Tel: 800 633 8161
Fax: 800 424 3970
Internet: CMUS_EAST @CC.CHIRON.COM

CHIRON MIMOTOPES
PTY LTD
A CHIRON COMPANY
A.C.N. 006 996 792
11 Duerdin Street
Clayton Victoria 3168 Australia
Project CM 1057-7.95

Circle No. 22 on Readers’ Service Card
DAS Mikroskop LEICA DMLB

is a new, exceptionally well equipped laboratory microscope
that is destined for success in routine and select research.

Unusual for this class of microscope is the LEICA DMLB's
systematic character, which makes it the all-purpose microscope
in any laboratory. For example, only a few hand movements are
needed to transform the simple transmitted light microscope
into a proficient fluorescence system with full image.

Superb imaging quality

is provided by the Delta optics which have already proved their.

DAS Mikroskop LEICA DMLB is likewise
also be impressed by standard features such as
- ceramic stage,
- new stage height stop to protect your specimen,
- 3-gear focus drive.

Together with the LEICA ACCUPOL
staining system, making your laboratory
enjoyable and effective.

Leica Mikroskopie und Systeme GmbH
P.O. Box 2040
D 35530 Wetzlar
Tel. (0) 64 41/29-0
Fax (0) 64 41/29 33 99

Please see us at
MEDICA
hall 8, stand 8F 20
Circle No. 16 on Readers' Service Card
**PRODUCTS & MATERIALS**

**HPLC Product Line**
System Gold Nouveau is a new high-performance liquid chromatography product line. This family of products includes an all-electronic autosampler and a low-cost control center. Nouveau systems have optional polyetheretherketone bioinert flow paths and improved microflow electronics for superior performance in microbore chromatography. Users have a choice of front panel or personal computer workstation control. The patented single-piston pump provides reproducible results and is virtually unaffected by air bubbles, eliminating the need for solvent degassing. Beckman Instruments. Circle 133.

**Data Acquisition and Analysis Add-On**
DaqViewXL is a Windows 3.1- and Windows 95-compatible data acquisition and display application that seamlessly integrates into Microsoft Excel spreadsheet software. DaqViewXL enables users to set up data acquisition applications from within Excel without programming and provides graphical access to all the functions of IOtech parallel port-based DaqBook, plug-in DaqBoard, or Daq PCMCIA card data acquisition products. DaqViewXL permits hardware configuration for range, trigger condition, sampling rate, and signal conditioning via a graphical interface that eliminates all programming. It also provides a strip-chart recorder-like display that can be opened within Excel to view acquired data in real time. IOtech. Circle 134.

**Protein Structure Management Software**
Iditis 3.0 is a new version of a protein structure database system. The new version can store more than 500 fields of data for each published protein structure derived from the latest Protein Data Bank (PDB) release in a series of efficient relational tables. It allows molecular and structural biologists to recreate PDB files exactly, byte by byte, eliminating the need to store separate copies of the PDB files. This efficient management of protein structure data allows users to perform in-depth structural analysis at nearly twice the speed of the previous release. Oxford Molecular Group. Circle 135.

**Monoclonal Antibodies**
Three new monoclonal antibodies (mAbs) are available for immunohistochemical analysis of cyclins, which can play a pivotal role in the pathogenesis of malignancies. One mAb reacts with cyclin D1, one mAb reacts with cyclin D3, and one recognizes both cyclins D2 and D3. BioGenex. Circle 136.

The mAb MOC-31 is a reliable marker for distinguishing between epithelial and mesothelial cells. It reacts with virtually all normal epithelia and adenocarcinomas but not mesotheliomas. Also, a mAb is available to cytokeratin 20, a marker of human cells of epithelial origin. BioGenex. Circle 137.

New mAbs are available for cancer research. Monoclonal Mouse Anti-Human Gastrointestinal Tumor Associated Marker Antigen 19 reacts with human cancer antigen (CA) 199, and is used for research into pancreatic cancer, hepatoma, and gastrointestinal adenocarcinoma. Monoclonal Mouse Anti-Human Breast Tumor Associ-

---

**The transcription source**
Only Ambion offers five different transcription kits for specific applications

Whether your in vitro transcription demands are for high specific activity RNA probes, large mass amounts of RNA, non-radiosotopic RNA probes, end-labeled RNA or large mass amounts of capped RNA, Ambion offers an in vitro transcription kit specifically designed to meet your research needs.

- Easily prepare high specific activity RNA probes
- Ultra high yield technology for 10 to 50 times the yield of conventional reactions
- Produce 5'-Hydroxyl-terminated transcripts
- Efficiently transcribe small templates with consistent results
- Easily obtain high yields of capped RNA

Contact us today for information on our full range of transcription kits for specific applications.

(512) 445-6979 (512) 445-7139 FAX
(800) 888-8804

Ambion

Innovative Products for RNA Analysis

Circle No. 56 on Readers' Service Card

---

Newly offered instrumentation, apparatus, and laboratory materials of interest to researchers in all disciplines in academic, industrial, and government organizations are featured in this space. Emphasis is given to purpose, chief characteristics, and availability of products and materials. Endorsement by Science or AAAS is not implied. Additional information may be obtained by contacting the manufacturers or suppliers named, or circling the appropriate number on the Readers' Service Card and placing it in a mailbox. Postage is free.
Nanosphere™ Size Standards. Certified in billionths of a meter by Duke Scientific

Nanosphere Size Standards are calibrated in billionths of a meter (nanometers) and are available in 22 sizes from 21 to 900 nm—all traceable to the National Bureau of Standards. Nanospheres are part of our complete line of spherical particles from 0.02 to 2000 micrometers in diameter. They are used as standards for instrument calibration, quality control, and in numerous biotechnology applications. At Duke Scientific—established in 1971—we have the expertise and resources to meet any of your requirements for microspheres and particles. Call us today for information.

Duke Scientific Corporation
2463 Faber Place, P.O. Box 50005, Palo Alto, CA 94303, Toll Free (800) 334-3883, in CA (415) 424-1177, Fax (415) 424-1158

Circle No. 12 on Readers’ Service Card

Advanced Fluorescence Illumination System

The Polychrome I is a high-speed, polychromatic illumination system for fluorescent microscopy. The unit consists of a galvanometer-based monochromator with a xenon light source, drive electronics, and quartz fiber coupling to the microscope. It delivers monochromatic light (bandwidth 12 nm) and can jump to any wavelength between 260 nm and 680 nm in less than 3 ms. It is controlled by an analog voltage or through a serial interface.

Ultra violet achromatic epifluorescence attachments are available to couple the light to virtually all major microscopes. The unit delivers a bright, evenly illuminated field at the microscope's objective with a homogeneity of better than 5%. Applied Scientific Instrumentation. Circle 142.

Isolation and Purification of Biomolecules

Derivatized MPG (magnetic porous glass) particles provide rapid, reliable, and reproducible magnetic separations for the isolation and purification of proteins, antibodies, and oligonucleotides. Because capture of a target biomolecule requires abundant target-specific ligands on the particle surface, the vast surface area of MPG results in significantly greater yields than other magnetic technologies. MPG Uncoated, MPG Glyceryl, and MPG Long Chain Alkylamine enable the researcher to either directly couple or covalently bind ligands to the specific functional groups present on the surface of the MPG particle without loss of biological activity. CPG. Circle 143.

Literature

J.T. Baker 1995–96 Biotechnology Catalog features more than 75 new products, including salts, electrophoresis gels, bioreagents, high purity solvents, solid phase extraction products, and biochromatography media and columns. J.T. Baker. Circle 144.

The Polaroid DS-34 Camera System and Instant Film is a product guide on a system designed to simplify the documentation of electrophoresis results. The system can be used with almost any light-emitting source and includes virtually everything needed to quickly and accurately photograph Coomasie blue and ethidium bromide-stained gels. Sigma-Aldrich. Circle 145.

Electrophoresis and Separations Technology Products is a catalog that begins with an overview of techniques used in gel electrophoresis. Labconco. Circle 146.


Balances and Scales for Weight, Mass, Quantity, Density, and Moisture Determination covers a wide range of instruments, including microbalances, analytical balances, top-loading balances, high-capacity scales, portable balances, explosion-proof scales, washdown scales, moisture analyzers, and systems for backweighing. Sartorius. Circle 150.
INTERNATIONAL MEETING ON NUCLEIC ACID VACCINES

NATIONAL INSTITUTES OF HEALTH
CONFERENCE CENTRE,
NATCHER BUILDING
BETHESDA, MD, USA

5-7 FEBRUARY 1996

On 5, 6 and 7 February 1996, the World Health Organization, the European Commission, the US Food and Drug Administration, and the National Institute of Allergy and Infectious Diseases, will co-sponsor a meeting on nucleic acid vaccines for the prevention of infectious diseases in humans.

This meeting will review scientific advances of relevance to the development and evaluation of nucleic acid vaccines, and key aspects of their immunology and vaccinology, including work on primates.

Scientists interested in this area of research are encouraged to participate by providing an abstract of the proposed presentation and an outline of ongoing research. Posters will be accepted.

Priority will be given to selected topics for nucleic acid vaccines, including 1) mechanism of action, 2) modulation of the immune response, 3) mucosal immunization 4) route of delivery and delivery mechanisms, 5) preclinical and safety evaluation of vaccine candidates, 6) primate studies and other animal models, and 7) vaccines for diseases prevalent in developing countries.

A few selected groups will be invited to present and discuss their data. The deadline for the submission of material is 30 November 1995.

Applications and abstracts/outlines should be submitted to Dr M.-T. Aguado, Vaccine Research and Development Unit, Global Programme for Vaccines and Immunization, World Health Organization, Avenue Appia, 1211 Geneva 27, Switzerland (Facsimile number: 41-22 791 4860)

Those interested in attending the International Meeting on Nucleic Acid Vaccines should make a request to the logistics coordinator, TASCONE (USA) (Facsimile number: 1-301-907-9655)

Circle No. 59 on Readers’ Service Card

The Science Linkages in the Community Institute (SLIC) at the American Association for the Advancement of Science presents its newest workshop:

IN TOUCH WITH
Preschool Science

A seminar directed at preschool and kindergarten educators in schools, colleges, community-based organizations and churches.

REGISTER NOW!

Choose the city and date convenient for you!
Call Stephanie Jensen at AAAS, 1-800-351-7542

NEW ORLEANS, LA
NOVEMBER 16 & 17, 1995

NEW YORK, NY
MARCH 5 & 6, 1996

SAN FRANCISCO, CA
DECEMBER 7 & 8, 1995

PORTLAND, OR
APRIL 15 & 16, 1996

Supported in part by the DeWitt Wallace-Reader’s Digest Fund

Circle No. 21 on Readers’ Service Card
Genomics to antibiotics—ensuring a healthy future.

This is the challenge at SmithKline Beecham Pharmaceuticals' newly organized Microbiology Research Department. This recent initiative represents a consolidation of resources committed to intensive research on new antimicrobial targets. The rapid emergence of bacterial resistance to antibiotics has spurred the exploitation of the bacterial genome sequencing initiatives to discover the drugs that will shape and influence the future of worldwide health programs.

SmithKline Beecham is at the forefront in this dynamic arena, and our major recruiting effort for this initiative presents many opportunities for leading scientists to contribute significantly to anti-infectives research. It also offers the chance to collaborate with leading academic departments and strategic alliance partners.

**Department of Molecular Pathogenicity**
PhD, MS and BS positions available in Microbiology, Microbial Genetics and Molecular Biology.

**Department of Molecular Microbiology**
PhD, MS and BS positions available in Microbial Biochemistry, Microbial Genetics and Molecular Biology.

**Department of Microbial Infectivity and Clinical Microbiology**
PhD, MS and BS positions available in Microbiology.

Located in our state-of-the-art research facility in suburban Philadelphia, SmithKline Beecham offers an excellent compensation/benefits/relocation package. For confidential consideration please send your resume and salary requirements to: SmithKline Beecham Pharmaceuticals, Department MRS 11/95, PO Box 2645, Bala Cynwyd, PA 19004.

We are an Equal Opportunity Employer. M/F/D/V
Diversity and the Scientific Community

by John Timpane

This article will speak about majorities: the growing variety of people who do science. In the United States, a very diverse nation, the science workforce has only recently begun to assume the diversity of worldwide science. Not for lack of trying. A huge array of scholarships, grants, internships, seminars, and summer educational programs is now in place to attract would-be scientists of all backgrounds. Some, like the Inroads program, attract interest from high school students and track their progress through college. Others connect students with mentors and role models.

Corporations team up with government and community groups to create new opportunities. Recently, the United Negro College Fund announced that Merck Co. had donated $20 million to set up a ten-year Science Initiative Program to provide fellowships, internships at Merck, and other support to 37 black biomedical undergraduates, graduates, and postdoctoral students each year. The $20 million was the largest gift ever for the Fund, underscoring the commitment of Merck—and industry in general—to increase the diversity of the science workforce.

A world of grants and fellowships won’t help, however, if there is no one to receive them. Study after study reports that African American and Hispanic American scientists represent far less of the science employment force than their proportion of the general population. Among some groups, such as Native Americans, the relative proportion is even lower. To be sure, there are some success stories, notably among women, who are steadily increasing their representation among U.S. scientists. But even here, as Carmen Parseghian of Amgen relates (see below), resistance when it comes to disabled people (see Science, June 23, 1995, pages 1767-1768).

Almost everyone agrees that the main target of any large effort for recruitment and reform should be the precollege educational system. A recent National Science Foundation study (see Science, August 25, 1995, page 1047) showed that although a larger fraction of blacks indicated interest in science on entering college than did whites, only 34% of the blacks ended up as science majors, compared with 60% of the whites. Preparation (rather than ethnicity per se) strongly predicted who went. Images of diversity in science (clockwise from top left): Kenneth Weg, executive vice president, Bristol-Myers Squibb (BMS), and Louis Sullivan, president of Morehouse School of Medicine: Carmen Parseghian of Amgen; a careers roundtable at BMS (left to right): Morton Bogdonoff, Griffin Rodgers, Warren Lockette, and Frank Douglas.

Inside: A Listing of Scholarships and Fellowships for Minorities and Women in the Sciences.
The Fellowship Program in Academic Medicine for Minority Students
Sponsored by Bristol-Myers Squibb Company
Established by The Commonwealth Fund

The Fellowship Program in Academic Medicine for Minority Students provides opportunities for men and women of four underrepresented groups to explore careers in academic medicine and research. Fellows build upon their individual foundations in bio-medical research and join an invaluable professional network and support system.

In Recognition of the 1995 Academic Medicine Fellows

Makunda Abdul
Yale, '97
Marla Law Abrolat
UCLA, '96
Rowell S. Ashford II
UC, San Francisco, '96
Charish L. Barry
Mayo, '97
Lupe Salazar Bolding
Minnesota, '96
Robert Burch
Rochester, '96
Hazel C. Cebrun
Texas, '96
Lynne Elo
USC, '97
Fritz Francois
NYU, '97
Andre Fredieu
UCLA, '97
Teresa L. Fuller
Howard, '97
Michelle Garcia
UMDNJ, '97
Veronica Lawson Gunn
Vanderbilt, '97
Callie O.M. Hall
Southern Illinois, '97
Burnetta Elizabeth Herron
Texas, Galveston, '97
Jacques S. Hoyte
California, '97
Lisa M. Ivanjack
Mayo, '97
John J. Jasper
Minnesota, '96
Okiki Nkol Louis
Pennsylvania, '96
David W. Marsh
Johns Hopkins, '97
Derek McCrae
Drew, '97
Sean Edward McLean
UNC, Chapel Hill, '97
Shynda Faye Miles
Missouri, Kansas City, '97
Luis A. Moreno, Jr.
Harvard, '97
Raymond J. Nejeres
Washington, '97
Gina N. Northington
UMDNJ, '97
Francine Marie Olmstead
New Mexico, '97
Joe A. Pastrano
Yale, '96
Aisha Kimberly Prim
SUNY, Buffalo, '97
Michael O. Royster
Duke, '96
Carole Smarth
Yale, '96
Mark Stewart
Rush, '96
Kia Lynn Swan
Rush, '96
Bryan Wiley
UCLA, '97
Michael Zimmerman
UC, San Francisco, '97

If you are approaching your second or third year of medical school and are of African-American, mainland Puerto Rican, Mexican-American or Native American descent, information can be obtained from: National Medical Fellowships Inc., 110 West 32nd St., 8th Floor, New York, NY 10001-3205. (212) 714-0933
on to be scientists. As many studies show, minority students are less likely than other students to receive adequate preparation—or to be encouraged to go into science as a career.

Below, scientists and employers in both industry and the academy discuss diversity in the science workforce. That diversity, always great, is growing, and diversity is strength.

**Efforts in Industry**

**Careers Catching Fire: The Fellowship Program in Academic Medicine for Minority Students**

The Fellowship Program in Academic Medicine for Minority Students, now in its twelfth year, is a success story that has led many other successes. Created in response to the underrepresentation of minorities on medical school faculties, the Program is sponsored by Bristol-Myers Squibb (BMS), established by the Commonwealth Fund, and administered by National Medical Fellowships, Inc., an organization dedicated to increasing the number of minority physicians.

Each year, up to 35 students are selected from recommendations by the deans of 141 degree-granting medical schools. Fellows are awarded grants of $6,000 each, which enables them to spend eight to twelve weeks on a research project, mentored by an experienced biomedical researcher. This mentor-Fellow relationship is one of the most distinctive aspects of the Program. Not only has it ensured research of high quality, but also it has forged enduring professional relationships. “We realize that in many cases, the lack of a suitable mentor is the difference between a scientific career catching fire or not,” says J. Lynne Cannon, vice president of human resources for the Pharmaceutical Research Institute at BMS. Fellows give a presentation of their research at a symposium, where they field questions and comments from distinguished scientists and other Fellows.

The Program is open to second- and third-year medical students who are African American, mainland Puerto Rican, Mexican-American, or Native American and have demonstrated high academic achievement, leadership, and the potential for playing a responsible role in academic medicine. Thirty-five Fellows have been selected for 1996. Since the inception of the Program, over 300 gifted medical students have participated.

Evaluations by the Association of American Medical Colleges show that as of 1992, 93 percent of responding Fellows had participated as investigators in research projects during medical school, and they had authored papers resulting from sponsored research projects, and 82 percent said they intended to continue in academic medicine. These figures indicate that the goal of increasing minority participation in medical science is being met.

Several Fellows have gone on to distinguished careers. Cato Thomas Laurencin, a 1984 Fellow, is now associate professor and director of research in orthopaedic surgery at the Medical College of Pennsylvania and Hahnemann University. Laurencin, originally from an inner-city row home neighborhood in North Philadelphia, became the first former Fellow to serve as a research mentor for the Fellowship Program. Eric Munoz, a 1987 Fellow, is chief resident in surgery at the University of Texas Health Science Center. An experienced heart transplant surgeon, Munoz has conducted research on the effects of uremia on heart function and metabolism. He is the youngest of four children of a family of Mexican-Russian ancestry and is the first in his extended family to pursue a career in medicine.

The high point of the 1995 Program was the nationally televised live broadcast of a roundtable discussion on scientific research and career development. The discussion, held before the assembled Fellows, originated at the BMS facility in Princeton, New Jersey, and was broadcast to high schools and colleges nationwide. Featured speakers included Griffin Rodgers, chief of the molecular hematology unit at the National Institutes of Diabetes and Digestive and Kidney Disease; Frank Douglass, executive vice president for research and development at Marion Merrell Dow; and Warren Lockette, associate professor of internal medicine and endocrinology at Wayne State University. The keynote speaker at the conference was Louis Sullivan, president of

---

**Peter Lasky**

**Manager, Human Resources**

**Genetics Institute**

Why do we want diversity? The main reason is that successful science is based on looking at things in a different way. Biotechnology is a collaborative business. If everybody thinks alike—if everyone is a clone of everyone else—you will get the same way of thinking every time. We have to believe that if we get people from different backgrounds, they will look at things from different angles. That divergent thinking is going to help us discover better drugs and produce better products. And when you put these people together in teams, you increase the chances that divergent, trend-breaking ideas and techniques will emerge.

Another thing: the world is changing. Yes, white males still dominate the sciences, but their numbers relative to those of the entire workforce are decreasing. Go into any company and you will see people from all sorts of backgrounds doing science. But the changes we’re seeing in the population today will result in changes in our future workforce. If, as an employer, you’re not able to attract a diverse range of people to do science with you—if you’re not an employer of choice when it comes to minorities—you’ll miss out on the scientists of the future.

So the question becomes, What can we do to attract as diverse a range of people as we can? With some groups, such as women, the progress seems good. With other groups, such as African Americans and Hispanic Americans, the numbers have been disappointing. And when you look at the broad scale, the task seems overwhelming. We have to get at the kids as early as we can, meaning in elementary school. Teachers need to keep up with the latest science, especially in biotechnology, where the field turns over almost yearly. And we have to change the way some people just get discouraged early on from going into the sciences.

Everyone talks about the lack of role models. Alfred Gaskin, our associate director of laboratory resources, is an African American. His high school guidance counselor once suggested a career as a garbage truck worker! When Alfred walks into a classroom to make a presentation at a local school, the kids can’t believe it. They go crazy over him—and at the same time, they’re not sure how to react, because they haven’t seen too many people like themselves in the sciences. People like Al are in such great demand that, if they wanted to, they could do nothing but visit the schools all day, all week long. That’s how much interest there is—and how few role models.

Corporations have to continue to take responsibility. There are thousands of big and small ways we do that. Genetics Institute has scholarships, internships, outreach programs to the schools, enrichment programs, and job fairs. Our before-school science enrichment program with local schools is so popular we have to hold a lottery to determine who gets to participate. We also work with projects such as the Inroads Program, which show that there is a significant interest in science among minority students. Once you turn kids on and follow through with it, you’ll find that the interest is there.
Years from now, people will read about breakthroughs in recycling, the solution to ozone depletion, the discovery of revolutionary alternative fuels and manufacturing advances. Who knows? They could be reading about you.

At Argonne National Laboratory, we're pursuing the most pressing scientific issues of our time. Issues that affect our nation, and the world itself.

No corporate or academic setting can offer you a greater opportunity to make a more profound and lasting impact.

At Argonne National Laboratory, you can make a breakthrough that makes history. To learn more, send your resume to: Walter D. McFall, Box SCI/96-55, Employment and Placement, Argonne National Laboratory, 9700 S. Cass Avenue, Argonne, IL 60439. Telecommunications Device for the Deaf 708/252-7722. Argonne is an equal opportunity/affirmative action employer.

For additional information please refer to Argonne's Home Page on the Internet—http://www.anl.gov/welcome.html.

A Great Discovery Awaits You.
What happens when you provide 2800 vital minds with an entrepreneurial environment?

Genentech is known for its extensive product pipeline. And for being the only biotech company to have five products on the market. But how this all happens is equally as impressive.

We have brought together a group of very special people, each with their own background, skill set and imagination, but all with the energy and commitment for high performance. They know how to size things up quickly and contribute immediately as part of a high quality team. And they flourish in our entrepreneurial environment because they have the personal drive and ambition to succeed.

Ours is a challenging environment. But the rewards multiply daily as do the career opportunities. We offer regular full time positions, post-doctoral opportunities and summer internships. Find out for yourself by contacting Human Resources, Dept. HRDI, 460 Pt. San Bruno Blvd., South San Francisco, CA 94080.

Genentech is an Equal Opportunity Employer. We value the contributions of our diverse workforce.

They develop the richest product pipeline in the industry.
An Expanded Commitment to Worldwide Leadership in Health Care

Wyeth-Ayerst is a major division of American Home Products Corporation, a Fortune 150 pharmaceutical research and development company, and a global pharmaceutical leader with expanded products, markets and research.

As we move into the twenty-first century, Wyeth-Ayerst Research is positioned to explore new technologies, innovative molecular approaches and evolving formulations that will give women and mankind a wide range of state-of-the-art pharmaceuticals and products to maximize efficacy, minimize side effect profiles and enhance ease of use.

At Wyeth-Ayerst Research, discovery efforts are focused in the following therapeutic areas:

Women's Health Care
Cardiovascular/Metabolic Diseases
CNS Disorders
Immunology/Oncology
Infectious Diseases

We encourage inquiries from Scientists interested in opportunities in any of our therapeutic areas at our three Discovery Research Centers of excellence in Radnor, Pennsylvania, Princeton, New Jersey, or Pearl River, New York.

Please forward resumes to our global headquarters: Wyeth-Ayerst Research, Human Resources, P.O. Box 8299, Philadelphia, PA 19101. Or you may fax your resume directly into our centralized research resume database at (610) 989-4854. Principals only. Equal Opportunity Employer: M/F/D/V.
Morehouse School of Medicine and former secretary of the U.S. Department of Health and Human Services.

"It was tremendously exciting to have all these people there," says Don N. Harris, coordinator of the Program for BMS. "What was also exciting was to see the reaction from the remote audiences, especially at the high schools. Some of these kids had no idea that people like this did science at all, much less became eminent in it. The one comment we heard most was that the show was too short." William Dunnett, manager of public affairs for BMS, distributed questionnaires to the high school students who watched the live feed. "We got an overwhelmingly positive response," he says. "Many said, 'I wasn't aware that these avenues were even open to minorities. It may change my career plans.'"

The Program has reciprocal benefits for BMS. "Many medical students never get to see the inside of a research center for a major pharmaceutical company," Harris says. S. Anders Hedberg, director, Center for Science Education, BMS Pharmaceutical Research Institute, says, "Because of the increasingly close alliance between academic and industrial science, we need to know that doctors and scientists are well informed about our research objectives here."

The 1996 Fellowship symposium will be held on January 24, 25, and 26 at the Richard L. Gelb Center for Pharmaceutical Research in Wallingford, Connecticut. For information on the Program, write: The Fellowship Program in Academic Medicine for Minority Students, National Medical Fellowships, Inc., 110 West 39th Street, 8th Floor, New York, NY 10001.

A Minority of One: Carmen Parseghian of Amgen

Carmen Parseghian is associate manager of the cell biology department of the analytical research laboratories at Amgen. Cuban by birth, she is frankly about her experiences as a Hispanic and as a woman. "As a minority," she says, "I have never experienced any problems, never had my skills questioned, but as a woman, I have. Men seem to have a real problem believing I have a brain."

At Parseghian's first job at a pathology lab, she worked for two men who excluded her from important decisions. Her boss treated her "like his child." At hiring time, qualified women were passed up in favor of less competent men. When she went to work at California Institute of Technology, her new boss, a woman, gave her more freedom. "It was incredible," Parseghian says. "I thought, 'God! She believes in me. She sees I can do it.'"

When the time came for her to interview at Amgen, Parseghian already had a job offer in hand—but a hospital where she suspected the same patterns of benign condescension to women. She talked to a close friend, who advised her to buy a new car and drive the 45 minutes to an interview at Amgen. "I have been given opportunities here I never would have gotten anywhere else," she says. She is especially proud of her recent promotion: "When you get this kind of promotion from a man, some people may question it, but when you get it from a woman, you know it's because of ability."

Parseghian oversees the work of twenty other scientists. "In our lab we work primarily in developing cell proliferation assays to test the potency of our products," she says. "We support research and manufacturing, and we develop new methods, using new technology such as flow cytometry and the cytosensor. I attend new product meetings, and I talk to the scientists who are collaborating."

When asked about being a minority scientist, she says, "I think most scientists are minorities—that is, very few people go into science because it requires a certain mindset. But science today, especially at companies like Amgen, has become totally global. I have never worked in a group that is so diverse. For that reason, I don't think minority job-seekers should think about being minorities. Go to school and do the best you can. What people will look at is your resume and how hard you worked. This company is absolutely great about that. They want the best people, and if you show you can do it, they don't care what you are or where you're from." She advises job-seekers of all varieties to get laboratory experience of someone going to school and takes advantage of internship programs or takes lab jobs at night, because this person is really interested in working in the lab because they bothered to acquire some experience. We know they are trying. We look at these things."

Women, on the other hand, are going to have to be just a little bit better than the competition. "They must work on coming across as being very knowledgeable and professional," she says. "Nothing turns interviewers off more than those who show up knowing nothing about our company or what we do. Whoever or whatever you are, you have to decide what you want to do and work hard to be the best."
“What if . . . ?”

Every cure known to man started with this simple question. Answering it is precisely how Chiron has pioneered one exciting diagnostic, therapeutic, vaccine and ophthalmic breakthrough after another. It takes a special dedication to advance the frontiers of medical knowledge. A commitment matched only by our determination to produce quality products …because lives depend on it.

Work where creative, energized professionals thrive. Are you ready to step into a challenging and intense environment? Are you willing to team up with great scientific, business and marketing minds? Are you able to develop innovative methods of detection, treatment and prevention of major diseases and conditions including HIV, cancer, herpes and hepatitis? Then you’ve come to the right company: Chiron.

The time is now.

We are currently recruiting for the following divisions:

* Diagnostics  * Therapeutics
* Ophthalmics  * Vaccines
* Technologies

For individuals with experience in:

* Research & Development  * Engineering
* Information Systems  * QA/QC

If you’d like to explore career opportunities with us, please send your resume to: Chiron Corporation, Box# SCI 1195, Human Resources, 4560 Horton Street, Emeryville, CA 94608. We are an equal opportunity employer.
Cold hard facts. Warm smiles. A soft touch. When it comes to the search for innovative pharmaceuticals at Eli Lilly and Company, these elements work in tandem to produce unprecedented results in our mission to improve health care. We believe that for every formula you memorize and every theorem you prove, it's just as important to understand the human factor in what it means to help people lead healthier, more active lives. The women and men who make up our team of scientists at Lilly do.

They know that every innovative treatment they create and every cure and method of prevention they discover affects the way people all over the world manage disease and illness. That's why our scientists put both their minds and their hearts into achieving our goals at Lilly. Their efforts have led us to become a $5+ billion leader in the pharmaceutical industry, marketing products in 120 countries and employing nearly 30,000 individuals worldwide.

So bring your knowledge and compassion together with ours at Lilly and achieve everything you ever thought possible - and some things you never even imagined.

We offer an excellent salary, comprehensive benefits and the chance to advance with a global leader. For immediate consideration, please send resume to: Corporate Recruiting, Eli Lilly and Company, Lilly Corporate Center, Indianapolis, IN 46285. We are an equal opportunity employer dedicated to diversity and the strength it brings to the workplace.
CLINICAL SCHOLARS TRAINING PROGRAM IN BIOMEDICAL RESEARCH – Richard A. Rifkind, MD – Director
This program provides training for a select group of physicians who have completed their clinical training and demonstrate a commitment to careers in biomedical research. Training opportunities are available in the research programs of: molecular biology, cell biology and genetics, cellular biochemistry and biophysics, immunology and molecular pharmacology and therapeutics.

SURGICAL ONCOLOGY RESEARCH TRAINING PROGRAM
Murray F. Brennan, MD – Director
The program seeks to strengthen academic surgical oncology research by training surgical fellows in laboratory research related to biology of human cancer. Research opportunities include areas such as metabolism, neurophysiology, molecular biology, cell biology, immunology, immunopathology and genetics.

PSYCHIATRIC AND PSYCHOLOGICAL RESEARCH TRAINING IN AIDS – Jimmie Holland, MD – Director
This training program seeks to recruit and train more investigators to conduct research on the mental health aspects of the AIDS epidemic. The program draws upon a faculty involved in investigations of psychiatric, neuropsychological, and behavioral aspects of AIDS/HIV infection in diverse populations (gay men, women, intravenous drug users and minority group members). Training includes didactic seminars, apprenticeship with experienced investigators, and supervised independent research.

PSYCHIATRIC AND PAIN RESEARCH TRAINING IN CANCER
Jimmie Holland, MD – Director
This training program seeks to address the urgent need for a cadre of investigators with expertise in the supportive care areas of pain, psychological distress, supportive/palliative care, psychoneuro-immunology and behavioral medicine. The training program is open to psychologists and physicians with training in psychiatry, neurology, medicine and oncology. Research focuses on the psychiatric, neuro-psychological, behavioral, neuroimmunological and pain related (clinical and laboratory) aspects of patients with cancer. Curriculum includes didactic seminars, apprenticeship with clinical investigators in pain, psychiatry, psychology and neurology and supervised independent research.

GASTROINTESTINAL ONCOLOGY RESEARCH
Sidney J. Winawer, MD – Director
The program offers opportunities for basic and applied research in Gastrointestinal Cancer. Interrelated groups are working on collaborative efforts and jointly participate. This affords the trainees an excellent opportunity to study a wide spectrum of biological, molecular genetic, immunological and pharmacological approaches to gastrointestinal cancer and its etiology. There is special emphasis on cancer prevention, nutrition and inheritance.

HEAD AND NECK TRAINING PROGRAM – SURGICAL ONCOLOGY
Stimson P. Schantz, MD – Director
This is a two year program with dedicated clinical and research training opportunities in head and neck oncology. A specific focus will be placed on cancer prevention and detection strategy for tobacco-induced cancer.

CANCER CHEMOTHERAPY TRAINING PROGRAM
John Mendelsohn, MD and Dean Bajorin, MD – Co-Directors
The Oncology/Hematology Fellowship Program provides physicians with comprehensive clinical training necessary for certification in Internal Medicine subspecialties of Oncology and Hematology and research training designed to prepare the trainee for an academic research career. Through the Cancer Chemotherapy Training Program, clinical and laboratory scientists provide research training in gene expression, growth factor modulation, differentiation, drug resistance, gene transfer, and clinical trials methodology after the completion of clinical training.

IMMUNOLOGY RESEARCH TRAINING PROGRAM
Kenneth O. Lloyd, PhD – Director
The program offers training in areas of modern immunology. These include human and mouse immunogenetics, function and mechanism of action of T lymphocytes, biology of B lymphocytes, molecular control of HLA antigen genes and T cell development and selection in the thymus and in the peripheral circulation. The Program also has strong efforts in tumor immunology, with an emphasis on an analysis of the immune response to tumor cancer antigens, the production of human and mouse monoclonal antibodies to tumor antigens and the clinical application of these antibodies.

ENDOCRINE AND METABOLIC RESEARCH TRAINING PROGRAM
Martin Sonenberg, MD, PhD – Director
The objective of this program is to develop research physicians and scientists who will contribute to an understanding and management of endocrine and metabolic diseases. Integrated are 17 faculty members of 4 neighboring institutions, Memorial Sloan-Kettering Cancer Center, The Rockefeller University, the New York Hospital-Cornell Medical Center and The Population Council. Some areas of research include: mechanism of hormone action, hormonal control of growth and differentiation, regulation of testicular function, neuroendocrine control of neural gene expression.

TRAINING PROGRAM IN MOLECULAR PATHOLOGY AND IMMUNOLOGY OF HUMAN CANCER – Juan Rosai, MD – Director
This two-year program aims to recruit, develop, and position pathologists committed to an academic career by training in laboratory research related to biology of cancer. Emphasis is on implementing basic science principles and methodologies as they apply to the molecular biology and immunopathology of neoplastic diseases. Active areas of research include: receptor biology, cancer genetics, control of cell growth, molecular mechanisms of drug resistance, tumor antigen immunochromistry, molecular neuro-oncology, as well as applied investigations on tumor suppressor genes and oncogenes.

TRAINING IN RADIATION ONCOLOGY SCIENCES
Zvi Fuks, MD and C. Clifton Ling, PhD – Co-Directors
The overall objective of this program is to promote the development of full-time academic careers targeted to integrating clinical, biological and physical investigations with clinical radiation oncology to improve the management of cancer. For radiation-oncologists-in-training, this program will provide a 2-year research rotation; for Ph.D. scientists interested in biological research, the 2-year training will be primarily laboratory-based with appropriate interface to clinical radiation oncology; medical physics trainees will participate in research projects related to radiotherapy for 2 years.

— MSKCC is an equal opportunity employer —
Tenure-Track And Postdoctoral Opportunities

The following research training opportunities are currently available at the National Institutes of Health.

---

**Tenure-Track Position**

**Assistant Professor Equivalent**

**Regulation of Aldose and Aldehyde Reductase**

**Laboratory of Ocular Therapeutics**

A position is available for an independent researcher with expertise in molecular biology to establish studies on the molecular regulation of aldose reductase and aldehyde reductase. The candidate's work will complement ongoing studies on the amelioration of diabetic complications through inhibition of aldose reductase in animal models. The candidate will also be expected to establish collaborative studies with current laboratory staff. Space, postdoctoral fellow, budget and salary are committed. Candidates must be US citizens or permanent residents with training in molecular cloning, protein analysis, anti-sense, transgenic and knock-out technology. Please submit a curriculum vitae, bibliography, three letters of recommendation and a detailed statement of research interests and selected publications before January 2, 1996. Contact Peter F. Kador, PhD, Laboratory of Ocular Therapeutics (OE-103), NCI, Building 10, Room 10B11, 10 CENTER DR MSC 1850, BETHESDA MD 20892-1850.

---

**Postdoctoral Positions**

**Drug Metabolism and P450 Enzymology**

**Magang Shou, PhD**

The focus of research is understanding the enzymatic activation of chemical carcinogens and drugs by human cytochromes P450. Applicants should have a strong background in in vitro metabolism using HPLC, GC, MS, and NMR and have less than five years of postdoctoral experience. Experience in protein purification, construction and expression of recombinant virus, stereochemistry, and enzyme kinetics are highly desirable. Laboratory of Molecular Carcinogenesis (OE-103), NCI, Building 37, Room 3E24, 37 CONVENT DR MSC 4255, BETHESDA MD 20892.

**Glycocojugates of the Nervous System**

**Richard H. Quares, PhD**

Research is on the functions of glycoproteins, gangliosides, and other glycolipids in the differentiation of oligodendrocytes and Schwann cells as well as their roles in myelination and the molecular pathogenesis of neurological diseases. Applicants should have a strong background in glycoconjugate biochemistry and less than five years of postdoctoral experience. Laboratory of Molecular and Cellular Neurobiology (OE-103), NINDS, Building 49, Room 2A28, CONVENT DR MSC 4440, BETHESDA MD 20892-4440.

---

**Investigative Skin Biology**

**Stephen I. Katz, MD, PhD**

Immunology, cell biology, gene therapy, molecular mechanisms of blistering diseases, cell-cell and cell-matrix adhesion, DNA repair, biological aspects of HIV infection, and viral oncogenesis are being investigated. Applicants should have a PhD degree or an MD. MDs must have a minimum of two years of training in dermatology. Dermatology Branch (OE-103), NCI, Building 10 Room 12N238, 10 CENTER DR MSC 1908, BETHESDA MD 20892-1908.

---

**Mechanisms of Skeletogenesis**

**Harold C. Slavkin, DDS**

The regulation and expression of genes involved in the determination and maintenance of chondrogenesis and osteogenesis is under investigation using relevant animal models and human tissues. Methods include sequence-specific mutagenesis, in situ hybridization, PCR, protein chemistry and immunohistochemistry. Applicants should have strong backgrounds in molecular and developmental biology and have less than five years of post-doctoral experience. Laboratory for Developmental Biology (OE-103), NIAAMS, Building 6, Room 324, 6 CENTER DR MSC 2745, BETHESDA MD 20892-2745.

**Molecular Biology**

**Henry Levin, PhD**

A laboratory has been established to study the process of retrotransposition in the fission yeast, Schizosaccharomyces pombe. The retrotransposon Tn1 is a retrovirus model system that is being used to identify yeast gene products that contribute to transposition. Molecular biology, genetics and biochemistry will be employed in this work. Laboratory of Eukaryotic Gene Regulation (OE-103), NIEHS, Maildrop C2-15, P.O. Box 12233, Research Triangle Park, NC 27709 by December 10, 1995.

**Molecular Mechanisms of Cellular Senescence**

**J. Carl Barrett, PhD**

The molecular mechanisms of cellular senescence are being investigated. Candidates should have experience in studying the mechanisms of cellular senescence as documented by outstanding publications in this area and less than seven years of postdoctoral experience. Applicants must respond to: Laboratory of Molecular Carcinogenesis (OE-103), NIEHS, Maildrop C2-15, P.O. Box 12233, Research Triangle Park, NC 27709 by December 10, 1995.

---

**Additional Opportunities**

The NIHEDNET Bulletin Board POSTDOC (fellowship positions) and TENURE (tenure track positions) conferences are accessed via a modem (301-402-2221 or 800-358-2221 with parameters set at 7, Even, 1) or the Internet using Telnet (soylbur.ca.nih.gov) or the World Wide Web (URL: telnet://soylbur.ca.nih.gov). When connected to NIH, key in Telnet:soylbur.ca.nih.gov. When connected to NIH, key in FSE for terminal emulation, for initials, and AJLI for account number. To view tenure track positions, quit the POSTDOC conference and join the TENURE conference.

An electronic version of the Postdoctoral Research Fellowship Opportunities catalog is accessed via the Internet using either the Gopher Information System (gopher.nih.gov) or the World Wide Web (URL: http://wuwu.nih.gov). When connected with Gopher, select Grants and Research Information and then NIH Office of Education. When connected with WWW, select Grants and Contracts and then NIH Office of Education. If you have further questions, please contact the NIH Office of Education, Building 10, Room 1C129, 10 CENTER DR MSC 1158, BETHESDA MD 20892-1158, Phone 301-402-2427, Fax 301-402-0483.

---

**To Apply**

If you hold a graduate doctoral degree (e.g., PhD, MD/PhD) or a professional degree (MD, DO, DDS, DMD or DVM) accompanied by previous laboratory research experience, and would like to be considered for one of these positions, please send a cover letter, curriculum vitae, bibliography, and statement of research interests to the address listed with each position. In addition, please arrange to have letters of recommendation sent from three scientists who can provide an evaluation of your qualifications.
A Diversity of Diversity: Torres and Zapata of Genentech

"Diversity is more than a matter of gender, sexual orientation, or race," says Laurie Torres, employment manager for Genentech. "There's diversity in problem-solving techniques, too. Some scientists are analytical and methodical; some are creative and nonlinear. "At Genentech as at any biotech," Torres says, "there's no one way to do your job."

Genentech has a wide-ranging diversity effort. A director of diversity reports to the CEO, as does a diversity advisory committee. The company participates in African Americans in Bioscience (founded by Genentech employees), the California Alliance for Minority Participation, and other groups seeking to inform, recruit, and support students with an interest in science. Genentech also contributes to programs that give minority students the opportunity to do research ("a distinguishing factor in getting science employment," Torres points out). These include the University of California at San Francisco Research Training Program in Molecular and Cell Biology and the UC Davis Biology Undergraduate Scholars Program.

Genentech has an active outreach program to high schools and an extensive summer internship program. "For all that, the key to diversity is to establish personal ties with people of various backgrounds," Torres says. "We want people of all backgrounds to be able to come here, see people like themselves doing science, and see themselves working side by side with them someday."

Torres, while an optimist, realizes that the work is not close to being done. "We have to look at it from a long-term perspective," she says. "We want to be aggressive but realistic. Still, however slowly, things are getting better."

Gerardo Zapata is a scientist in the recovery process department at Genentech and a walking illustration of the diverse nature of science. "I started with an interest in oceanography, not knowing exactly what would be the best way to approach it," he says. After a BS in biology at the University of Puerto Rico at Mayaguez, Zapata did a master's program in marine chemistry. At the University of North Carolina, he earned his PhD in biochemistry, studying concentrations of organic matter in sedimentary columns. After a five-year postdoc at the FDA, Zapata accepted a position at Genentech.

In recovery process, Zapata does small-scale development to support twelve-kilogram fermentations and recovery; his goal is to manage the science of producing and manufacturing biological products on a large scale. "It's a pretty exciting area," Zapata says. "Often, when you start making a lot of an organism, it becomes easier to test and characterize. We can send it back to the people doing NMR and x-ray crystallography, as well as the analytical chemists, to learn more. It's like putting a molecule in the spotlight."

A great deal of money and pressure contribute to the excitement. "Even the most simple process can feel very difficult," Zapata says. "You have to be very sure of what you're doing. Mistakes can be magnified by several logs of magnitude."

Zapata was born in Venezuela, and his father worked in various capacities for the United Nations. That took Zapata to Mexico for four years, Colombia for one, and Ecuador and Puerto Rico for eight apiece before his six years of graduate study at North Carolina. "Nowhere have I felt that I was being treated differently because of my background," he says. "I've always been surrounded by committed, accomplished scientists. While there might be people at that level who do have racial problems—and I'm aware it's out there—I've never been personally aware of it. I believe that scientists are very open to excellence, wherever it comes from."

His experience of diversity continues at Genentech. "The more diverse the background, the more novel ideas can come to light," he says. "And if you can get collaborations started, you can accomplish lots of things, much more quickly than in an academic setting." Like Torres, Zapata sees diversity primarily in terms of problem solving.

"Some people know computers, others know their science; some are more conceptual; some are more hands-on," he says. "This company can offer opportunities to lawyers, marketers, and researchers of all kinds. Diversity is how we do things around here."

Organizations and Scholarship Programs

<table>
<thead>
<tr>
<th>ORGANIZATION/TITLE OF AWARD</th>
<th>ELIGIBILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Association of University Women</td>
<td>Women pursuing advanced research in biology, chemistry, computer science, and engineering</td>
</tr>
<tr>
<td>American Chemical Society (ACS) Minority Scholars Program</td>
<td>African Americans, Hispanic, or American Indian students; high school seniors, first-year, sophomore, or junior college students in chemistry, biology, or chemical engineering</td>
</tr>
<tr>
<td>American Geological Institute (AGI) AGI Minority Geoscience Scholarships</td>
<td>High school seniors, undergraduates, graduate students in the geosciences</td>
</tr>
<tr>
<td>American Indian Science and Engineering Society (AISES) A.T. Anderson Memorial Award; Santa Fe Pacific Foundation Scholarships</td>
<td>Native American Indians who are student members of AISES. A.T. Anderson; graduate and undergraduates; Santa Fe: high school seniors in western states</td>
</tr>
<tr>
<td>American Society for Microbiology Graduate Scholarships</td>
<td>Minority seniors applying to PhD programs in chemistry, chemical engineering, physics, or electrical engineering</td>
</tr>
<tr>
<td>Undergraduate Minority Summer Research Program Internships</td>
<td>Sophomores, juniors, and seniors: African Americans, Hispanic Americans, Native Alaskans, Native American Indians, and Native Pacific Islanders</td>
</tr>
<tr>
<td>AT&amp;T Cooperative Research and Fellowship Program (CRFP)</td>
<td>Native American Indians, Black Americans, Mexican Americans, and Puerto Ricans studying for a PhD in chemistry, biology, engineering, and other sciences</td>
</tr>
<tr>
<td>Dual Degree Scholarship Program Internships</td>
<td>Native Alaskans, Native Americans, Black Americans, Hispanic Americans, Native Pacific Islanders, Puerto Ricans in biological sciences or engineering</td>
</tr>
<tr>
<td>Committee on Institutional Cooperation (CIC) Predoctoral Fellowships Program</td>
<td>Disabled graduate students: college students accepted to graduate school: chemistry, biology, engineering, computer science, medicine</td>
</tr>
<tr>
<td>Foundation for Science and Disability Graduate Scholarships</td>
<td>Native American Indians who are third-year undergraduates in biology, chemistry, and physics; also a graduate fellowship program</td>
</tr>
<tr>
<td>MORE (Minority Opportunities and Research) Undergraduate and Graduate Scholarships</td>
<td>NASA Undergraduate Student Researchers Program (USRP)</td>
</tr>
<tr>
<td>Foundation for Science and Disability Graduate Scholarships</td>
<td>African Americans, Hispanic Americans, Native American Indians, Native Pacific Islanders, and people with disabilities; high school seniors</td>
</tr>
<tr>
<td>Ford Foundation Predoctoral and Postdoctoral Fellowships for Minorities</td>
<td>National Medical Fellowships Scholarships for Medical Students</td>
</tr>
<tr>
<td>Foundation for Science and Disability Graduate Scholarships</td>
<td>African Americans, Native Americans, Mexican Americans, and mainland Puerto Ricans; senior medical students</td>
</tr>
<tr>
<td>National Science Foundation (NSF) Graduate and Minority Graduate Fellowships</td>
<td>Women in Engineering and Computer and Information Science (WECIS) Awards</td>
</tr>
<tr>
<td>National Science Foundation Fellowships</td>
<td>Women pursuing graduate degrees in engineering, computer science, and information science</td>
</tr>
<tr>
<td>NUMBER AWARDED</td>
<td>STIPEND</td>
</tr>
<tr>
<td>----------------</td>
<td>---------</td>
</tr>
<tr>
<td>various</td>
<td></td>
</tr>
<tr>
<td>200</td>
<td></td>
</tr>
<tr>
<td>35+</td>
<td></td>
</tr>
<tr>
<td>8-10</td>
<td></td>
</tr>
<tr>
<td>8-12</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
</tr>
<tr>
<td>75</td>
<td></td>
</tr>
<tr>
<td>20</td>
<td></td>
</tr>
<tr>
<td>1000</td>
<td></td>
</tr>
</tbody>
</table>

**Scholarships and Fellowships for Minorities and Women in the Sciences: A Selection**

**STIPEND**

- **Dissertation award:** $10,000; post-doctoral awards: $15,000-$20,000
- **Up to $15,000; $2,500 for first-years and sophomores; $5,000 for juniors and seniors**
- **$10,000 for undergraduates; $5,000 for graduates; renewable for an additional year by application**
- **A.T. Anderson: $1,000 for undergraduates, $2,000 for graduates; Santa Fe: $2,500 per year**
- **$12,000; full tuition, textbooks, room and board; summer work**
- **$13,200; travel expenses; summer work at AT&T**
- **Full tuition plus annual stipend of $9,000-$10,000; available only at selected universities.**
- **Predoctoral: $12,500; postdoctoral: $25,000; dissertation: $18,000**
- **$1,000, full tuition, funded through schools with substantial minority student bodies**
- **$8,000/year for tuition and other study expenses; $4,000 for mentorship and summer stipend**
- **$500-$4,000, various**
- **$14,000, various**

**DEADLINES**

- Various
- November 4, 1995
- February 1
- May 1
- January 15; selection by March 29
- December 1; selection by February 1
- December 5
- January 10; May 10
- September 10; April 26; student deadlines earlier
- Various
- November 4, 1995

**CONTACT**

- American Association of University Women
- ACS Minority Fellowship Program
- AGI Minority Geoscience Scholarships
- Ms Irene Hulede
- Committee on Institutional Cooperation (CIC)
- Division of Minority Opportunities and Research
- National Aeronautics and Space Administration
- National Medical Fellowships
- NSF Graduate Research Fellowships Program

**ADDRESS**

- American Association of University Women
- ACS Minority Fellowship Program
- AGI Minority Geoscience Scholarships
- Ms Irene Hulede
- Committee on Institutional Cooperation (CIC)
- Division of Minority Opportunities and Research
- National Aeronautics and Space Administration
- National Medical Fellowships
- NSF Graduate Research Fellowships Program
Fellowships for Biological and Biomedical Sciences

The Howard Hughes Medical Institute announces the 1996 competitions for fellowship programs that support training in fundamental biological and biomedical research. Awards, based on international competitions, focus on research directed to understanding basic biological processes and disease mechanisms. Fellowships may be held at academic or nonprofit research institutions.

**Predoctoral Fellowships in Biological Sciences**

Up to five years of support for full-time graduate study toward a Ph.D. degree in biostatistics, cell biology and regulation, epidemiology, genetics, immunology, neuroscience, or structural biology. Applicants must not have completed the first year of postbaccalaureate graduate study in biology. Application deadline: early November.

**Postdoctoral Research Fellowships for Physicians**

Three years of support for training in fundamental research subsequent to at least two years of postgraduate clinical training and no more than two years of postdoctoral research training. Application deadline: mid-December.

**Research Training Fellowships for Medical Students**

An opportunity for medical students in the United States to explore a burgeoning interest in fundamental research. Support is awarded for one year of full-time fundamental research in a laboratory at the student's medical school or another institution (except NIH in Bethesda, Maryland). Application deadline: early December.

**Research Scholars at the National Institutes of Health**

Under this joint HHMI-NIH program, medical students in the United States spend an intensive year in research in the intramural program at NIH in Bethesda, Maryland. Residence is provided at the Cloister on the NIH campus. Application deadline: early January.

**1996 Program Announcements and Applications**

For Predoctoral Fellowships:
Hughes Fellowship Program
The Fellowship Office
National Research Council
2101 Constitution Avenue
Washington, DC 20418
United States of America
Telephone: (202) 334-2872
Fax: (202) 334-3419
E-mail: infofell@nas.edu

For Other Programs:
Howard Hughes Medical Institute
Office of Grants and Special Programs
Department AL96
4000 Jones Bridge Road
Chevy Chase MD 20815-6789
United States of America
Telephone: (301) 215-8889
Fax: (301) 215-8888
E-mail: fellows@hq.hhmi.org

The Howard Hughes Medical Institute, an Equal Opportunity Employer, welcomes applications from all qualified candidates and encourages women and members of minority groups to apply.
They all do. It takes many different instruments to make an orchestra. To make a great performance.

Just like companies.

At Hewlett-Packard, we understand what it takes to create outstanding work. A diverse group of individuals, each with their own strengths, their own wealth of experiences, working together with a common purpose.

And, at HP Labs in Palo Alto, California, we understand that the success of our Research & Development in gallium arsenide devices, photonics, medical and analytical measurement, peripherals, computer architecture, multimedia graphics, software, and manufacturing technology, stems from the unique talents of a rich variety of professionals.

Our Bioscience Product Group is dedicated to expanding that success by developing products in molecular recognition, DNA recognition using microscopic arrays of fluorescently tagged probes, and synthesis of enzymatic incorporation of modified nucleotides into oligonucleotides.

If you are interested in being a part of this exciting research, work with us. And enjoy the performance of your career.

To apply, send your resume to:
Hewlett-Packard Employment Response Center, Attn: Ad #2808, 3000 Hanover Street, MS20AZ, Palo Alto, CA 94304-1181, fax (415) 852-8138, or e-mail: resume@hp.com

To learn more about HP and our employment opportunities, visit our Homepage on the World Wide Web at:
http://www.jobs.hp.com

Hewlett-Packard Company is an equal opportunity employer dedicated to affirmative action and workforce diversity.
Unity in Diversity: Rabi Musah and Rodrigo Chavez of the Scripps Research Institute

If I had grown up in this country, I would not be where I am today. My experience abroad enabled me to compete.” Rabi Musah, a postdoctoral chemist in the molecular biology department at the Scripps Research Institute, is reflecting on her educational background, which began with elementary and high school in the uncompromising British system of Ghana and culminated in the American higher education system. With a Ghanaian father and an American mother, Musah is, as she puts it, “an American who did not grow up in America.”

Musah earned her BS in chemistry at Prairie View A&M University. For her PhD in organic chemistry, she went to the University of Arkansas in Fayetteville after taking a year and a half off for study: “I felt it was the only way I was going to compete.” She worked as an intern at the Mobay Chemical Corporation by day and studied physical and organic chemistry by night. Once at Arkansas, she did thesis work in heavy-atom isotope effects and tracer studies in an effort to elucidate organic reaction mechanisms. At Scripps, Musah employs rational design to engineer proteins that will catalyze specific organic reactions; her work has possible applications in biosensor and bioremediation technology.

Her bicultural upbringing has brought one advantage. “I’ve had the benefit of being on the outside and looking in,” she says. “I went into science without any prejudices or inferiority complexes.” But she has experienced the residual prejudice in American culture firsthand. On her first day of teaching at Arkansas, she entered the classroom and a student blurted out, “Oh my God—out of all the TAs on campus, we get the black.” Musah responded by addressing the entire class: “How you perceive me in terms of my color is irrelevant—our subject is chemistry. You don’t have to like me, but by the end of the term, you will respect me.”

Musah does agree that in the American job market, nonminorities are assumed to be competent and must earn disrespect, whereas minorities must earn respect. (“And that’s not limited to science,” she says.) There are also unhelpful attitudes within the African American community itself. “When African American people learn I’m a scientist, they’re always shocked,” she says. “I’m not sure why. I’ve even had people tell me, ‘You shouldn’t have gotten that PhD; now The Man’s got you.’”

Musah’s long-term options include further research, a possible medical degree, and the desire to bring something back to Ghana. “I know it sounds rather lofty,” she says, “but I really would like to build or establish some kind of research institution in Ghana, either through a university or through private funding.” She explains that her father raised her and her siblings to understand the importance of education. “Since knowledge is essentially infinite,” she says, “the more you learn, the wider your field of choice.”

Rodrigo Chavez, research associate in the chemistry department, is talking about his education, and the theme is confidence. Born in Mexico City, Chavez moved stateside when he was seventeen and started attending Southwestern Community College in Chula Vista, California. At Southwestern, one of his professors was trying to calculate the pK of an acid. When Chavez suggested a good way to do it, the professor said, “You know, you’re pretty smart for an Hispanic student.” With this teacher’s encouragement, Chavez transferred to San Diego State University, where he completed a BS and an MS in chemistry.

All along, confidence was an issue. “When you are part of a minority group, the tendency is to think you can’t compete,” he says. “And that was my problem much of the time: thinking I just couldn’t do it. But I blame nobody but myself. At times I was shy, uncommunicative, perhaps unwilling to use my English.” Still feeling unready for a PhD, Chavez took a job at Cal Biochem—where he learned he did indeed have the talent. “The science was at a professional level there,” he says. “I was getting results, and people can’t argue with that.” Chavez quickly hit an earnings ceiling. Needing a PhD to progress any further, he joined the PhD program in chemistry at the University of California at San Diego, where he was part of the Minority Biomedical Research Program (MBRS). His thesis work focused on the synthesis of brassinolside, a plant growth hormone. Through MBRS, he heard about the Scripps Minority Fellowship.

At Scripps, Chavez is studying the generation and screening of catalytic lipase-like antibodies. He likes the openness, the collegiality, and the human and technological resources all around him at Scripps. “Before coming here,” he says, “my goal was perhaps to get an academic position anywhere that would accept me. But now I can see that I’m as competitive as anyone.”

While he says he has never experienced outright rejection because of his origin, he adds that being an outsider can create very heavy internal pressures. “The problem is this: you feel that you are all by yourself out there,” he says. “But in reality the doors are open to anyone willing to make the effort. If you want to take the chances and make the sacrifices, the career is there to be made.”

Good Chemistry at UC Irvine

Sitting around a table with Fillmore Freeman’s laboratory staff is like taking a tour around the world. In terms of origin, gender, ethnicity, and point of view, they are a picture of the diversity of global science. These students include Hans van der Linden, a chemistry postdoc from the Netherlands; Geeta Govindarajoo, a second-year chemistry graduate student from Malaysia; Kevin Jeter, an African American finishing his chemistry degree after completing a degree in law; Tao Chen, a second-year graduate student from China; and Phuong Dang, a graduate student from Vietnam.

They came to Freeman’s lab via different routes. When shopping for postdocs, van der Linden liked the work Freeman was doing and the location near Los Angeles. Govindarajoo started doing research with Freeman as an undergraduate, liked it, and asked to come back for graduate study. Phuong transferred from a community college. And Jeter was attracted to Freeman’s chemistry lab, with its reputation for bringing minorities together.

All discovered their interest in science in different ways. In high school in Vietnam, Phuong was more interested in mathematics than in chemistry. “When I first came here, I thought I would study
ABL-Basic Research Program

POSTDOCTORAL FELLOWSHIPS

at the National Cancer Institute-Frederick Cancer Research and Development Center

Molecular Virology and Carcinogenesis

George F. Vande Woude, Ph.D., Program Director – molecular basis of neoplastic transformation; function of Mos in meiosis and transformation; hepatocyte growth factor/scatter factor and the Met receptor in tumorigenesis and metastasis

Alan R. Rein, Ph.D. – molecular mechanisms of retroviral replication; viral pathogenicity

George N. Pavlikas, M.D., Ph.D. – eukaryotic gene regulation; molecular biology of HIV and pathogenesis of AIDS

Barbara K. Felber, Ph.D. – molecular biology of human retroviruses: post-transcriptional mechanisms of gene regulation

Karen Vousden, Ph.D. – molecular mechanisms of transformation by human papillomaviruses; interactions of viral oncoproteins with tumor suppressor proteins and regulators of the cell cycle

Chemistry of Carcinogenesis

Anthony Dipple, Ph.D. – polycyclic aromatic hydrocarbon carcinogenesis and mutational specificity; chemical carcinogen-DNA interactions

Robert C. Moschel, Ph.D. – chemical synthesis of carcinogen-modified DNA; physical chemistry of carcinogen-DNA interactions; DNA adduct-induced mutagenesis in bacteria and mammalian cells; chemotherapy adjuvants

Molecular Basis of Carcinogenesis

Stephen H. Hughes, Ph.D. – structure and function of HIV reverse transcriptase; retroviral vectors; transgenic birds and mammals; ski oncopgene

David Kaplan, Ph.D. – signal-transducing molecules in mitogenesis, oncogenesis, and development with an emphasis on the nervous system; function of Trk/neurotrophin receptors

Peter F. Johnson, Ph.D. – mammalian bZIP transcription factors: protein structure, dimeric interactions, mechanisms of transcriptional activation, and regulatory functions during cell differentiation and development

Nancy R. Rice, Ph.D. – study of the rel oncogene and the related NF-kB family of transcription factors

Deborah Morrison, Ph.D. – role of the proto-oncogene c-raf in mitogenic and developmental pathways; structure/function analysis of c-raf; identification of signal-transducing molecules

Mammalian Genetics

Neal G. Copeland, Ph.D. – development of mouse models of human disease; neurofibromatosis; gene targeting in ES cells

Nancy A. Jenkins, Ph.D. – molecular genetics of mouse development; transgenic mice; receptor/ligand interactions and their role in development

Peter J. Donovan, Ph.D. – development of the mouse germ line; germ cell gene expression; sterile mutants; cell adhesion molecules

Macromolecular Structure

Alexander Wlodawer, Ph.D. – structure of enzymes and cytokines studied by X-ray diffraction

Christopher J. Michejda, Ph.D. – antineoplastic and antiviral drug design; biochemical and molecular pharmacology

R. Andrew Byrd, Ph.D. – structure and dynamics of proteins and protein/nucleic acid complexes studied by macromolecular NMR techniques

Gene Regulation and Chromosome Biology

Jeffrey N. Strathern, Ph.D. – recombination; pseudogene formation; DNA repair in yeast; cell type regulation; gene expression

David J. Garfinkel, Ph.D. – mechanism and consequences of Ty retrotransposition; retrotransposon/retroviral hybrids; genome stability; gene regulation

Amar S. Klar, Ph.D. – mating-type switching of fission and budding yeast; genetics and molecular biology of recombination; gene regulation; cell differentiation and development

Stuart J. Austin, Ph.D. – chromosome stability in bacteria: regulation of plasmid replication and distribution of copies to daughter cells; plasmid maintenance in enteric disease

Donald Court, Ph.D. – regulation of gene expression by transcription initiation, transcription termination, and RNA processing

Andrew Golden, Ph.D. – signal transduction in the nematode C. elegans; role of proto-oncogenes and cell cycle genes in development

The ABL-Basic Research Program is dedicated to basic research in molecular biology, biochemistry, crystallography, genetics, virology, and organic chemistry. The scope of current projects is indicated by the research interests of the senior scientists listed above. Senior staff members enjoy complete independence in their choice of research problems and are accorded excellent facilities to accomplish their goals. A vigorous seminar program, implemented by formal and informal arrangements with the National Institutes of Health, Johns Hopkins University, University of Maryland, and other research and academic institutions, provides opportunities for extensive interaction within the scientific community.

The Frederick Cancer Research and Development Center is located in Frederick, Maryland, which with its proximity to Washington, D.C. and Baltimore, offers a rich scientific and cultural environment, as well as a quiet country setting.

Fellowships are awarded on an equal opportunity basis to recent recipients of an M.D., a Ph.D., or an equivalent degree in the biological or biochemical sciences. Postdoctoral training opportunities are available with the staff members listed above as well as other scientists associated with the Program.

Appointments are made for one to three years.

Annual stipends generally range from $27,000 to $33,000, depending upon experience.

Applications are accepted at any time during the calendar year. Interested individuals are encouraged to apply well in advance of their availability date. The ABL-Basic Research Program does not discriminate in employment on the grounds of sex, race, color, age, religion, disability, or national origin.

To apply, send a letter describing your research interests, a curriculum vitae, and the names and addresses of three references to the investigator(s) of interest, c/o:

ABL-Basic Research Program
Personnel Department/SC
NCI-FCRDC
P.O. Box B, Bldg. 428
Frederick, Maryland 21702-1201

Operated by Advanced BioScience Laboratories, Inc., under contract with the National Cancer Institute. EOE M/F/D/V
Are you interested in a career in the biomedical sciences, the health care professions or in veterinary medicine?

Consider applying at one of our member institutions.

Charles R. Drew University
of Medicine and Science
Los Angeles, California
(213) 563-5911

City College, CUNY
New York, New York
(212) 650-8449

Clark Atlanta University
Atlanta, Georgia
(404) 880-6764

Florida A&M University
Tallahassee, Florida
(904) 599-3306

Howard University
Washington, D.C.
(202) 806-7818

Hunter College, CUNY
New York, New York
(212) 772-5240

Meharry Medical College
Nashville, Tennessee
(615) 327-6050/6212

Morehouse School of Medicine
Atlanta, Georgia
(404) 752-1685

Ponce School of Medicine
Ponce, Puerto Rico
(809) 841-1040

Southern University
Baton Rouge, Louisiana
(504) 771-3616

Texas Southern University
Houston, Texas
(713) 313-7233

Tuskegee University
Tuskegee, Alabama
(334) 727-8961

Universidad Central Del Caribe
Bayamon, Puerto Rico
(809) 798-4050

University of Hawaii
Honolulu, Hawaii
(808) 956-8838

University of Puerto Rico
Medical Sciences Campus
San Juan, Puerto Rico
(809) 763-9401

University of Puerto Rico, Rio Piedras
Rio Piedras, Puerto Rico
(809) 764-0000 ext. 7367

University of Texas, El Paso
El Paso, Texas
(915) 747-5042

Xavier University of Louisiana
New Orleans, Louisiana
(504) 483-7433

Our member institutions offer you excellent education and research experiences in the biomedical sciences.

The RCMI program is funded by the National Center for Research Resources of the National Institutes of Health.
Sidney A. McNairy, Jr., Ph.D., Director, Research Infrastructure Area, National Center for Research Resources, (301) 435-0788
The Center for Biologics Evaluation and Research is searching for outstanding physicians and scientists interested in a challenge by participating in the development and approval process for new biological products. The Center's mission is to regulate blood, vaccines, biological therapeutics and related products according to statutory authorities in order to protect and enhance the public health. The regulation of these products is founded on science and law to ensure their purity, potency, safety, efficacy, and availability. In conjunction with regulatory and research responsibilities, the Center statistically evaluates clinical and preclinical studies of human biological products and vaccines and epidemiologically evaluates post-marketing studies and adverse biologics reactions. As members of a multidisciplinary team of scientists, the incumbents will work as reviewers in the approval process for new biological products. Some positions offer the unique opportunity to conduct biomedical research at the post doctoral level in combination with review responsibilities. These positions offer a high degree of independence and involve complex medical, scientific, and regulatory issues. Opportunities for professional development may include further training, attendance at scientific meetings and conferences, and clinical activities.

Qualifications: Physicians must have completed all requirements for a Doctor of Medicine or Osteopathy Degree from an accredited institution. Graduates of foreign medical schools must submit a copy of their permanent Educational Commission for Foreign Medical Graduates (ECFMG) certification. Physicians should be board eligible or certified in a primary specialty or have completed at least four years of residency training or possess equivalent experience. For scientists, doctoral level degrees in biological or physical sciences, pharmacology, toxicology, or related disciplines, along with advanced training and/or experience in the development, manufacture or testing of biologics is desirable.

In addition, candidates should have highly developed analytical, written and oral skills, as well as the ability to research problems and issues and to use mature judgment in problem solving.

Candidates for Civil Service or Commissioned Corps appointments must be U.S. citizens. Candidates for fellowships may be either U.S. citizens or resident aliens eligible for citizenship within four years.

Location: Offices and laboratories are strategically located on the campus of the National Institutes of Health in Bethesda, Maryland, or in close proximity to the campus.

Salary: For physicians, the 1995 Civil Service salary range for GS-13 through GS-15 is $60,281 to $93,166. In addition, some positions may include a Physicians' Comparability Allowance. For scientists (other than M.D.), the 1995 Civil Service salary range for GS-11 through GS-15 is $36,174 to $93,166. Salary, benefits, research support, and level of responsibility are commensurate with education and experience. Also, positions may be filled by appointment in the U.S. Public Health Service, Commissioned Corps, or in the Fellowship Program, with commensurate salary and benefits.

How To Apply: Applications are accepted throughout the year, and candidates should indicate when they will be available for employment. Interested candidates should send an Application for Federal Employment (SF-171), Optional Application for Federal Employment (OF-612), or a current detailed Curriculum Vitae/Resume along with bibliography, statement of regulatory/research interest, transcripts, and names of three references to:

FDA/Center for Biologics Evaluation & Research
1401 Rockville Pike, HFM -60
Rockville, Maryland 20852-1448
Attention: EEO Recruitment Coordinator (234)

FDA IS AN EQUAL OPPORTUNITY EMPLOYER AND HAS A SMOKE FREE ENVIRONMENT
Fillmore Freeman
professor of chemistry
University of California at Irvine

"I still meet people," Fillmore Freeman says, "who are surprised I'm a scientist. Even students." In fact, Freeman, professor of chemistry at the University of California at Irvine (UCI) and an African American, was born to do science. At Central State University in Wilberforce, Ohio, he majored in chemistry and minored in mathematics and biology. He was also in ROTC at the time, but when he went to Michigan State and discovered he could do a PhD without first earning an MS, he decided, in his words, "against war and in favor of chemistry."

After his PhD, Freeman worked for two years in industrial science but felt drawn back to academic research. After a postdoc at Yale, he went to California State University at Long Beach in 1965 and to UCI in 1973. At UCI, he is doing exciting work in the synthesis of heterocyclic compounds with potential biologic activity against HIV. "We are studying certain garlic compounds that appear to act as HIV protease inhibitors," he says. "Our quest is to increase the bioactivity and lower the neurotoxicity of these compounds, which have shown some effectiveness in the treatment of human breast tumors." As with much AIDS research, Freeman is part of a team of scientists, including UCI Medical School faculty, virologists, and plant chemists. Wakanaga Pharmaceuticals has provided the garlic compounds, and the American Foundation for AIDS Research has provided a grant. "It all just fit together," Freeman says. "We were already studying heterocyclic compounds, and this project evolved."

When asked whether minority scientists have more of a credibility gap to get over than do other scientists, Freeman says, "Of course they do. Everybody has to establish their credentials, of course. That's normal. But in my experience, funding and promotion have come more slowly and with greater difficulty than they have for other scientists with the same credentials. It is a constant struggle, and it is nonsense." He tells of a prominent chemistry department that has had only one black faculty member in the last 30 years, only one woman on tenure track, and no Asian American faculty members. He is not bitter about these facts; matter-of-fact is a better description. "Certain branches of science, and certain departments, are more conservative than others," he says, "It is changing, I can say that—slowly, but it's changing."

Freeman is also actively involved in the Board of Admissions and Relations to Schools (BOARDS), an effort to examine science education and eligibility requirements. He is disappointed with the number of minority students going into the sciences, and although he sees changes happening, his outlook is sobering. "We've got to improve the state of things from kindergarten through twelfth grade," he says. "Science in general is difficult, but when you come in with a learning handicap, it's even more difficult. You have all these kids who never get an opportunity to learn when learning is most beneficial. Small outreach programs are fine, but they are only a drop in the bucket. The real problem is so major nobody wants to deal with it."

For those considering science, Freeman's advice is this: "Realize from the outset that science is hard work and be committed to doing it. If you're good, the opportunities today are better than they used to be. Some companies and graduate schools are actively looking to diversify their employees and students. If you have enough inner strength and drive, you should go for it."

computer science," she says, "but then my sister advised me to consider chemistry, especially as it related to health science." Tao Chen says, "I was interested in science from the time I was very young. Luckily enough, I was good at it too, and that has been my direction ever since."

Jeter found out in his sophomore year. He had originally intended to major in political science—but one day he attended a lecture and realized he couldn't understand a word of it. "I realized then and there that political science wasn't for me," he says with a laugh. "I immediately changed to chemistry." Govindarajoo says, "I was put in a science direction very early. My mother is a doctor, and I thought I was going to be one. I liked the sciences. At first I tried physics, but that didn't interest me enough. I seemed to take to chemistry, though." Van der Linden says, "Science always caught my attention—especially my first lab experience. We investigated just one little reaction, and watching the process really got to me."

All have divergent experiences concerning the climate for minorities in the sciences. While Tao Chen and Phuong see nothing special in their experience so far, Govindarajoo believes that some unspeakable skepticism exists about the ability of different groups to do chemistry. "There is a credibility gap in this field," she says. "There are very few women and very few minorities. That is one of the reasons she would like to teach someday, perhaps back in Malaysia. "I want to show that anyone can do this," she says. "You don't have to be a male, or a member of a certain race. It's a challenge I welcome—I'm excited that I'm doing something new. Getting results is very good for your self-esteem." On the other hand, van der Linden finds more diversity here than back home. "In the Netherlands," he says, "chemistry is very male-dominated. It's a very social event over there. There are more coffee breaks. Here, all the exciting stuff happens in the lab."

Jeter says that among fellow-scientists, he has seen some hesitation. "Without a doubt, I have to prove myself," he says. "But it fades after a while. You see it most in lectures and discussion sections. If I ask an insightful question in class, it shocks people; I'm like an oddity. When I lead discussion sections, undergraduates are surprised at first, but they get used to it." Tao Chen speaks from the special point of view of the international student. "When you first come here," she says, "all you think about is the science you're doing, and all your energy is focused on doing really well. I've been here much longer than most international students, and while science is still very important, it's not the only thing any more."

Their future plans are as various as they are. Whereas Govindarajoo looks forward to teaching, Tao Chen would prefer to work in an industrial setting. Van der Linden and Phuong are interested in both academic and industrial options. Jeter's high-powered combination of chemistry and law degrees appears to be a world-beater. "After graduation, I'll start my own firm in patent law," he says. "I'm already on the Internet."

In their variety, this group conforms only in their dedication to their work and in their advice for people of any background who are interested in science. Kevin Jeter says, "Believe in yourself," and Geeta Govindarajoo says, "Don't be afraid to try. Just because it's unknown doesn't mean you can't do it."

John Timpane, PhD, writes frequently about the biotechnology and pharmaceutical industries.
Product labeling is a good idea. But people labeling isn’t. Because you can’t achieve world-class pharmaceutical breakthroughs without a strong respect for different viewpoints, backgrounds and abilities.

At Ciba, leveraging diversity means setting aside all predetermined labels and providing an environment where unique perspectives unite in a dynamic synergy of inspiration — and progress.

We see our commitment to workforce diversity as a catalyst for positive change. Change that creates a healthier future for everybody.
DEADLINES: Ads are due by Thursday, 10 a.m., 2 weeks prior to the issue date. Science is published each Friday, except the last Friday of the year. Call for holiday deadlines. Ads must be submitted in writing.

HOW TO SUBMIT A CLASSIFIED AD: Prepare double-spaced typewritten copy. Do not include any abbreviations. Science will edit and typeset ads according to Science guidelines. Include billing information, and desired publication date. Available categories: Positions Open, Meetings, Announcements, Courses and Training, Search Firms. Science cannot provide proofs of typeset line ads.

Mail, FAX or Email materials to:
Science Classified Advertising
1333 H Street, N.W., Room 814
Washington, DC 20005
Telephone: 202-326-6555 or 202-326-6534
FAX: 202-682-0816
Internet Email: science_classifieds@aaas.org
(please include telephone number in email correspondences)

RATES: Ads are $43 per line; $430 minimum. One line equals 52 characters and spaces; centered headings equal 32 characters and spaces. A 3% cash discount is granted to all prepaid ads. Line advertisements are not commissionable.

ESTIMATES: Science will provide a cost estimate for line ads. This is an approximate cost only. Allow for variation between estimated lines and actual typeset lines and resulting final cost. Purchase orders must allow for some degree of flexibility and/or adjustment.

ADS FROM OUTSIDE THE U.S.: A discount of $30 will be offered to advertisers making payment in U.S. dollars by checks drawn on U.S. banks. Contact Debbie Cummings at telephone: +44(0) 1223 302067 or fax: +44(0) 1223 576208

CREDIT CARDS: Science accepts American Express, MasterCard and VISA. Discount does not apply to credit cards.

CANCELLATIONS: Deadline for cancellation is 10 a.m., Tuesday, 10 days prior to issue date.

DISPLAY PERSONNEL ADVERTISEMENTS
For rates and info. for fractional display ads call:
Bethany Ritchey
Recruitment Display Advertising
Telephone: 202-326-6541
FAX: 202-682-0816

Janis Crowley
Recruitment Advertising Manager
Telephone: 212-496-7704
FAX: 202-682-0816

Debbie Cummings
European Recruitment Advertising
Telephone: +44(0) 1223 302067
FAX: +44 (0) 1223 576208

Science Global Career Network: Unless otherwise instructed, every classified advertisement submitted for publication in Science is automatically posted on Science's on-line classified advertising service, Science Global Career Network, at no additional charge. Science Global Career Network address:
WWW: http://www.aaas.org
Gopher: gopher.aaas.org
Science reserves the right, at its discretion, to edit or decline to publish advertisements submitted to it.

DIVERSITY & THE SCIENTIFIC COMMUNITY
A Special Advertising Supplement

See these full page recruitment advertisements beginning on page 1018.

ADVERTISER PAGE

ABL-Basic Research Program 1035
Argonne National Laboratory 1022
Bristol-Myers Squibb 1020
Chiron 1026
Ciba-Geigy 1039
Eli Lilly 1027
FDA 1037
Genentech, Inc. 1023
Hewlett Packard 1033
Howard Hughes Medical Institute 1032
Research Centers in Minority Institutions 1036
Memorial Sloan-Kettering Cancer Center 1028
NIH 1029
SmithKline Beecham 1018
Wyeth-Ayerst Research 1024
The Charles A. Dana Foundation
Salutes the 1995 Winners
of the Charles A. Dana Award
for Pioneering Achievement in Health

H. Robert Horvitz, Ph.D.
Massachusetts Institute of Technology

and

Carla J. Shatz, Ph.D.
University of California, Berkeley

For independent research illuminating the complex molecular and cellular processes in the development of the brain and nervous system; for bringing to light long-mysterious interactions of nature and nurture in shaping our most fundamental capacities; and for charting the relationship between cell life and cell death on the road to healthy development, or to devastating disease.

The Charles A. Dana Foundation

The $50,000 Award to each recipient honors discoveries in neuroscience that will lead or have already led to significant advances in the diagnosis, prevention, or treatment of human health problems. By making these Awards, the Charles A. Dana Foundation wishes to highlight the significant impact that research in neuroscience can have on problems that cause incalculable human suffering, demonstrate the essential interrelationship between basic research and clinical progress, and set forth the urgency of further work.

Nominations for the 1996 Awards are now being solicited from the neuroscience community; the deadline for submission of the nominations is January 10, 1996. Information and application packets can be obtained from The Charles A. Dana Awards for Pioneering Achievements in Health, Nominating Committee—Box S, c/o Ann Blanchard, Volen Center for Complex Systems, Brandeis University, Waltham, MA 02254; telephone (617) 736-3141, fax (617) 736-3142, e-mail: Ann@eliza.cc.brandeis.edu

David Mahoney, Chairman

Postdoctoral Research at The Wistar Institute

The Wistar Institute offers Postdoctoral training in Molecular Genetics, Virology, Cell & Molecular Biology, Developmental Biology, Immunology, and Structural Biology. Fellows can anticipate a stimulating and challenging experience in an environment characterized by strong, interdisciplinary collaboration and state-of-the-art biotechnology.

Wistar is an independent, non-profit biomedical research institution with close collaborative relationships with the University of Pennsylvania and other major research and clinical organizations within the Philadelphia region. The Wistar Institute is an NIH-designated Basic Cancer Research Center.

Eligible fellows will be funded by a training grant awarded by the National Cancer Institute of the National Institutes of Health. We have an active minority recruitment program and strongly encourage minority candidates to apply.

Interested Postdoctoral applicants are requested to send a C.V. and the names of three (3) references to the Coordinator of Research Training, THE WISTAR INSTITUTE, 3601 Spruce Street, Philadelphia, PA 19104. EOE, M/F/D/V.
The Department of Biological Sciences at the University of Pittsburgh is making one full-time tenure-track faculty appointment in the area of genetics, beginning September 1996, to continue the expansion of the Department. The appointment is expected to be made at the ASSISTANT PROFESSOR level, but under exceptional circumstances experienced candidates with outstanding records will be considered for appointment at a higher rank. Applicants must have a Ph.D. and demonstrate a strong research interest in any area of mammalian biology. Individuals with a strong research emphasis on genetic models of development and gene regulation, or on radiation genetics, are especially encouraged to apply. The successful candidate will join another faculty member utilizing transgenic core facility. The successful candidate must have a Ph.D. and demonstrate postdoctoral experience and will be expected to establish an externally funded research program, train graduate students, and participate in undergraduate education. In order to ensure full consideration, applications must be received by December 8, 1995. Applicants should send a curriculum vitae along with a summary of research interests, a statement of teaching responsibilities, and arrange to have at least three letters of reference sent to: Dr. Richard Chailliet, Chair, Search Committee Department of Biological Sciences University of Pittsburgh Pittsburgh, PA 15260 Telephone: 412-624-5577 The University of Pittsburgh is an Equal Opportunity/Affirmative Action Employer. Women and minorities are especially encouraged to apply.

FACTOR Y POSITION UNIVERSITY OF CONNECTICUT NUTRITIONAL SCIENCES

The Department of Nutritional Sciences at the University of Connecticut invites applications from ecologists addressing questions related to biological diversity and conservation at the population or community level. The position will begin in fall 1996. Applicants must have a Ph.D. teaching and postdoctoral experience desirable. Research should emphasize community structure and ecological interactions in any terrestrial or aquatic systems. Duties will include participation in university-wide environmental programs, and teaching introductory and upper-level courses in environmental and conservation biology. Candidates will be expected to develop independent research programs in an area of interest, to seek extramural funding, and to establish and maintain active undergraduate and graduate student programs. Applications should include curriculum vitae, reprints of up to three publications, a statement of research interests, and the names, addresses, and telephone numbers of three references to: Chair, Search Committee Department of Nutritional Sciences, U-17, University of Connecticut, Storrs, CT 06269-4017. For additional information, please contact Jerry W. Lingrel, Ph.D., Chair, Search Committee Department of Nutritional Sciences, U-17, University of Connecticut, Storrs, CT 06269-4017. Telephone: 860-486-3633; FAX: 860-486-3674. Deadline: December 31, 1995, or until the position is filled. We encourage applications from underrepresented groups including women, minorities, and people with disabilities. (Search #96A85)

UNIVERSITY OF CONNECTICUT NUTRITIONAL SCIENCES

The Department of Biology at the University of Akron invites applications for a tenure-track position at the ASSISTANT PROFESSOR level beginning on August 26, 1996. Candidates must have a Ph.D. and demonstrate postdoctoral experience. We are especially interested in candidates with research interests in cellular and molecular processes. The successful candidate will be expected to teach cell physiology, one other undergraduate course, and a graduate course in a specialty area; direct Master’s students; and establish an externally fundable research program. The University of Akron is an urban university and is the third largest state university in Ohio with over 26,000 students. Review of applications will begin on January 15, 1996 and will continue until the position is filled. Applicants should send a curriculum vitae, a statement of teaching/research interests, and three references to: Jerry Stinner, Chair, Search Committee The University of Akron Department of Biology Akron, OH 44325 Telephone: 216-972-3998 Email: JStinner@uakron.edu FAX: 216-972-8445 The University of Akron is an Equal Opportunity Education and Employment Institution.

The Department of Chemistry, York University invites applications for a tenure-track position in theoretical or applied organic chemistry to begin August 1995. Candidates should have a Ph.D. and demonstrate a strong research potential. The successful candidate will be expected to direct an active research programme, and to teach courses in the area of organic chemistry at the undergraduate and graduate levels. An appointment at the ASSISTANT PROFESSOR level is anticipated; especially well-qualified applicants will be considered for appointment at the Associate Professor level. Candidates should provide a curriculum vitae, a statement of research interests, and the names, addresses, and telephone numbers of three references to: Dr. S. V. Filseth, Chair, Search Committee Department of Chemistry York University, 4700 Keele Street, North York, Ontario M3J 1P3 Canada. Review of applications will begin on January 19, 1995. York University is implementing a policy of Employment Equity including Affirmative Action for women faculty. Qualified women and men are encouraged to apply. York University responds to all individuals to applicants (Equal Opportunity/Affirmative Action).
To This approximately housing Application

For Training the National overseesthe research schools and other departments of psychiatric research.

* Stipends for three medical students psychiatric and for other residents. Apply before training is to begin for those who are seeking fellowships for post-residency training. Training takes place at research-oriented departments of psychiatry in major U.S. medical schools and other appropriate sites nationwide. A research mentor at the training site oversees the research training experience.

Application Deadlines:

- December 1 for residents seeking a year or more of training and for post-residency fellows;
- April 1 for Summer medical students who will start their training by June 30;
- or three months before training is to begin for medical students and other residents.

For more information about the PMRTF, call the toll-free number, 1-800-852-1390 or (202) 682-6225, or write:
Ernesto A. Guerra
Office of Research
American Psychiatric Association
1400 K Street, NW
Washington, DC 20005

Harvard University
Biological Sciences in Public Health Program at the Harvard School of Public Health
Ph.D. Program

offered through the Division of Medical Sciences, Harvard University Faculty of Arts & Sciences Graduate School of Arts & Sciences

Students wishing to study cellular and molecular biology or immunology as they pertain to major problems in public health should apply. Working in the areas of Cardiovascular Gene Expression, Molecular & Cellular Toxicology, Physiology and the Environment, Nutrition/Biochemistry, Cancer Biology, and Tropical Public Health, students will apply state of the art technology to the solution of real life problems. Laboratory research focuses on both clinical and basic scientific investigations aimed at the prevention of disease.

Admissions Deadline: December 15, 1995

1996 Minority Undergraduate Summer Internship Program for those who will be juniors or seniors in the fall of 1996
June 10-August 16, 1996

This 10-week program offers hands-on research experience in basic or clinical scientific investigations aimed at the prevention of disease. To cover housing and living expenses while in Boston, approximately $3000 is awarded.

Application Deadline: March 1, 1996

To request a 1996 application contact:
Ruth Kenworthy, Administrator
Division of Biological Sciences
Harvard School of Public Health
677 Huntington Ave., 2-117
Boston, MA 02115
(617) 432-4470 phone
Kenworthy@CVLAB.Harvard.Edu

NRC is a dynamic, nationwide R&D organization committed to helping Canada realize its potential as an innovative and competitive nation. Combining our strengths - outstanding people, core science expertise and information, research programs focused on key technologies and technology diffusion - with those of industrial and academic partners, we foster Canada's emerging national system of innovation.

You can make a difference at NRC!

Research Officer, Cellular Immunology

Research Officer, Bacterial Pathogenesis

Research Associate, Molecular Pathogenesis

Institute for Biological Sciences
Ottawa, Ontario

Applications are invited from immunologists, microbologists and molecular scientists to join our established Immunochemistry Program. Research activities are directed towards a molecular-level understanding of both the roles of glycoconjugates in human and animal diseases. The Program brings together a large multidisciplinary team with a focus on the design of novel carbohydrate-based vaccines, diagnostics and immunotherapeutic reagents. Group activities include the study of bacterial pathogenesis, vaccine design, cell adhesion studies and recombinant novel antibody research. Our research team collaborates with major research centres around the world and has strong interactions with industrial partners.

Your Challenge

Research Officer, Cellular Immunology: To develop a viable research program in T-cell immunity related to synthetic glycoconjugates, peptide and DNA vaccines. You must possess a PhD in Immunology with a strong record of research in cellular immunity and infectious disease models.

Research Officer, Bacterial Pathogenesis: To develop a vigorous research program focusing on a molecular-level understanding of the microbial pathogenesis of medically important pathogens. Responsibilities will include the supervision of a large-scale pathogen production unit. You must have a PhD in Microbiology with post-doctoral experience in molecular mechanisms of bacterial pathogenesis.

Research Associate, Molecular Pathogenesis: Working within the Institute's established glycobiology research group, you will study mechanisms of carbohydrate-mediated pathogen attachment to mammalian cell surfaces and their role in mucosal immunity. You must be a recent PhD graduate in Microbiology, Cell Biology, Clinical Immunology or a related discipline with a background in molecular pathogenesis of infectious diseases.

NRC offers excellent research facilities and technical support, and the opportunity to work within a large focused group having varied scientific backgrounds. NRC offers a competitive salary, a benefits program and compensation for relocation expenses.

To explore any of these opportunities, send your application by December 31, 1995, indicating salary requirements and date of availability, and mentioning reference number BS-95-96-SC, to:
The Recruitment and Staffing Group, National Research Council Canada, Montreal Road, Building M-58, Ottawa, Ontario K1A 0R6.

NRC is an equal opportunity employer.

Vous pouvez obtenir ces renseignements en français.

Canada

National Research Council Canada
de recherches Canada
ASSISTANT PROFESSOR
HUMAN MICROSCOPIC ANATOMY

Applications are being accepted for a TENURE-TRACK faculty position in a Human Microscopic Anatomist in the Department of Anatomy, Northeastern Ohio Universities College of Medicine (NEOUCM). Proposed date of appointment is July 1, 1996. A successful candidate is expected to have a proven record of research and publications with a demonstrated ability to attract extramural funds. Preference will be given to candidates who use modern cell and molecular biology techniques to address problems in the area of developmental biology. Research interests of current faculty in the Department include nerve-muscle and cell-cell interactions. Teaching responsibilities include in a team-taught 14-week Microscopic Anatomy course for medical students. Candidates also have the opportunity to develop graduate courses that relate to their specialty. Salary, start-up funds, and facilities are competitive.

NEOUCM, in consortium with Kent State University, The University of Akron, Youngstown State University, and eight teaching hospitals in a combined B.S./M.D. degree, encourages science faculty participation in graduate programs leading to Ph.D.'s in the areas of neuroscience, cellular and molecular biology, physiology, pharmacology, and veterinary pathology. Through the School of Biomedical Sciences at Kent State University, the Department of Anatomy currently has six full-time faculty. Applicants are requested to forward their curriculum vitae, a statement of research interests, and the names of at least three references. Applications should be sent to: Dr. Jon Walro, Ph.D., Chairman, Human Microscopic Anatomist Search Committee, Department of Anatomy, Northeastern Ohio Universities College of Medicine, P. O. Box 442,3000 South Holland Boulevard, Rootstown, OH 44234. NEOUCM is an Equal Opportunity/Affirmative Action Employer.

ASSISTANT PROFESSOR
Insect Ecologist
University of Illinois at Urbana-Champaign

The Department of Entomology at the University of Illinois invites applications for a tenure-track position in Insect Ecology. The available position is at the rank of Assistant Professor and is a 9-month appointment. The successful candidate will teach upper-level undergraduate and graduate courses in Insect Ecology. Research interests include but are not limited to: insect population ecology; insect behavior and development; insect-plant relationships; insect detection and monitoring; and insecticides. The applicant should have a Ph.D., postdoctoral training, and experience in an area of insect ecology. Applications should be sent to: Dr. John Hanratty, Chair, University of Illinois, Department of Entomology, 100 South Goodwin Ave., Urbana, IL 61801-3095. Telephone: 217-244-7030. FAX: 217-244-3499. In order to receive full consideration, application materials must be received by January 3, 1996. Interviews may be conducted before the closing date, but no final decision will be made before that time. The University of Illinois is an Affirmative Action/Equal Opportunity Employer.

ASSISTANT PROFESSOR
MOLECULAR, CELLULAR AND DEVELOPMENTAL BIOLOGY

The Division of Biology of Kansas State University (KSU) invites applications for a tenure-track position at the ASSISTANT PROFESSOR level. We seek an individual who will establish a strong, extramurally funded research program as well as participate in our undergraduate and graduate teaching program. A Ph.D. or equivalent postdoctoral training are required. The position includes a competitive salary and start-up package. A research focus on developmental genetics utilizing an animal model system is preferred, but individuals working in related areas within the larger context of molecular, cellular, and developmental biology will be considered. The Division of Biology is a large, diverse unit with a strong record of research productivity and funding, and established investigators in protein research are on the faculty. For more information go to http://www.ksu.edu/80/biology/. Applicants should submit a curriculum vitae, a statement of research interests and future plans, and three letters of recommendation to: Dr. Robert Michod, Department of Biology, 1450 Clow Hall, Kansas State University, Manhattan, KS 66506-4901. Applications should be received by January 16, 1996. KSU is an Equal Opportunity/Affirmative Action Employer, and encourages diversity among its employees.

FACULTY POSITIONS
IN HUMAN GENETICS
Department of Molecular Genetics
Emory University Medical School

Through the generosity of Dr. Linton Bishop's family, the Department of Genetics and Molecular Medicine is searching for an internationally recognized GENETICIST who will hold the appointment of the Linton Bishop Professor of Human Genetics. Individuals specializing in gene therapy, the molecular basis of disease, or population and quantitative genetics are of special interest. The Department of Genetics and Molecular Medicine occupies newly remodeled and equipped space that includes research laboratories, a diagnostic laboratory, a molecular biology laboratory, and a state-of-the-art clinical genetic laboratory, and a departmental genetics clinic. Within the context of the University's Clinical Research Facility, the department also has access to a new gene therapy suite, which includes two operating rooms that communicate with a bioshared containment laboratory, as well as three patient isolation rooms. Emory's suburban campus encompasses the Medical School, the undergraduate college, and three of five affiliated hospitals that draw patients from throughout the region. Interested individuals should send their curriculum vitae and the names of three references to: Douglas C. Wallace, Ph.D., Robert W. Wood, M.D., Chairman, Department of Genetics and Molecular Medicine, 1462 Clifton Road, Room 446 Emory University Medical School, Atlanta, GA 30322. Emory University is an Equal Opportunity/Affirmative Action Employer.

FACULTY POSITIONS
MICROBIOLOGY

The Department of Biological Sciences at the University of Florida invites applications for faculty positions in the areas of microbiology, beginning September 1996, to continue expansion of the Department. Initially, a position is expected to be made at the ASSOCIATE PROFESSOR level, but under exceptional circumstances experienced candidates with outstanding records will be considered for appointment at a higher rank. Research interests in any area of microbiology will be considered, but applicants working in the areas of bacteria, viruses, protozoa, bacteria genetics, regulation, or host-pathogen interactions are particularly encouraged to apply. The successful candidate must have a Ph.D. and extensive postdoctoral experience and will be expected to establish an extramurally funded research program, train graduate students, and participate in undergraduate education. In order to ensure full consideration, applications must be received by December 1, 1995. Applications should send a curriculum vitae along with a summary of research interests and goals, and arrange to have at least three letters of reference sent to:

Dr. David C. Hartl
Microbiology Search Committee
Department of Biological Sciences
University of Florida
P.O. Box 117592
Pittsburgh, PA 15260
Telephone: 412-624-6975

The University of Pittsburgh is an Equal Opportunity/Affirmative Action Employer. Women and minorities are especially encouraged to apply.

TWO ASSISTANT* PROFESSORSHIPS

Full-time TENURE-TRACK positions to start September 1, 1996. 1) Ecology/Environmental Biology (V-15) Ph.D. in invertebrate biology. Broad-based training with research interests in ecology/environmental biology and ability to maintain an active research/scholarship program in invertebrate biology, especially in the areas of evolution, community ecology, and population ecology. Preference will be given to individuals with a broad background in invertebrate biology. Applicants should send a curriculum vitae, three letters of recommendation to: Dr. John Hanratty, Chair, University of Illinois, Department of Entomology, 100 South Goodwin Ave., Urbana, IL 61801-3095. Telephone: 217-244-7030. FAX: 217-244-3499. In order to receive full consideration, application materials must be received by January 3, 1996. Interviews may be conducted before the closing date, but no final decision will be made before that time. The University of Illinois is an Affirmative Action/Equal Opportunity Employer.

EVOLUTIONARY GENETICIST
Department of Ecology & Evolutionary Biology

The Department of Ecology and Evolutionary Biology seeks an evolutionary geneticist (Ph.D. required) to take a leadership role in interdisciplinary genetics campus-wide. The research area could involve either experimental or theoretical approaches to the genetics of any group of organisms, at any level from molecular to population, to evolve strategies for teaching. Important criteria include excellence in research and teaching at undergraduate and graduate levels. Applications will be considered until the position is filled. For more information go to: http://www-www.ksu.edu/biology/. Applicants should submit a curriculum vitae, three letters of recommendation to: Dr. Bonnie Gustman, Biology Department, Monclair State University, University Heights, Montclair, NJ 07043. Monclair State University is an Equal Opportunity/Affirmative Action Employer.
SCIENCE AND MEDICINE AT FOX CHASE:
WHERE TODAY'S DISCOVERIES LEAD TO TOMORROW'S HOPE

Research conducted by scientists and physicians at Fox Chase for nearly seven decades has led to groundbreaking discoveries that have an impact on science and medicine today.

Current faculty research programs are wide-ranging and include gene expression; molecular aspects of oncogenesis; viral molecular biology and pathogenesis; molecular structure and function analysis; pharmacology and therapeutics; regulation and development of the immune system; cell cycle control; and human genetics, including the Human Genome Project.

An energizing environment with research as its major focus, the Center has more than 60 independent laboratories where investigators enjoy a unique advantage—to pursue their passion for discovery full-time, with minimal distractions by administrative or teaching responsibilities.

Tenure Track Faculty Positions:

At this time we are welcoming applications from outstanding independent investigators to fill Assistant and Associate Professor-level positions in structural biology, genetics, cellular and developmental biology, and immunobiology. We are interested in people using model experimental systems capable of addressing important biological questions and exploiting the exploding genetic data bases. Fox Chase offers excellent laboratory and animal core facilities and an extensive array of core resources and support services.

As a new faculty member, you will receive a generous start-up package including funds for equipment, technical assistance and operating expenses. You will have the opportunity to recruit postdoctoral trainees through an intramural, competitive program and to interact as an adjunct faculty member at nearby universities.

Interested candidates should send a C.V., summary of research interests and at least three references to: Search Committee, c/o Dr. A.M. Skalka, Director, Institute for Cancer Research, Fox Chase Cancer Center, 7701 Burholme Ave., Philadelphia, PA 19111.

Fox Chase Cancer Center is an Affirmative Action/Equal Opportunity Employer.

ASSOCIATE DIRECTOR

The National Institute on Aging (NIA) is one of the world's largest and most comprehensive institutions in aging research. NIA conducts, fosters, and supports biomedical, social, and behavioral research and training pertaining to aging processes and common problems of older people. The Associate Director of the Neuroscience and Neuropsychology of Aging (NNA) Program provides leadership in the overall scientific administration of an innovative research program in the field of neuroscience and neuropsychology of aging with a budget of $150 million. The NNA Program supports a broad spectrum of research and training aimed at a better understanding of age-related normal and pathological changes in the structure and function of the nervous system and how such changes affect behavior, including basic and clinical studies, clinical trials of interventions of therapeutic modalities, epidemiologic research to identify risk factors and to establish prevalence and incidence estimates of pathologic conditions, and research relevant to those geriatric problems arising from psychiatric and neurologic disorders associated with aging, including research on the etiology, treatment and diagnosis of Alzheimer's disease.

The ideal candidate has demonstrated scientific leadership and management of a basic or clinical neuroscience or neuropsychology research program of national and international standing. M.D., Ph.D. or comparable experience and training in one of the biological, behavioral, and/or biomedical sciences is required. This is a civil service position in the Senior Executive Service with an annual salary ranging from the ES-1 to ES-6 level (currently $97,991 to $122,040). Annual physicians comparability allowance of up to $20,000 and/or recruitment or relocation bonus may be available.

Applications must be postmarked by December 8, 1995 and received by close of business December 15, 1995. All application forms are subject to the provisions of the Privacy Act and become the property of the DHHS. Applicants are required to submit a bibliography and either a curriculum vitae. Application for Federal Employment (SF-171), Optional Application for Federal Employment (OF-612), resume, or any other written format which addresses the requirements indicated in this announcement. Application materials must be sent to the following address:

NATIONAL INSTITUTE ON AGING
BUILDING 31, ROOM 2C02
31 CENTER DRIVE MSC 2292
BETHESDA MD 20892-2292
ATTN: CHRISTINE HARTZ

For further information contact Ms. Hartz at (301) 496-5347.

Selection for this position is based solely on merit, with no discrimination for non-merit reasons such as race, color, religion, national origin, marital status, physical or mental disability, age, sexual orientation, or membership or non-membership in an employee organization.

NIH is an Equal Opportunity Employer
The Department of Biology and Immunology, chaired by Dr. Jean Patterson, at the Southwest Foundation for Biomedical Research invites applications for faculty-level positions at the ASSISTANT, ASSOCIATE or SCIENTIST level. The Department has eight faculties and focuses on a variety of research areas, including virology, immunology, human and simian immunodeficiency viruses, and herperviruses. Major strengths of the Foundation are the extensive non-human primate resources, which include baboons, chimpanzees, and macaques. There is a strong postdoctoral training program and a close association with the University of Texas Health Science Center at San Antonio. Successful candidates must obtain graduate education and demonstrate that they have as a minimum a doctoral degree in the biological sciences or an M.D. degree, and have completed at least three years of relevant postdoctoral research. Three or more years of relevant postdoctoral research is preferred. Candidates for Assistant Scientist must have the potential for building and directing an independent research program in animal virology. Candidates for Associate and Scientist must have demonstrated ability to direct an independent research program in animal virology and have been shown to be competitive for extramural support. Please mail curriculum vitae, a description of research interests, and the names, addresses, and telephone numbers of at least three references to: Dr. Jean H. Resources (527), Southwest Foundation for Biomedical Research, P.O. Box 28147, San Antonio, TX 78228-0147. Equal Employment Opportunity.

DEPARTMENT OF BIOLOGY COLLEGE OF CHARLESTON

The Department of Biology at the College of Charleston invites applications and nominations for DEPART- MENT CHAIR. The College of Charleston is located in downtown Charleston on the coast of South Carolina and has approximately 10,000 undergraduate and graduate students. The Department of Biology has 26 full-time faculty members on the main campus and at the Grice Marine Biological Laboratory, including a number of postdoctoral associates. The department has a full range of biological disciplines. The department has a total of about 1000 majors and offers the B.A. and B.S. degrees with emphases in general, marine, and molecular biology. The department also offers the M.S. degree in marine biology with about 50 students. For more information on the College of Charleston, see the home page at http://www.cofc.edu. Applicants should have a record of quality teaching and research, and should possess effective administrative and leadership skills appropriate to a department that is dedicated to a balanced program of teaching and research. Applications should send a cover letter, curriculum vitae, and the names and telephone numbers of at least three references to: Chair, Biology Chair Search Committee, Department of Biology, College of Charleston, Charleston, SC 29424. Phone: 803-953-5504. The screen committee will begin screening completed applications on January 8, 1996, but applications will be accepted until the position is filled. The College of Charleston is an Affirmative Action/Equal Opportunity Employer and encourages applications from women and minorities.

TENURE-TRACK FACULTY POSITIONS Department of Microbiology and Immunology SUNY Health Science Center at Syracuse

The Department of Microbiology and Immunology at the SUNY Health Science Center at Syracuse invites applications for tenure-track, full-time positions at the ASSISTANT or ASSOCIATE PROFESSOR level. Competitive applicants will have a Ph.D. degree or equivalent postdoctoral experience, and a record of innovative research productivity. Applicants for Associate Professor should have current research funding. Preference will be given to applicants with research interests in microbial pathogenesis, molecular virology, and gene therapy. Salary, space, and start-up funds are competitive with national levels; salary and start-up package will be determined by interests and goals; a curriculum vitae; and names, addresses, and telephone numbers for three references should be sent to: Dr. T.W. Ferrillo, Chair, Department of Microbiology and Immunology, SUNY Health Science Center at Syracuse, 750 East Adams Avenue, Syracuse, NY 13210. The department is committed to diversity, and the applications of women and minorities are encouraged. The deadlines are December 15, 1995.

The SUNY Health Science Center at Syracuse is an Equal Opportunity/Affirmative Action Employer.

ASSISTANT PROFESSORS

Aquatic Biology and Plant Developmental Biology

The Department of Biology at Colorado State University invites applications for tenure-track positions, with special emphasis on Aquatic Biology and Plant Developmental Biology. Candidates must have Ph.D. degrees and postdoctoral experience is preferable. The successful candidates will be expected to develop an internationally recognized research program, teach introductory biology, and participate in undergraduate and graduate education. To apply, send a letter stating your teaching and research interests, curriculum vitae, a copy of transcripts, and three letters of reference to: Dr. G.M. Richards, Chair, Search Committee, Department of Biology, Colorado State University, Fort Collins, CO 80523. All materials are due by January 15, 1996. The search may be extended until suitable candidates are obtained. Colorado State University is an Affirmative Action/Equal Opportunity Employer.

SOUTHERN ILLINOIS UNIVERSITY SCHOOL OF DENTAL MEDICINE Department of Applied Dental Medicine Section of Microbiology

The Department of Applied Dental Medicine is seeking a candidate for an appointment at the rank of ASSISTANT/ASSOCIATE PROFESSOR, available July 1, 1996. Responsibilities include course development and instruction in oral microbiology, immunology, and related oral biology, as well as research and service activities. Successful candidates must possess a Ph.D. in microbiology or immunology, have teaching experience in the health sciences, demonstrated research productivity, and a willingness to participate in interdepartmental instruction. Preference will be given to D.S.D./D.M.D./Ph.D. dual degree candidates. Salary will be commensurate with experience and qualifications. Applications accepted until January 31, 1996, or until position is filled. Send a letter of application, curriculum vitae, and names of three references to: Dr. P.J. Ferrillo, Dean, School of Dental Medicine, Southern Illinois University, 2800 College Avenue, Alton, IL 62002-4900. Southern Illinois University is an Equal Opportunity/Affirmative Action Employer. Women and minorities are encouraged to apply.

Monmouth College seeks applications for two tenure-track ASSISTANT PROFESSOR positions in biology beginning August 1996. Applicants should have a Ph.D. degree and a strong commitment to undergraduate teaching in a liberal arts setting are encouraged to apply. Participation in general education courses and supervision of undergraduate research is essential. Successful candidates will have an interdisciplinary teaching experience. Two positions: a Botanist and a Physiologist, each to teach at least three of the following six courses: Botany, Animal Physiology, Cell Biology, Mendelian Genetics, Microbiology, Molecular Biology. Opportunity to develop upper-level courses in speciality and/or of interest to enhance our innovative general education program. Skills and experience to augment our Environmental Science program are desirable. Send letter of application, curriculum vitae, and at least three professional references with telephone numbers to: Michael McNall, Director of Personnel, Monmouth College, 700 East Broadway, Monmouth, IL 61462. Formal review of applications will begin December 15, 1995, and continue until positions are filled. Monmouth College is an Equal Opportunity/Affirmative Action Employer and encourages applications from women and minority candidates.

Wetland Plant Biologist, ASSISTANT PROFESSOR (tenure-track) beginning August 1996. Successful applicant will teach undergraduate courses in plant biology and conduct independent research. Candidates with a Ph.D. degree in an area related to plant science, with an active research program including coastal (including estuarine or marine) wetland plants, and direct graduate students. Responsibilities include teaching introductory plant biology, graduate courses in plant biology, and a statement of research interests, graduate transcripts, and names of three references to: Dr. M. Stufflebeam, Chair, Department of Biological Sciences, North Carolina at Wilmington, Wilmington, NC 28403-3297. Curriculums vitae will be reviewed beginning February 1, 1996. Affirmative Action/Equal Opportunity Employer.

FACULTY POSITION MEDICAL CHEMISTRY UNIVERSITY OF WASHINGTON

Tenure-track position at the ASSISTANT or ASSOCIATE PROFESSOR level. Expertise in the areas of drug design or medicinal chemistry or excellent knowledge of NMR is preferred. Development of an extramurally funded research program and teaching at the undergraduate and graduate levels is expected. Applications are due January 15, 1996. Applicants should send a curriculum vitae, a summary of a research proposal, and three letters of recommendation to: Dr. Gary W. Elmer, Department of Chemistry, Box 357610, University of Washington, Seattle, WA 98195-7610. The University of Washington is an Equal Opportunity/Affirmative Action Employer.

The Department of Botany of the University of Toronto, Erindale Campus, invites applications for a full-time, tenure-stream appointment at the ASSISTANT PROFESSOR level. Candidates must have a Ph.D. degree, and postdoctoral experience is preferable. The successful candidate will be expected to develop an internationally recognized research program, teach introductory botany, and participate in undergraduate and graduate teaching, according to his or her area of specialization in plant ecology. Salary commensurate with qualifications and experience. Applications, including a curriculum vitae, brief statement of research interests, and three letters of reference, should reach: Dr. J.B. Anderson, Chair, Search Committee, Department of Botany, Erindale Campus, University of Toronto, Mississauga, Ontario L5L 1G6 Canada by January 5, 1996. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, Aboriginal peoples, and persons with disabilities. The University of Montana Department of Chemistry invites applications from candidates with Ph.D. to direct the Shafizadeh Center for Wood and Carbohydrate Chemistry. The laboratory is well established and has an excellent research record. The successful candidate's record will be expected to indicate the ability to obtain external funding to carry out extensive research of high quality. A broad knowledge of chemistry related to wood and/or carbohydrate is required. The candidate should have an interest in and an ability for teaching at the undergraduate and graduate levels, preferably in organic chemistry. The salary is competitive.

Send a letter of application, curriculum vitae including publication list and grant history, and a brief statement of research plans and teaching goals to: Dr. G. N. Richards, Chemistry Department, University of Montana, Missoula, MT 59812. Also arrange for three letters of recommendation to be sent to the above address by February 1, 1996. The selection process will begin on February 1, 1996 and continue until a suitable candidate is found. The University of Montana is an Equal Opportunity/Affirmative Action Employer and encourages applications from women, minorities, Vietnam era veterans, and persons with disabilities. This position announcement may be made available in alternative formats upon request.
Cell and Molecular Physiology of Reproduction

M. Beuna, PhD calcitropic hormones in pregnancy / J. Castle, PhD regulation of protein secretion / A. Dalkin, MD actions of inhibit, activin, follistatin / R. Day, PhD transcription: prolactin gene expression C. Desjardins, PhD microvascular and steroidogenesis / W. Evans, MD lutinizing hormone synthesis/secretion / C. Flickinger, MD cell biology of vasectomy / D. Halsenedder, PhD neural control of gonadotropes M. Hansigian, PhD drug resistance: ovarian tumors / J. Herr, PhD molecular biology of spermatogenesis B. Hinton, PhD epididymis: cell and molecular biology / M. Johnson, PhD hormone secretion: math models / L. Logon, MD pituitary secretory function / J. Marshall, MD gonadotropin subunit gene expression / M. Memaker, PhD circadian control of reproduction / R. Rinesman, PhD GnRH neurons: environmental cues M. Shupak, PhD transcription: gonadotropin genes / M. Thurner, MD pituitary cells: neural hormone actions / K. Tung, MD mechanisms of tolerance and autoimmunity / T. Turner, PhD testis/epididymis microenvironment / J. Veldhuis, MD hormone action on granulosa cells J. White, PhD mechanisms of sperm-egg binding

Cell and Molecular Biology of the Urogenital System

R. Chevalier, MD renin-angiotensin system / C. Desjardins, PhD vascular cell biology / W. Evans, MD synthesis/secretion: peptide hormones / C. Flickinger, MD cell biology of vasectomy / R. Gomzer, MD control of renin gene expression / T. Haywood, PhD smooth muscle contraction / J. Herr, PhD molecular biology of spermatogenesis B. Hinton, PhD molecular biology of the epididymis / S. Howards, MD pathophysiology of varicocele / R. Murphy, PhD smooth muscle: signal transduction / J. Sande, PhD nuclear signalling: protein kinase C activation / W. Steers, MD neurophysiological control of bladder K. Tung, MD mechanisms of autoimmunity / T. Turner, PhD pathophysiology of testis/epididymis / J. Veldhuis, MD neuroendocrinology of gonadal axis

Inquiries: Claude Desjardins, Medical Center Box 391, University of Virginia, Charlottesville, VA 22908. T 804-982-4310, F924-8785, Email: reprod@virginia.edu.
GENETICIST

Vertebrape Phylogenet

Cell and Molecular Biology

University of Richmond

The Department of Biology at this highly selective liberal arts university invites applications for three tenure-track positions to begin August 1996. A Ph.D. degree, strong commitment to teaching, ability to establish a research program in which undergraduates and graduate students can participate, and a willingness to collaborate with other faculty in teaching and research are expected. Teaching will include one of the core courses for biology majors (Botany, Zoology, Cell and Molecular Biology, Genetics), upper-level courses in a specialty area (possibly cell signaling, comparative vertebrate physiology, evolutionary/population genetics, immunology, molecular genetics), and an occasional course for nonmajors. Preference to those with teaching and postdoctoral experience. All applicants must indicate the specific position(s) for which they are applying:

a. A Ph.D. position may suffice for one position.

Submit by November 25, 1995, curriculum vitae, statements of teaching philosophy and research interest, predoctoral research experience, and three letters of recommendation to: Dr. Valerie M. Kish, Chair, Department of Biology, University of Richmond, Richmond, VA 23173-9998. Fax: 804-289-8233; Email: kish@urvax.urich.edu. The University is an Equal Opportunity/Affirmative Action Employer and strongly encourages women and minorities to apply for its positions.

BRANCH CHIEF

ENTOMOLOGY BRANCH

Centers for Disease Control and Prevention

The Division of Parasitic Diseases, Entomology Branch, National Center for Infectious Diseases, Centers for Disease Control and Prevention (CDC), is seeking a qualified scientist to fill the position of Entomology Branch Chief, Control and Prevention. Candidates should have a Ph.D. and/or M.D. degree with experience in entomology and public health, with particular responsibility for managing and directing comprehensive laboratory, field, and operational research in medical entomology and insect control. Additional experience in state, national, or international vector control programs. The position will be located at the GS-14/15 level, with a salary range of $61,943 to $94,721 per annum, depending upon qualifications of the candidate. Physicians may be eligible for a Competitability Allowance. The ideal candidate will have an earned doctorate, a demonstrated record of competitive and productive research in medical entomology, a broad perspective and background in field and laboratory science, solid managerial abilities, and established skills in the area of insecticide testing and product development. Interested individuals are invited to submit a curriculum vitae, list of publications, and names of three references to: Ms. Janie Watson, Administrative Specialist, Mall stop K-15, Centers for Disease Control and Prevention, Atlanta, GA 30341 no later than January 1, 1996.

ASSISTANT PROFESSOR

HUMAN ANATOMY

The Department of Anatomy, Northeastern Ohio Universities College of Medicine, is seeking a TENURE-TRACK FACULTY MEMBER to participate in teaching medical gross anatomy, embryology, and to contribute to the research program of the Department. Applicants should have an active research program in morphological aspects of mammalian evolution and experience in teaching dissection-based human gross anatomy. The Department is interested in expanding its strengths in functional morphological, paleoanthropological, and/or biological anthropology. The Northeastern Ohio Universities College of Medicine is part of a consortium that includes Kent State University, The University of Akron, and Youngstown State University. Also included in the research base of the consortium is the Cleveland Museum of Natural History. A doctoral degree and professional Board certification is required. Applications consisting of a letter stating research interests, curriculum vitae, and three letters of recommendation should be sent to: Dr. Steve Ward, Department of Anatomy, Northeastern Ohio Universities College of Medicine, P. O. Box 95, 4209 State Route 44, Poland, OH 44514. Review of applications begins July 1, 1996. The deadline for applications is February 15, 1996. Affirmative Action/Equal Opportunity Employer.

STROKE NEUROSCIENTIST

DEPARTMENTS OF CELLULAR

NEUROLOGY AND NEUROSURGERY

Schumpp Chair in Neurobiology

The Department of Neurology and Neurosurgery at The University of Connecticut at Storrs seeks an outstanding scientist to fill the position of Schumpp Chair in Neurobiology. Candidates should have a Ph.D. or M.D. and at least three years of postdoctoral research experience. Research may be in any area of neurobiology that is compatible with the Department's existing interests in neurobiology, epithelial transport, endocrinology, and muscle physiology. Preference will be given to candidates whose research area is outside of the nervous system. The new faculty member is expected to develop an independent, extramurally funded research program, and to participate in both undergraduate and graduate teaching. Generous space, start-up funds, and benefits package are available. This position will begin September 1996. Applicants should send their curriculum vitae, together with a statement of research interests and names of three references, to: Neurology Search Committee, Department of Physiology and Neurobiology, University of Connecticut Health Center, 361-156, 3107 Horsebarn Hill Road, Storrs, CT 06269. The University of Connecticut especially encourages minorities, women and people with disabilities to apply for this position. (Search number 96A161.)

ASSISTANT PROFESSOR

BIOLOGY

The University of Maine at Farmington (UMF) invites applications for a tenure-track position in botany for fall 1996. Contact load is 12 hours per semester including general botany and non-majors introductory biology. Ph.D. required for tenure, candidates with college teaching experience and field-oriented research program in terrestrial or aquatic botany preferred. Active involvement of undergraduates in research particularly desirable. Minimum salary $30,000 for Assistant Professor. Candidate review begins December 15, 1995. Submit statement of teaching philosophy and research goals, reprints, transcripts, curriculum vitae, and three letters of recommendation to: Dr. Daniel Buckley, Chair, Biology Search Committee, Department of Natural Sciences, University of Maine at Farmington, Farmington, ME 04938. UMF is an Equal Opportunity Educator and Employer and invites and encourages applications from women and minorities.

UNIVERSITY OF WASHINGTON

Chemical Senses Neuroscientist

Tenure-track ASSISTANT PROFESSOR position in the Department of Psychology, with a research project in behavior, molecular, cell biology, epidemiology, public health, or related field required. Responsibilities include developing a course in environmental epidemiology, participating in graduate courses in brain and behavioral research. Send curriculum vitae, statement of professional interests, transcripts, and three letters of reference by January 15, 1996, to: Dr. T. Lee, Chair, Search Committee, Department of Psychology, University of Washington, Box 356515, Seattle, WA 98195-6515. The University of Washington is an Affirmative Action/Equal Opportunity Employer.

POSITIONS OPEN

BOTANIST

ASSISTANT PROFESSOR. Applications are invited for a tenure-track position in the Department of Biological Sciences at Butler University beginning fall 1996. The position emphasizes enthusiasm for high quality undergraduate teaching as well as directing undergraduate research. The successful candidate will be able to teach courses in local flora and general botany. All faculty participate in teaching introductory biology. The candidate will also have the opportunity to teach botany. The candidate's research should have a field component. Desired areas include systematics, ecology, or ethnobotany. An individual research laboratory and start-up funds are provided. Review of applications will begin immediately. Internal candidates have been given competitive consideration. Send curriculum vitae and a brief statement of teaching and research interests, and names, addresses, and telephone numbers of three references to: Dr. James L. Shellhaas, Department of Biological Sciences, Butler University, Indianapolis, IN 46208. A review of the applications will begin on December 1, 1995 and will continue until a suitable candidate is found. Butler University is an Equal Opportunity/Affirmative Action Employer.

ASSISTANT PROFESSOR, TENURE TRACK. Ph.D. required. Broadly trained freshwater biologist with expertise in areas such as ecology, population genetics, analysis/modeling of aquatic systems, or physical/organ- ical ecosystem. Expectations: strong commitment to undergraduate education and service. Evidence of research paper and graduate course in freshwater biology and related areas; participate in general biology program; serve as mentor for undergraduate research students; seek extramural funding. Appalachian State University, a member of the University of North Carolina system, has an enrollment of 12,000. Among the 16 UNC campuses, Appalachian ranks in the top four in SAT scores, retention, and graduation rates. The Biology Department has 19 faculty, 500 majors, and 35 graduate students. Send letter of application, curriculum vitae, and a description of research interests; current status; names, addresses, and telephone numbers of three references to: Dr. Douglas Meikle, Chair, Department of Biology, Appalachian State University, 572 Rivers Street, Boone, NC 28608. Telephone: 704-262-3025. Completed applications due by December 15, 1995. Appalachian State University is an Equal Opportunity Employer.

INVERTEBRATE BIOLOGIST

The Biology Department of the University of Scranton invites applications for a tenure-track position of ASSISTANT PROFESSOR position in invertebrate biology, starting in August 1996. Applicants must have a Ph.D., and postdoctoral experience is highly desirable. The successful candidate will contribute to the general biology course for majors; teach one course in physiology, ecology, or genetics; and develop an upper-division course in invertebrate biology. Excellence in teaching and maintenance of an active research program that will involve undergraduates is expected. The University of Scranton is a selective Catholic and Jesuit institution of 5,000 students, and is committed to liberal arts education while offering strong professional and pre-professional programs. Submit curriculum vitae, a statement of teaching and research interests, and three letters of reference by January 15, 1996 to: Dr. Barry Anderson, Search Committee Chair, Biology Department, University of Scranton, Scranton, PA 18510-4625. The University of Scranton is an Affirmative Action/Equal Opportunity Employer/Educator.

ENVIRONMENTAL HEALTH/BIOLOGY

Indiana University of Pennsylvania (IUP) invites applications for a tenure-track ASSISTANT PROFESSOR in environmental health to begin fall 1996. Doctorate required. Preference will be given to candidates with epidemiology, public health, or related field required. Responsibilities include developing a course in environmental epidemiology with an emphasis on minorities, extramural funding. Send curriculum vitae, statements of professional interests, transcripts, and three letters of reference by January 15, 1996 to: Dr. F. Bodyne, Chair, Search Committee, Department of Biology, Indiana University of Pennsylvania, Indiana, PA 15705. IUP is an Affirmative Action/Equal Opportunity Employer.
THE NATIONAL RESEARCH COUNCIL
Postdoctoral & Senior Research Associateship Awards

Opportunities for research in:
Chemistry
Earth & Atmospheric Sciences
Engineering, Mathematics & Applied Sciences
Life & Medical Sciences
Space & Planetary Sciences
Physical Sciences

- 420 awards for independent research at over 100 laboratories representing nearly all U.S. Government agencies with research facilities
- 12-month awards renewable for up to 3 years maximum
- Annual stipend for recent Ph.D. or M.D. graduates $32,000 to $45,500 depending upon sponsoring laboratory; stipend appropriately higher for senior researchers
- Support for relocation and professional travel; health insurance program offered
- 3 annual award competitions for most participating laboratories

Applications accepted on a continuous basis throughout the year. Those postmarked by January 15 will be reviewed in the February competition, by April 15 in June, and by August 15 in October.

For application materials and information on participating laboratories contact:
ASSOCIATESHIP PROGRAMS (TJ-2114/S4)
NATIONAL RESEARCH COUNCIL
2101 Constitution Avenue, NW
Washington, DC 20418
FAX: (202) 334-2759

Qualified applicants will be reviewed without regard to race, creed, color, age, sex or national origin.

National Center for Human Genome Research
NATIONAL INSTITUTES OF HEALTH

GENOMICS SHORT COURSE FOR FACULTY AT MINORITY INSTITUTIONS

The short course provides support for research training of teaching faculty at colleges and universities with substantial minority enrollments. Participants will have the opportunity to spend two weeks at the National Center for Human Genome Research (NCHGR) laboratories and clinics at the NIH. During their stay, faculty will learn about the latest genome technologies, curriculum development, and grant writing skills as well as the social and ethical implications of genome research. They will also have the opportunity to learn specific laboratory techniques which they can use to enhance their teaching and research. Applicants must be faculty members of colleges or universities with a substantial minority enrollment. The NCHGR will provide per diem during the period of the short course; however, the participant’s home institution is responsible for travel expenses. Applications may be initiated by submitting: a curriculum vitae, a cover letter describing research and teaching goals and a supporting letter from the candidate’s department head (or equivalent). Applications for the summer of 1996 should be submitted by January 1, 1996.

For short course application information or questions, contact:

Paula Gregory, Ph.D., Chief
Genetics Education Office
NIH/National Center for Human Genome Research
Building 31, Room 4809
9000 Rockville Pike
Bethesda, Maryland 20892
Fax: (301) 402-2218; e-mail: edcore@nchgr.nih.gov

Women and minority candidates are strongly encouraged to apply.

MAYO CLINIC
MAYO CANCER CENTER

Staff Scientist in Cancer Research

The NCI-designated Mayo Cancer Center in Rochester, Minnesota, invites applications for several staff scientist positions in cancer research. Investigators with established research programs in areas of cancer biology with clinical/translational applicability are especially encouraged to apply. Areas of particular emphasis in the Mayo Cancer Center include breast and gynecologic malignancies, neuro-oncology (adult and pediatric primary brain tumors), prostate and genito-urinary malignancies, gastrointestinal malignancies, soft tissue sarcomas (including pediatric solid tumors), and hematologic malignancies. The Mayo Clinic provides an outstanding environment for investigators interested in applying modern advances in the cellular and molecular basis of cancer to improved methods in the prevention, diagnosis and treatment of cancer. Interested applicants should submit a statement of research interests, curriculum vitae, bibliography and list of references to:

Nita J. Maible, Ph.D.
Associate Director for Basic Research
Mayo Cancer Center
Mayo Clinic
200 First Street SW
Rochester, MN 55905

Mayo Foundation is an affirmative action and equal opportunity educator and employer.
ASSISTANT/ASSOCIATE PROFESSOR
Morehouse School of Medicine

Scientists with research expertise in areas of contemporary molecular or cellular immunology are invited to apply for two regular faculty positions in the Department of Microbiology and Immunology. Candidates with experience in the areas of infectious disease or cancer biology are encouraged to apply. The University of Missouri-Columbia (MU) seeks a tenure-track ASSISTANT, ASSOCIATE, or FULL Professor to be jointly appointed in the colleges of Veterinary Medicine and Agriculture, Food and Natural Resources. It is expected that this candidate will pursue independent research; teach veterinary students and graduate students; and provide service to the university. The successful candidate will have a Ph.D. or equivalent degree and at least three years of postdoctoral experience. Send curriculum vitae, statement of research and teaching interests, and the names of three references to: Dr. Stephen J. Gonda, Department of Microbiology and Immunology, Morehouse School of Medicine, 720 Westview Drive, Atlanta, GA 30310. FAX: 404-752-1179.

BIOCHEMISTRY/MOLECULAR BIOLOGY MEHARRY MEDICAL COLLEGE

Faculty positions are available in 1995/1996 in the Department of Biomedical Research. Applicants at the level of ASSISTANT or ASSOCIATE Professor must have a Ph.D. or M.D. degree, and be able to contribute to current research programs in the Department. The Department of Biomedical Research is composed of approximately 60 faculty members. Successful candidates will be provided financial support for their research programs. Applications are encouraged from underrepresented minority candidates. The University of Missouri-Columbia (MU) seeks an experienced, active teacher and scholar from discipline(s) ordinarily in the arts and sciences, with strong communication skills. This is a 12-month, tenure-track position at the rank of ASSISTANT or ASSOCIATE Professor, to begin August 1996. Experience with interdisciplinary programs, research funding, and program development highly desirable; Ph.D. required. Applications should include cover letter, curriculum vitae, statement of teaching effectiveness, and three letters of recommendation. Send applications and supporting documents to: Chair, Interdisciplinary Search Committee, CWRU 107, University of South Florida, Tampa, FL 33612. Inquiries to: Rebecca Rahimi, Telephone: 813-974-9592; Email: rahimi@casdo.cas.usf.edu. Deadline for applications is (postmarked) December 15, 1995.

USF is an Equal Opportunity/Affirmative Action/Equal Access Institution. For disability accommodations, contact Phillip Hamm, Telephone: 813-974-0933, a minimum of five working days in advance. By Florida law, applications and meetings regarding them are open to the public. Position is contingent upon funding.

San Francisco State University (SFSU) is seeking a person with vision with strong administrative management experience who can exemplify University policies and priorities and values; develop and manage budgets; and work closely with students, faculty, staff, and administrators to foster an academic environment. SFSU is a large urban university that serves a diverse student body in the liberal arts and professional programs. The College houses the School of Nursing, School of Social Work, Departments of Consumer and Family Studies/Dietetics, Counseling, Health Education, Kinesiology, Recreation-Leisure Studies, Gerontology Program, and Graduate Program in Physical Therapy. The new DEAN should have demonstrated commitment to academic excellence, multicultural education, and service to the university. A Ph.D. is required. The College is expected to lead the College in the development of a diversity plan that will include strategies to meet the educational needs of the University's five urban campuses.

ANIMAL POPULATION ECOLOGIST UNIVERSITY OF CONNECTICUT

The Department of Ecology and Evolutionary Biology has a postdoctoral fellowship at the level of ASSISTANT PROFESSOR level, for a terrestrial or freshwater animal population ecologist. Experimental approach preferred. Ph.D. required, postdoctoral experience desirable. Send letter of application, statement of teaching and research interests, curriculum vitae, transcripts, and three letters of recommendation to: Dr. J. K. Colwell, Department of Ecology and Evolutionary Biology, U-42, University of Connecticut, Storrs, CT 06269-3042. Review begins January 15, 1996. We encourage applications from underrepresented groups, including women, minorities, and people with disabilities.

American Natural History Center/Case Western Reserve University (CWRU) School of Medicine, Cleveland, Ohio is seeking an academic physician to head an eight member Infectious Diseases Division. The candidate should be board eligible or eligible to be board certified in Infectious Disease. Exceptional candidates with expertise in tropical medicine, molecular biology, and/or immunology are encouraged to apply. Send curriculum vitae to: Dr. Joseph E. Steer, Department of Pediatrics, Case Western Reserve University, 2100 East 95th Street, Cleveland, OH 44106. Telephone: 216-444-7518. Fax: 216-444-7519. The University of Missouri-Columbia (MU) seeks an experienced, active teacher and scholar from discipline(s) ordinarily in the arts and sciences, with strong communication skills. This is a 12-month, tenure-track position at the rank of ASSISTANT or ASSOCIATE Professor, to begin August 1996. Experience with interdisciplinary programs, research funding, and program development highly desirable; Ph.D. required. Applications should include cover letter, curriculum vitae, statement of teaching effectiveness, and three letters of recommendation. Send applications and supporting documents to: Chair, Interdisciplinary Search Committee, CWRU 107, University of South Florida, Tampa, FL 33612. Inquiries to: Rebecca Rahimi, Telephone: 813-974-9592; Email: rahimi@casdo.cas.usf.edu. Deadline for applications is (postmarked) December 15, 1995.

USF is an Equal Opportunity/Affirmative Action/Equal Access Institution. For disability accommodations, contact Phillip Hamm, Telephone: 813-974-0933, a minimum of five working days in advance. By Florida law, applications and meetings regarding them are open to the public. Position is contingent upon funding.

San Francisco State University (SFSU) is seeking a person with vision with strong administrative management experience who can exemplify University policies and priorities and values; develop and manage budgets; and work closely with students, faculty, staff, and administrators to foster an academic environment. SFSU is a large urban university that serves a diverse student body in the liberal arts and professional programs. The College houses the School of Nursing, School of Social Work, Departments of Consumer and Family Studies/Dietetics, Counseling, Health Education, Kinesiology, Recreation-Leisure Studies, Gerontology Program, and Graduate Program in Physical Therapy. The new DEAN should have demonstrated commitment to academic excellence, multicultural education, and service to the university. A Ph.D. is required. The College is expected to lead the College in the development of a diversity plan that will include strategies to meet the educational needs of the University's five urban campuses.

ANIMAL POPULATION ECOLOGIST UNIVERSITY OF CONNECTICUT

The Department of Ecology and Evolutionary Biology has a postdoctoral fellowship at the level of ASSISTANT PROFESSOR level, for a terrestrial or freshwater animal population ecologist. Experimental approach preferred. Ph.D. required, postdoctoral experience desirable. Send letter of application, statement of teaching and research interests, curriculum vitae, transcripts, and three letters of recommendation to: Dr. J. K. Colwell, Department of Ecology and Evolutionary Biology, U-42, University of Connecticut, Storrs, CT 06269-3042. Review begins January 15, 1996. We encourage applications from underrepresented groups, including women, minorities, and people with disabilities.

American Natural History Center/Case Western Reserve University (CWRU) School of Medicine, Cleveland, Ohio is seeking an academic physician to head an eight member Infectious Diseases Division. The candidate should be board eligible or eligible to be board certified in Infectious Disease. Exceptional candidates with expertise in tropical medicine, molecular biology, and/or immunology are encouraged to apply. Send curriculum vitae to: Dr. Joseph E. Steer, Department of Pediatrics, Case Western Reserve University, 2100 East 95th Street, Cleveland, OH 44106. Telephone: 216-444-7518. Fax: 216-444-7519. The University of Missouri-Columbia (MU) seeks an experienced, active teacher and scholar from discipline(s) ordinarily in the arts and sciences, with strong communication skills. This is a 12-month, tenure-track position at the rank of ASSISTANT or ASSOCIATE Professor, to begin August 1996. Experience with interdisciplinary programs, research funding, and program development highly desirable; Ph.D. required. Applications should include cover letter, curriculum vitae, statement of teaching effectiveness, and three letters of recommendation. Send applications and supporting documents to: Chair, Interdisciplinary Search Committee, CWRU 107, University of South Florida, Tampa, FL 33612. Inquiries to: Rebecca Rahimi, Telephone: 813-974-9592; Email: rahimi@casdo.cas.usf.edu. Deadline for applications is (postmarked) December 15, 1995.

USF is an Equal Opportunity/Affirmative Action/Equal Access Institution. For disability accommodations, contact Phillip Hamm, Telephone: 813-974-0933, a minimum of five working days in advance. By Florida law, applications and meetings regarding them are open to the public. Position is contingent upon funding.

San Francisco State University (SFSU) is seeking a person with vision with strong administrative management experience who can exemplify University policies and priorities and values; develop and manage budgets; and work closely with students, faculty, staff, and administrators to foster an academic environment. SFSU is a large urban university that serves a diverse student body in the liberal arts and professional programs. The College houses the School of Nursing, School of Social Work, Departments of Consumer and Family Studies/Dietetics, Counseling, Health Education, Kinesiology, Recreation-Leisure Studies, Gerontology Program, and Graduate Program in Physical Therapy. The new DEAN should have demonstrated commitment to academic excellence, multicultural education, and service to the university. A Ph.D. is required. The College is expected to lead the College in the development of a diversity plan that will include strategies to meet the educational needs of the University's five urban campuses.
Organismic and Evolutionary Biology
Harvard University

Graduate Studies
Application deadline, December 15

Summer Minority Undergraduate Research Program
Application deadline, March 15

The Ph.D. degree is offered in many areas of biology including animal and plant systematics, behavior, biodiversity, biological oceanography, ecology, functional morphology, marine biology, molecular evolution, paleontology, physiology, population biology, and symbioses. OEB especially invites applications from candidates whose interests match the following training grants:

Department of Education
Molecular Biology of Complex Adaptations

National Science Foundation
Graduate Research Traineeships in Plant Systematics
Partnerships in Taxonomy: Filamentous Ascomycetes

National Institutes of Health
Training Program in Genetics

Mellon Foundation
Temperate Forest Ecology

All students receive substantial financial aid. Contact: Jay Taft or Yasmeen Husain, Dept. of Organismic and Evolutionary Biology, Harvard University, 26 Oxford Street, Cambridge, MA 02138
Phone: 617/495-2305, Email: yhusain@oeb.harvard.edu.

Harvard is an equal opportunity/affirmative action employer.

AMERICAN ASSOCIATION FOR CANCER RESEARCH

The American Association for Cancer Research (AACR) is a professional society of over 10,600 scientists and physicians involved in all aspects of basic, clinical, and translational cancer research. Members of the AACR enjoy

- subscriptions to Cancer Research, Cell Growth & Differentiation (CG&D), Cancer Epidemiology, Biomarkers & Prevention, and Clinical Cancer Research at reduced member rates
- reduced registration rates at the AACR Annual Meeting, Special Conferences, and International Meetings
- Employment Register, Directory of Members, public education activities, and many other benefits

Special programs to provide enhanced career development opportunities for minority scientists include

- Session on Career Development at Annual Meeting
- Mentorship Program
- Travel Awards to Scientific Meetings

American Association for Cancer Research
Public Ledger Building, Suite 816
150 S. Independence Mall West
Philadelphia, PA 19106-3483
Telephone: (215) 440-9300
FAX: (215) 440-9313 / E-Mail: aacr@aol.com
FACULTY POSITION

MOLECULAR BIOLOGY

The Department of Biology at Clark University invites applications for a tenure-track faculty position in molecular biology at the ASSISTANT PROFESSOR level. Two years of postdoctoral experience is desired. The successful applicant needs to be creative, able to establish a productive research program, and to submit a curriculum vitae, a brief statement of research interests and teaching responsibilities, and the names of three references to: Assistant Professor Search Committee, Department of Biology, Clark University, 950 Main Street, Worcester, MA 01610. Clark University is an Equal Opportunity/Affirmative Action Employer.

CELL BIOLOGIST/MICROBIOLOGIST

The Trinity College Department of Biology invites applications for a tenure-track position at the level of ASSISTANT PROFESSOR beginning in the fall term, 1996. Applicants must have a Ph.D. degree; postdoctoral experience is preferred but not required. Annual teaching duties are a course in general microbiology for which a Ph.D. is required; postdoctoral experience is essential. A second course in a team-taught introductory biology course; in addition, a course in cell biology, and one in an area of the applicant's interest. Evidence of publication in alternate fields and the ability of offering a course for non-majors is expected every other year. The successful candidate will be expected to pursue a research program involving graduate and undergraduate students; development of excellent facilities and start-up funds are available. Send curriculum vitae, graduate and undergraduate transcripts, and three letters of recommendation to: Kenneth H. Hower, Chairman, Department of Biology, Trinity College, Hartford, CT 06106. Evaluation of applications will begin on 14 December, 1995, and continue until the position is filled. Trinity College is an Equal Opportunity/Affirmative Action Employer and actively seeks applications from minorities and women.

DEPARTMENT OF PHYSIOLOGY AND BIOPHYSICS

Case Western Reserve University

The Department of Physiology and Biophysics invites applications for both JUNIOR and SENIOR LEVEL FACULTY POSITIONS. Suitable areas of research include, but are not limited to, muscle biochemistry/biochemistry, biochemistry, membrane protein expression cloning, and cellular molecular approaches to understanding cytoskeletal mechanisms. We offer a highly competitive compensation package, ample start-up funds, and state-of-the art research facilities. Salary and start-up packages are commensurate with qualifications and experience. Submit curriculum vitae, a brief statement of research interests, three representative reprints, and a description of the research program that is expected to complement strong programs in the areas of neuropharmacology, neuroendocrinology, cardiovascular physiology, and cellular mechanisms of disease. Review of applications will continue until the position is filled. Case Western Reserve University is an Equal Opportunity/Affirmative Action Employer.

BIOLGY FACULTY POSITION

AMERICAN UNIVERSITY

The Department of Biology, part of the College of Arts and Sciences, invites applications for a tenure-track position at the ASSISTANT PROFESSOR rank for the fall 1996 semester. For the position, the department is seeking a developmental biologist who uses molecular techniques to study cell structure, gene expression, and developmental regulatory mechanisms. A Ph.D. is required and postdoctoral experience is preferred. Evidence of strong teaching skills is a plus. The successful candidate is expected to establish and maintain an active research program involving undergraduate and Master’s level graduate students, teach majors and non-majors courses, and provide department and university service. Recent graduates are expected to visit by prearranged appointment. The search committee will begin reviewing applications on January 1, 1996, and will continue until the position is filled. All applications should be sent to: Assistant Professor Search Committee, Department of Biology, American University, Washington, DC 20016-8007. American University is an Equal Opportunity/Affirmative Action Employer, committed to a diverse faculty, staff, and student body. Women and minority candidates are strongly encouraged to apply.

ASSISTANT PROFESSOR

The Medical Sciences Program of the Indiana University School of Medicine in Bloomington invites applicationa for a non-tenure-track, one-year ASSISTANT PROFESSOR position in anatomy, physiology or biochemistry beginning July 1996. The successful applicant is expected to participate in teaching of basic biomedical sciences to medical, graduate, and undergraduate students; to establish and maintain an active extramurally funded research program; and to train graduate students in anatomy, physiology, or biochemistry. The position is available for five semesters. Information: http://www.indiana.edu/~medsci/ Applications should include a current vita, a statement of teaching commitment and philosophy, a summary of current and anticipated research activity, and the names and telephone numbers of at least three references by January 1, 1996. Send to: Search Committee, Medical Sciences Program, Indiana University School of Medicine, Myres Hall, Room 203, Bloomington, IN 47405-4201. Indiana University is an Equal Opportunity/Affirmative Action Employer. Women and minorities are encouraged to apply.

The Department of Zoology at The Ohio State University seeks applications for a tenure-track, ASSISTANT PROFESSOR position to begin Autumn Quarter, 1996. The Department seeks an organizational psychologist with demonstrated postdoctoral experience to complement strong programs in aquatic ecology, behavioral ecology, sensory biology, and our faculty’s interest in conservation. This is a position that will be expected to establish and maintain an active, extramurally funded research program and to mentor graduate students. Teaching responsibilities will include undergraduate courses in vertebrate physiology and cell biology and graduate courses in the candidate’s field of research expertise. The committee will begin reviewing applications on January 15, 1996. Applications should include a current vita and statements describing future research and teaching interests to: Search Committee, Department of Zoology, The Ohio State University, 75 Neil Avenue, Columbus, OH 43210-1220. Telephone: 614-292-8088; FAX: 614-292-2030; Email: applications@zoology.osu.edu. Applications should be arranged so that we have at least three letters submitted on their behalf. The Ohio State University is an Equal Opportunity/Affirmative Action Employer. Women and minorities are encouraged to apply.

MARINE BIOLOGIST

The Department of Biology seeks an ASSISTANT PROFESSOR with expertise in invertebrates, marine biodiversity, and/or marine ecology. A Ph.D. and research activity, and is expected. Send curriculum vitae, teaching/research statement, and graduate/undergraduate transcripts by January 12, 1996, and have three references sent to: Professor Roger Thompson, Chair, Marine Biology Search Committee, Department of Biology, Franklin and Marshall College, P. O. Box 3003, Lancaster, PA 17604-3003. Fax: 717-291-4088. Franklin and Marshall College is committed to cultural pluralism through the hiring of minorities and women, and encourages all individuals to apply (Equal Opportunity/Affirmative Action Employer).Email: rthompos@facs.fmarshall.edu

ASSISTANT/ASSOCIATE PROFESSOR

DEPARTMENT OF BIOLOGY

ITHACA COLLEGE

Ph.D. for a tenure-eligible position starting August 1996. The ideal candidate will teach and direct student research in vertebrate anatomy. The ability to work effectively with undergraduate and graduate students is preferred. Evidence of strong teaching skills is a plus. The successful candidate is expected to establish and maintain an active research program involving undergraduate and graduate instruction and contribute to introductory biology. Required qualifications: Ph.D. with specialization in vertebrate anatomy, 1-2 years of postdoctoral experience, and promising teaching and research potential. Curriculum vitae and 3 letters of recommendation are requested. Application materials should be sent to: Assistant Professor Search Committee, Department of Biology, Ithaca College, 17 New Science Building, Ithaca, NY 14850-7278. Application deadline: January 8, 1996.

NEUROPHARMACOLOGIST

Kansas State University

The Department of Anatomy and Physiology in the College of Health Sciences invites applications for a tenure-track faculty position at the ASSISTANT PROFESSOR level, from individuals who can contribute to a teaching and research program in basic and veterinary neurosciences. Candidates should hold a Ph.D. in pharmacology or a related discipline and have at least two years of postdoctoral research training. The successful candidate will have a strong research program, and have current extramural funding. Beginning date is August 1, 1996. D.V.M. and/or Ph.D. required. Applications should include a curriculum vitae, a statement of research and teaching interests, and names and addresses of three references, and reprints of three representative publications. Applications will be received until February 1, 1996, or until the position is filled. Send applications to: Dr. Jon D. Dunn, Department Head, Department of Anatomy and Physiology, VMS 228, Kansas State University, 1600 Denison Avenue, Manhattan, KS 66506. Kansas State University is an Equal Opportunity/Affirmative Action Employer.

Mathematical/Computational/Statistical Geneticist, tenure-track ASSISTANT PROFESSOR, to begin fall 1996. We seek applicants with a strong background in mathematics/statistics, genomics and genetics. Ph.D. in relevant biological or physical science or mathematics is required. Postdoctoral or equivalent experience is essential. Evidence of strong communication skills and the ability to develop extramural support will be considered. Send curriculum vitae and statement of research and teaching interests, and three letters of recommendation to: Chair, Mathematical Biology Search Committee, Department of Genetics and Cell Biology, Washington State University, Pullman, WA 99164-4234. Email: omoto@alpha.math.wsu.edu; FAX: 509-359-1907. More information can be obtained at http://www.wsu.edu.

Washington State University is an Equal Opportunity/Affirmative Action Employer and Employer. Protected group members are encouraged to apply.

ASSISTANT/ASSOCIATE PROFESSOR

THE DEPARTMENT OF BIOLOGY, BROWN UNIVERSITY, seeks two tenure-track positions beginning August 1, 1996. One position is available in the area of marine biology. The other position is available in any area of neurophysiology. Applicants must have: 1) a PhD in a biomedical science or equivalent, with evidence of significant research experience; 2) evidence of teaching ability and potential, including potential for obtaining extramural support. The successful candidate for the neurophysiology position must have: 1) evidence of significant teaching ability and potential, 2) evidence of the ability to develop and maintain an extramurally funded research program, and 3) the ability to develop and maintain an extramurally funded research program. Applicants must have: 1) extensive and documented experience in organizing and developing a medical school biochemistry curriculum; 2) experience in teaching a variety of medically related biochemistry topics; and 3) the ability to develop a fundable research program. Please send curriculum vitae, letters of recommendation, and any other relevant materials to: Robert M. Lebow, Chair, Department of Biological Sciences, Brown University, Providence, RI 02912. Applications should be submitted by February 15, 1996. The search committee is an Equal Opportunity/Affirmative Action Employer.

The Biology Department of Gannon University is seeking an ASSISTANT PROFESSOR to teach human anatomy. Additional responsibilities will include a combination of anatomy and physiology, freshman biology, and a course in area of expertise. Candidate must have earned, or be scheduled to earn the Ph.D. by Fall 1996. A Ph.D. in anatomy, physiology, or related field is required. Rank is Assistant Professor. Send letter of application and curriculum vitae to: Assistant Professor Search Committee, Personnel Office, Gannon University, University Square, Erie, PA 16541. Email inquiries: andersen_k@cluster.gannon.edu.
Astra Merck...  
A new kind of company

At Astra Merck, we're revolutionizing the pharmaceutical industry by partnering with our customers to develop and deliver customized healthcare solutions. Our organizational structure is designed to effectively market current products and to expedite the development and introduction of new products in the United States. Astra Merck is committed to attracting and training outstanding people to join our empowered, cross-functional business teams. Ideal applicants will have advanced degrees (M.B.A.s, Ph.D.s, Pharm.D.s, M.D.s) in various disciplines (Business, Marketing, Human Resources, Computer or Information Sciences, the Sciences) and prior experience within the pharmaceutical industry. For consideration for both field and headquarters positions, please forward your resume to Human Resources Department, Astra Merck, 725 Chesterbrook Boulevard, Wayne, PA 19087. We are an equal opportunity employer, M/F/D/V.

Astra Merck
Customer focused, technologically enabled.

Uncommon Discovery. In Common With Coulter.

In the rapidly growing fields of biomedicine and analytical research, Coulter Corporation leads the industry in research, design, manufacture and marketing of biomedical instrumentation. Coulter's achievements have fast-forwarded research and progress in the areas of hematology, cancer and AIDS. Our South Florida location makes the most of an ideal setting... the perfect atmosphere for professional advancement, personal satisfaction.

Scientist

The team player we seek will perform research feasibility, testing and experimental design of new reagent systems in the area of enzyme immunoassay (EIA) research and development. You must possess a Bachelor's or Master's degree in a Life Science and have 4-6 years experience dealing with EIA's on a daily basis. Experience with adaptation of EIAs to automated instrumentation and experience in product support and troubleshooting of manufacturing problems are desired.

At Coulter Corporation, you will enjoy a highly competitive salary and a comprehensive benefits package. For prompt consideration, please send your resume to Coulter Corporation, Job Code JG-GTS, MJC 31-B02, P.O. Box 169015, Miami, FL 33161-9015, or FAX to (305) 380-4689.

Coulter
SCIENCE SERVING HUMANITY
Equal Opportunity Employer M/F/D/V

---

CHAIRPERSON, DEPARTMENT OF PHYSIOLOGY AND HEALTH SCIENCE
Ball State University
Muncie, Indiana

Ball State University is seeking applicants for a tenure-track position as Chairperson of the Department of Physiology and Health Science. The Department is one of twenty-four units in the College of Sciences and Humanities. Currently the Department offers undergraduate and graduate degrees in school health, community health, and physiology; associate degrees in emergency medical services, nuclear medicine, respiratory therapy, radiation therapy, and radiology. There are 15 health science faculty and 6 anatomy/physiology faculty and 12 graduate assistantships. Minimum qualifications: earned doctorate in one of the disciplines represented in the department; evidence of scholarly and professional achievement; demonstrated successful experience in higher education, administration, and teaching; ability to communicate effectively; overall qualifications that will merit a faculty appointment of associate or full professor rank in the Department. Preferred qualifications: record of success in research and in obtaining extramural support for scholarly activities; national visibility within the profession; understanding of fiscal management in higher education; record of success in curriculum development; and a MPH and CHES for those in health education and post-doctoral training for those in anatomy/physiology. Tenure may be granted by the Department if exceptional accomplishments, enhancements can be demonstrated for past work. Salary is competitive and commensurate with rank and experience. Review of applications will begin February 15, 1996, and continue until the position is filled. Send application letter, complete curriculum vitae and names, addresses and telephone numbers of five references to: Chair, Search Committee for the Chairperson, Department of Physiology and Health Science, Ball State University, Muncie, IN 47306.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

---

Monterey Bay Aquarium  
Research Institute

POST-DOCTORAL FELLOWSHIPS
Applications are invited for Post-Doctoral Fellowships in the fields of: biological, chemical, or physical oceanography; marine geology; and professional engineering disciplines supporting oceanographic research.

Founded in 1987 by David Packard, MBARI is a non-profit, private oceanographic research institute, uniquely dedicated to the development of state-of-the-art equipment, instrumentation, systems and methods for scientific research in the deep waters of the ocean. Located in Moss Landing, CA, the heart of the nation's largest marine sanctuary, MBARI places a strong emphasis on scientific programs in remotely operated vehicle (ROV) control technology, ocean physics, chemistry, geology, and biology, as well as information management, acoustics, and ocean instrumentation research and development.

MBARI's newly established centralized research center in Moss Landing includes award winning science and engineering laboratories. Additionally, MBARI is anticipating the early 1996 delivery of its new SWATH research vessel, the Western Flyer, and the deployment of a technologically advanced ROV, taking unique research capabilities to depths of 4,000 meters. To glimpse MBARI's current activities, please visit our Home Page on the World Wide Web: http://www.mbari.org

Applications should be from recent Ph.D. recipients, or 1996 degree candidates, and will be accepted until January 15, 1996. Applications must include: A Curriculum Vitae, at least three professional references, a succinct description of the applicant's doctoral research, and a concise statement of the applicant's research interests including the nature of the research project to be pursued at MBARI. Awards will be announced in Mid-March of 1996, and they are for up to one year, with renewal for a second year based upon funding and successful accomplishment.

Please address applications to: PFP-96/sci, MBARI, P.O. Box 628, Moss Landing CA 95039. Fellowships may require occasional trips to sea.

MBARI welcomes diversity. EOE
ASSISTANT PROFESSOR, Life Sciences, two positions: Washington State University: tenure-track, start August 1996. Ph.D. in appropriate discipline required by August 1, 1996. Ability to conduct innovative, externally funded research program and effectively teach upper division courses elemental to undergraduate curriculum. Send curriculum vitae, statement of research plans, and three letters of reference to: Search Committee, Department of Biochemistry, P.O. Box 645000, Pullman, WA 99164-5000. Applications will be reviewed until positions are filled. Send letter of application identifying the position(s) for which you are applying, curriculum vitae, statements of teaching philosophy and research interests and possibly student evaluation, and three letters of recommendation. Review of applications begins February 15, 1996. Email: swu@biochems.wsu.edu.

ASSISTANT PROFESSOR, Life Sciences, tenure-track, start August 1996. B.S. and/or M.S. degree required by August 1, 1996. Ability to conduct innovative, externally funded research program and effectively teach undergraduate courses in general biology. Send curriculum vitae, statement of research plans, and three letters of reference to: Dr. Martin Pall, Chair of the Ecology Search Committee or Chair of the Physiology/Biochemistry Search Committee, College of Sciences, Wartburg College, Waverly, Iowa 50677. Applications will be reviewed until positions are filled. Send letter of application identifying the position(s) for which you are applying, curriculum vitae, statements of teaching philosophy and research interests and possibly student evaluation, and three letters of recommendation. Review of applications begins February 15, 1996. Email: pal@waverly.wart.edu.

ASSISTANT PROFESSOR, Life Sciences, tenure-track, start August 1996. B.A./B.S. degree required by August 1, 1996. Ability to conduct innovative, externally funded research program and effectively teach undergraduate courses in general biology. Send curriculum vitae, statement of research plans, and three letters of reference to: Dr. Martin Pall, Chair of the Ecology Search Committee or Chair of the Physiology/Biochemistry Search Committee, College of Sciences, Wartburg College, Waverly, Iowa 50677. Applications will be reviewed until positions are filled. Send letter of application identifying the position(s) for which you are applying, curriculum vitae, statements of teaching philosophy and research interests and possibly student evaluation, and three letters of recommendation. Review of applications begins February 15, 1996. Email: pal@waverly.wart.edu.

ASSOCIATE PROFESSOR, Molecular Biology, Drury College, Department of Chemistry, seeks an individual with a Ph.D. in molecular biology for tenure-track professor position. Teaching in a liberal arts environment is essential. Teaching responsibilities include genetics, molecular biology, and cell biology courses taught by the Department of Chemistry, and science emphasis courses for non-science majors. Send curriculum vitae, statement of research interests and teaching philosophy, and three letters of reference to: Dr. Barbara Hill, Chair, Department of Chemistry, Drury College, 900 North Benton Avenue, Springfield, MO 65802. FAX: 417-865-3183; Email: bhill@library.drury.edu. Review of applications begins on December 1, 1995. Drury is an Equal Opportunity Employer. Minorities and women are especially encouraged to apply.

ENVIRONMENTAL SCIENTIST/ENGINEER

The Department of Environmental Studies at Baylor University seeks candidates for an advanced ASSOCIATE PROFESSOR level faculty appointment. The preferred candidate will have a biological and/or chemical process orientation with interest and experience in a combination of research, teaching, and applied environmental problem-solving. There is a preference for concentration on air quality issues, but candidates with other interests, including renewable energy and environmental biotechnology, are encouraged to apply. Initial applications should include a detailed letter of interest, curriculum vitae, and names of at least three references. Direct inquiries and applications to: Dr. Dudley J. Burton, Chair, Department of Environmental Studies, Baylor University, P.O. Box 97266, Waco, TX 76799-7266. FAX: 254-710-3456; Email: dudley_burton@baylor.edu. Review of applications will begin December 1, 1995. Applicants should send a copy of their curriculum vitae, a statement of research interests, and the names, addresses, telephone numbers, and email addresses of three references. Applications will be reviewed until positions are filled. Baylor is an Equal Opportunity Employer. Women and minority candidates are encouraged to apply.

ECOLOGIST

The Biology Department at Emory University invites applications for a tenure-track position in evolutionary ecology. All applicants will be carefully reviewed; however, preference will be given to individuals who have experience in invertebrate model systems. The appointment is at the ASSOCIATE PROFESSOR level, although an appointment at a higher rank will be considered in exceptional circumstances. Applicants should have two years or more of post-doctoral research experience upon appointment and should have strong research potential. Applicants will be expected to establish an active research program in Neurosciences of the Graduate Division of Biological and Biomedical Sciences and will have teaching responsibilities in a program that focuses on the structure, function and evolution of the nervous system. Send curriculum vitae, reprints of publications, a clear statement of future research plans, and letters of recommendation to: Neuroscience Search Committee, Department of Biology, Emory University, 1510 Clifton Road, Atlanta, GA 30322. Telephone: 404-727-4234; FAX: 404-727-2880; Email: neuro_search@biology.emory.edu. Review of applications will begin on November 15, 1995. Emory University is an Equal Opportunity/Affirmative Action Employer.

ECOLOGIST

The Biology Department at Emory University invites applications for a tenure-track position in evolutionary ecology. All applicants will be carefully reviewed; however, preference will be given to individuals who have experience in invertebrate model systems. The appointment is at the ASSOCIATE PROFESSOR level, although an appointment at a higher rank will be considered in exceptional circumstances. Applicants should have two years or more of post-doctoral research experience upon appointment and should have strong research potential. Applicants will be expected to establish an active research program in Neurosciences of the Graduate Division of Biological and Biomedical Sciences and will have teaching responsibilities in a program that focuses on the structure, function and evolution of the nervous system. Send curriculum vitae, reprints of publications, a clear statement of future research plans, and letters of recommendation to: Neuroscience Search Committee, Department of Biology, Emory University, 1510 Clifton Road, Atlanta, GA 30322. Telephone: 404-727-4234; FAX: 404-727-2880; Email: neuro_search@biology.emory.edu. Review of applications will begin on November 15, 1995. Emory University is an Equal Opportunity/Affirmative Action Employer.
**ATCC PROGRAM DIRECTOR AND RESEARCH SCIENTIST FOR BACTERIOLOGY**

The American Type Culture Collection (ATCC), a global bioscience organization and leading germplasm resource for intellectual and economic development, is seeking a dynamic individual to direct scientific research and manage the Bacteriology Program. This program maintains the world's most comprehensive collection of bacteria and bacteriophages and deals with all facets of microbial science and technology in the United States and abroad.

In 1997, the ATCC will relocate its operations to a modern, custom-designed facility on the campus of George Mason University’s Prince William Institute in Virginia. This move will provide the expanded infrastructure the ATCC needs to continue its tradition of service and research to the scientific community.

This individual will be expected to provide scientific, technical, fiscal, and strategic leadership in the organization, to manage and develop the collection of bacteria and to undertake extramurally funded research. Candidates must possess a relevant doctoral degree with appropriate professional experience and a record of obtaining external funding.

Interested candidates should submit a comprehensive curriculum vitae, including salary history and at least three current references by December 31, 1995, to: ATCC, Human Resources, 12301 Parklawn Drive, Rockville, MD 20852.

**EEO**

**M/F/D/V**

---

**Scripps Institution of Oceanography Center for Clouds, Chemistry, and Climate**

Scripps Institution of Oceanography (SIO) at the University of California, San Diego (UCSD) invites applications for appointment to a research position in the area of atmospheric chemistry.

The research appointments parallel University of California faculty appointments, but are without teaching requirements. For this atmospheric chemistry position applications for the appointment at assistant, associate, or full research scientist will be considered. Salary is commensurate with experience and based on the University of California salary scale. Partial salary support will be provided from various sources subject to availability of funds.

Candidates must hold a Ph.D and have demonstrated their ability to conduct high quality research. Research area may include chemistry of tropospheric gases and aerosols, with an emphasis on atmospheric observations. The successful candidate will be expected to establish an extramurally funded research program and to involve SIO graduate students. There will be opportunities to interact with an international and interdisciplinary group of researchers in clouds and climate, and to participate in on-going field experiments involving aircraft, ships, and surface observations.

Closing date is January 31, 1996. Applicants should send a curriculum vitae, selected reprints, a list of at least three references and a brief statement of research interests to:

V. Ramanathan, Director
Center for Clouds, Chemistry, and Climate
Scripps Institution of Oceanography
University of California, San Diego
9500 Gilman Drive
Mail Code 0239
La Jolla, CA 92039-0239

---

**Minority Fellowships in Neuroscience**

**Doctoral Fellowships**

**Postdoctoral Fellowships**

**Benefits**

- Financial support for up to a period of either three years (doctoral) or two years (postdoctoral)
- Summer Training in Neuroscience and Survival Skills at the Marine Biological Laboratory in Woods Hole, MA
- Travel to prospective training sites
- Partial travel support to the Society for Neuroscience meeting

**Eligibility**

- American citizenship or permanent visa residency; and
- Enrollment in a full-time doctoral program in neuroscience

An additional important factor for selection is that applicants be member of an underrepresented minority group, including but not limited to African Americans, Alaskan Natives, American Indians, Mexican Americans, Pacific Islanders, and Puerto Ricans.

**Application**

For the doctoral program applications are now being accepted and must be received by January 15, 1996. For the postdoctoral program applications are due January 15, 1996. Funding is provided by the National Institute of Mental Health. This program is administered by the American Psychological Association and the Association of Neuroscience Departments and Programs.

**For Information Write:**

The American Psychological Association
Minority Fellowship Program/Neuroscience
750 First Street, N.E.
Washington, D.C. 20002-4242
(202) 336-6027
Internet:mfp@apa.org

---

**FRED HUTCHINSON CANCER RESEARCH CENTER**

**POSTDOCTORAL POSITIONS**

Fred Hutchinson Cancer Research Center

Postdoctoral positions are available in Basic Sciences and Molecular Medicine for candidates with research interests in cellular, developmental and molecular biology, genetics, immunology and virology with emphasis on applications to the cancer problem. Applications from women and minority groups are strongly encouraged. Please send curriculum vitae, brief description of research background and names and addresses of three references to:

Associate Director, Division of Basic Sciences
Fred Hutchinson Cancer Research Center
B1-030
1124 Columbia Street
Seattle, WA 98104

Fred Hutchinson Cancer Research Center provides a smoke-free environment.

The Fred Hutchinson Cancer Research Center is an Equal Opportunity/ Affirmative Action Employer. M/F/H.
ASSISTANT PROFESSOR

ASSISTANT PROFESSOR in the Department of Plant and Soil Sciences. Biological control of plants and insects. Nine-month, tenure-track appointment with three-month summer salary contingent upon service to Wyoming Weed and Pest Council. Ph.D. in entomology with research emphasis related to insect control, focusing on the control of plants and insects. Postdoctoral experience preferred. Individual will apply fundamentals of biological control to undisturbed plants and insects of importance to Wyoming. Will continue ongoing cooperative research with state and federal pest management programs. Will direct programs of graduate study, will teach a course in principles of biological control. Will collaborate in teaching course in sustainable resource management. Will interact with Wyoming Weed and Pest Council and USDA-APHIS. Full position description available upon request. Send letter of application with statement of interest, résumé, transcripts of all university training (facsimiles acceptable), and names, telephone numbers, and addresses of three references to: Dr. J. E. Lloyd, Chair, Search Committee, Department of Plant Soil and Insect Sciences, Box 3354 University Station, University of Wyoming, Laramie, WY 82071. Applications accepted through February 5, 1996. Position open for spring of 1996.

The University of Wyoming is an Equal Opportunity/Affirmative Action Institution.

ASSISTANT/ASSOCIATE PROFESSOR

ENVIRONMENTAL HEALTH SCIENCES

The Division of Physiology in the Johns Hopkins University School of Hygiene and Public Health invites applications for a tenure-track FACULTY POSITION. Applicants must have a Ph.D. or M.D. with postdoctoral training. The faculty currently has strong interests in pulmonary physiology with an emphasis on inflammatory processes and experimental pathologies. We seek an individual with expertise and research interests in histopathology, morphology, or immunocytochemistry. Applicants will be expected to establish their own independent research program and to obtain extramural funding commensurate with existing faculty, and contribute to the teaching of graduate students and fellows. Interested applicants should send their curriculum vitae and names of three references to: Dr. Wayne Mitzner, School of Hygiene and Public Health, 615 North Wolfe Street, Balti- more, MD 21205. An Equal Employment Opportunity Employer.

ASSISTANT PROFESSOR of Biology—Tenure-track position for a Ph.D. biologist to begin August 1996. Teaching experience is required. Teaching responsibilities will include upper-division vertebrate physiology with lab, anatomy and physiology for Allied Health students, and an upper-level course in experimental biology. Experience with use of microcomputers in teaching lab is desirable. Development of a physiology research program involving undergraduates is expected. Xavier University is a Jesuit University with a Catholic identity teaching the undergraduate level. Applicant must send a letter of application with curriculum vitae, copies of transcripts, and three letters of recommendation to: Dr. Linda Finke, Biology Department, Xavier University, 3800 Victory Parkway, Cincinnati, OH 45207-4331. Deadline for completed application is January 5, 1996. Xavier University is an Equal Opportunity/Affirmative Action Employer.

The Department of Anatomy of the University of Arkansas for Medical Sciences (UAMS), which has a strong emphasis on neuroscience, is seeking qualified applicants for a tenure-track position at the rank of ASSOCIATE or ASSISTANT PROFESSOR. Candidates for Associate Professor must have current research funding and have demonstrated research productivity. Responsibilities include development or continuation of independent research support; participation in medical and graduate school teaching; and training of pre- and postdoctoral scientists. Preferred research areas include interactions between the immune system and extracellular matrix in the CNS. Submit curriculum vitae (including a statement of research interests and teaching experience), and publish three references to: S. A. Gilmore, Professor and Chairman, Department of Anatomy (510), University of Arkansas for Medical Sciences, Little Rock, AR 72205-7199. Telephone: 501-686-5198; FAX: 501-686-6382. UAMS is an Affirmative Action/Equal Opportunity Employer.

IMMUNOGENETICIST

The University of Puget Sound Biology Department seeks an ASSISTANT PROFESSOR for a tenure-track position (to begin Fall Term 1996) to teach lectures and labs for a one-semester junior-level course in genetics and an upper-level elective course in immunology. Duties will also include teaching introductory biology for majors or non-majors. Faculty are expected to establish a research program that involves undergraduates. Ph.D. required; postdoctoral research experience desired. Candidates should submit an answer to the following question: How would you involve students in the research you planned to conduct? Send letter of interest by February 1, 1996, to Dr. Larry Tauck, Search Committee, Department of Biology, University of Puget Sound, P.O. Box 7297, Tacoma, WA 98407. An Equal Opportunity/Affirmative Action Educator/Employee.

HUMAN PHYSIOLOGY

University of Northern Iowa

Muncie, Indiana

The Department of Physiology and Health Science is seeking applicants for a tenure-track position as an ASSISTANT PROFESSOR in human physiology beginning August 23, 1996. Primary responsibilities for this position include teaching, scholarly activity, and service. Teaching responsibilities will include general human physiology and following upper-level/graduate courses: cardiovascular physiology, neuroscience, pathophysiology, physiology of aging, or research techniques in physiology. The successful candidate will be expected to conduct an active research program that should include undergraduate and Master’s level students. Minimum qualifications: an earned doctorate in physiology or related field; at least one year of successful experience teaching at the college or university level. Preferred qualifications: relevant postdoctoral training and/or research participation. Salary for the position will be commensurate with rank and experience. Tenure is not automatic but depends on meeting performance criteria. Review of applications will begin February 15, 1996, and will continue until the position is filled. Send application letter including description of teaching and research interests, curriculum vitae, undergraduate and graduate transcripts, and three letters of recommendation for the position to: Dr. Larry Ganion, Chairperson, Search Committee, Department of Physiology and Health Science, Ball State University, Muncie, IN 47306.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

STRUCTURAL BIOLOGY

Applications are invited for a TENURE-TRACK junior faculty appointment in the Department of Structural Biology, Stanford University School of Medicine. Candidates should have expertise and a commitment to future research in the general area of experimental structural and biophysical studies of macromolecular systems. Applicants should send a curriculum vitae, description of research interests, and representative reprints, and should arrange to have three letters of recommendation forwarded to:

Chairman of the Faculty Search Committee
Department of Structural Biology
Stanford University School of Medicine
Fairchild Science Building
Stanford, CA 94305

Evaluation of applications will begin on December 31, 1995; applications received after this date may not receive full consideration. Stanford University is an Affirmative Action/Equal Opportunity Employer and an equal opportunity employer, affirmative action employer, welcomes applications from women and persons of color.

ASSISTANT/ASSOCIATE PROFESSOR

Microbiology

The Department of Microbiology and Immunology of the University of North Texas Health Science Center at Fort Worth (UNTHSC-FW) is seeking candidates for a faculty position at the level of ASSISTANT or ASSOCIATE PROFESSOR. Applicants must develop or already have established an independent research program in molecular biology. Candidates with expertise in virology are especially encouraged to apply. Selected candidates will be expected to have good teaching skills and will participate in a team-taught course in medical microbiology and immunology for medical students as well as in teaching graduate students. UNTHSC-FW is a state-supported, four-year, coeducational institution, and is affiliated with the University of North Texas. Send curriculum vitae, a summary of research interests and goals, and three letters of recommendation to: Dr. L. Daniel, Microbiology and Immunology, University of North Texas Health Science Center, 3500 Camp Bowie Boulevard, Fort Worth, TX 76107-2669. An Equal Opportunity/Affirmative Action Employee, welcomes applications from women and persons of color.
The Memorial Sloan-Kettering Cancer Center (MSK) and the Cornell University Medical College (CUMC) are seeking a Director for their jointly-operated Research Animal Resource Center (RARC) which encompasses approximately 35,000 NSF with an average daily census of more than 32,000 animals. The Director of RARC has direct responsibility for managing an AAALAC-accredited program of laboratory animal care and use that complies with all federal, state and local animal welfare regulations. The Director serves as the chief veterinarian for both institutions and has MSK/CUMC-wide responsibility for the development, recommendation and implementation of policies regarding the care and management of research animals.

Responsibilities include supervising two veterinarians and approximately 29 managerial and associated support staff members in the General Animal Facilities and Animal Health Pathologies who provide clinical care, post-operative care, anatomic and clinical pathology services, and related professional services. The annual budget of RARC exceeds $2.5M.

Candidates must have either the DVM or VMD from a recognized school of veterinary medicine; must be Board certified by the American College of Laboratory Animal Medicine and must have approximately 10 years of significant administrative experience (including personnel and budget management) in the care and managing of research animals; should have research experience.

Individuals should submit a letter of interest, a curriculum vitae, and the name of three references to: Senior Vice President, Memorial Sloan-Kettering Cancer Center, Room 1308HH, 1275 York Avenue, New York, NY 10021.

Memorial Sloan-Kettering Cancer Center and the Cornell University Medical College are committed to the policy that all persons shall have equal access to its programs, facilities and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

At Promega Corporation, we’re proud to be different. We've built a successful international business with branch offices in the United Kingdom, the Netherlands, France, Australia, Switzerland and Japan, two joint ventures in the People’s Republic of China, and a distributor network in nearly 40 countries, by offering our employees a challenging work environment that preserves the balance between work and life activities.

Located in Madison, Wisconsin (consistently voted one of America’s most livable cities), and cited both locally and nationally for our family-friendly work environment, Promega can offer you a world of possibilities.

Our proximity to the University of Wisconsin-Madison and our contacts with labs around the world offer unlimited collaborative scientific research opportunities. Our on-site fitness and daycare facilities, as well as our comprehensive benefits programs, mean that you can balance your personal needs without sacrificing your career interests. If you are ready to move out of the lab environment, we offer scientific positions in Marketing, Sales, Technical Writing and Technical Support that provide significant challenges and endless possibilities.

We take our responsibilities to our customers in the scientific community seriously. Each day, Promega employees strive to meet or exceed the quality and customer service standards for which we are known worldwide. In order to continue to successfully service our global customer base, we need you and your ideas, opinions, values and interests.

If you're interested in joining a company that is proud to stand out as "different," that encourages the open expression of diverse opinions, then check into Promega. For additional career information, call our Career Opportunities Line at 800-359-6526, (Outside U.S., call 608-277-2539). To learn more about our products and our company, visit our homepage at http://www.promega.com.

Promega...where you can make a difference.
ENVIRONMENTAL STUDIES

A TENURE-TRACK POSITION, available August 1, 1996 for an individual with interdisciplinary teaching and research interests in environmental studies and sustainable development. The Environmental Science Department at Allegheny began as a formal program in 1971 and has grown to include two major tracks (Stud- ies and Science) and a faculty whose teaching and research interests span the natural sciences, social sciences, and humanities. Teaching responsibilities include participa- tion in introductory course, sophomore course, and laboratory course in environmental problem solving, a junior-level seminar in the candidate’s area of expertise, and directing senior research. We seek a colleague who will encourage interdisciplinary connections within the ES Department and with other departments at the College. Send curriculum vitae, statements of teaching and re- search interests, and three letters of reference by December 18, 1995 to: Dr. Scott Wisniger, Chair, Depart- ment of Environmental Science, Allegheny College, Meadville, PA 16335. Women and members of minority groups are strongly encouraged to apply. Allegheny is an Equal Opportunity Employer.

MOLECULAR/CELLULAR BIOLOGY UNIVERSITY OF VIRGINIA

The Department of Biology at the University of Virginia invites applications for a tenure-track appointment at the ASSISTANT PROFESSOR level. We are seeking a researcher of exceptional promise who uses molecular, genetic, and/or biochemical approaches to study interesting fundamental questions in biology. Candidates who would contribute to existing departmental strengths in cellular, molecular, and developmental biology will be given preference. Experience in behavior, evolution or plant biology are desired. Applicants should submit curriculum vitae, a summary of past accomplish- ments, a description of future research plans and teaching interests, and arrange for three letters of reference to be sent to: Molecular/Cellular Biology Search Committee, Department of Biology, Gilmer Hall, University of Virginia, Charlottesville, VA 22903-2477. Screening of applications will begin immedi- ately. The University of Virginia is an Equal Opportunity/ Affirmative Action Employer. Women and members of minority groups are encouraged to apply and to identify themselves.

BIODESIGN FACULTY POSITION Department of Biology Kansas State University

The Biology Department at Kansas State University invites applications for the position of Biodesign Faculty. The position will begin August 1996. The successful candidate will (1) develop a program of research related to biodesign, (2) teach courses at the undergraduate and graduate levels, and (3) contribute to the Department's graduate program. The successful candidate should have a Ph.D. degree in a relevant biological field and a strong commitment to teaching excellence. Applicants should submit a letter of interest, a curriculum vitae, and three letters of reference to: Dr. J.D. Kowalzuk, Ph.D., Chairman, Biology Department, Kansas State University, Manhattan, Kansas 66506. Applications should be received by December 1, 1995. Kansas State University is an Equal Opportunity/Affirmative Action and Drug-Free Workplace employer.

THE OHIO STATE UNIVERSITY TWO POSITIONS

1) POSTDOCTORAL POSITION in molecular oncol- ogy. Applicants should have background in molecular studies of nervous system tumors in kids. Solid back- ground in neurobiology required; knowledge in molecular biology, cell biology, and immunology helpful. Experience in research and teaching is desirable. Applicants should send curriculum vitae to: Dr. S.R. Shutt, Department of Pediatrics, The Ohio State University, 2033 Neil Avenue, Columbus, Ohio 43210. The OSU is an Equal Opportunity Employer.

2) POSTDOCTORAL POSITION in molecular biology. Applicants should have a Ph.D. in molecular biology and a background in cell biology. Experience in research and teaching is desirable. Applicants should send curriculum vitae and three letters of recommendation to: Dr. S.R. Shutt, Department of Pediatrics, The Ohio State University, 2033 Neil Avenue, Columbus, Ohio 43210. The OSU is an Equal Opportunity Employer.

VASCULAR BIOLOGY Postdoctoral Fellows

A POSTDOCTORAL POSITION is available at the Gladstone Institutes in San Francisco to pursue struc- tural/function studies for MCP-1 and related chemokines. Methodology includes expression of receptors in Xenopus oocytes and mammalian cells, and the use of heterologous recombination to genetically alter mice. Strong background in molecular biology is re- quired. Address inquiries to: H.R.-C. S-503, P.O. Box 419100, San Francisco, CA 94114-9100.

A POSTDOCTORAL POSITION is also available at the Gladstone Institutes in San Francisco to pursue struc- tural/function studies for MCP-1 and related chemokines. Methodology includes expression of receptors in Xenopus oocytes and mammalian cells, and the use of heterologous recombination to genetically alter mice. Strong background in molecular biology is required. Address inquiries to: H.R.-C. S-503, P.O. Box 419100, San Francisco, CA 94114-9100.

A POSTDOCTORAL POSITION is available immediately to study signal transduction and AP-1 binding activity in the regulation of bFGF gene expression. A strong background in biochemistry and molecular biology is required. Please send curriculum vitae and three references to: Dr. Y. Yang, Department of Radiation Oncology Research Laboratories (103-RST), William Beaumont Hospital, 3601 West Thirteen Mile Road, Royal Oak, MI 48073. FAX: 810-551- 2443. An Equal Opportunity Employer.

A POSTDOCTORAL POSITION is available immediately to study the role of microtubules in the regulation of cell morphology and malignancy. Experience with in vitro systems, cell biology, and biochemistry is highly desirable. Experience in molecular biology is helpful. Please send curriculum vitae and three references to: Dr. A. Gut, Department of Microbiology and Immunology, 1382 Chicago Avenue, Chicago, IL 60612. FAX: 773-753-0098; E-mail: GUTALI@uic.edu. UIC is an Affirmative Action/Equal Opportunity Employer.

A POSTDOCTORAL POSITION is available immediately to study the role of microtubules in the regulation of cell morphology and malignancy. Experience with in vitro systems, cell biology, and biochemistry is highly desirable. Experience in molecular biology is helpful. Please send curriculum vitae and three references to: Dr. A. Gut, Department of Microbiology and Immunology, 1382 Chicago Avenue, Chicago, IL 60612. FAX: 773-753-0098; E-mail: GUTALI@uic.edu. UIC is an Affirmative Action/Equal Opportunity Employer.

A POSTDOCTORAL POSITION is available immediately to study the role of microtubules in the regulation of cell morphology and malignancy. Experience with in vitro systems, cell biology, and biochemistry is highly desirable. Experience in molecular biology is helpful. Please send curriculum vitae and three references to: Dr. A. Gut, Department of Microbiology and Immunology, 1382 Chicago Avenue, Chicago, IL 60612. FAX: 773-753-0098; E-mail: GUTALI@uic.edu. UIC is an Affirmative Action/Equal Opportunity Employer.

A POSTDOCTORAL POSITION is available immediately to study the role of microtubules in the regulation of cell morphology and malignancy. Experience with in vitro systems, cell biology, and biochemistry is highly desirable. Experience in molecular biology is helpful. Please send curriculum vitae and three references to: Dr. A. Gut, Department of Microbiology and Immunology, 1382 Chicago Avenue, Chicago, IL 60612. FAX: 773-753-0098; E-mail: GUTALI@uic.edu. UIC is an Affirmative Action/Equal Opportunity Employer.
TENURE-TRACK FACULTY POSITIONS AT CARB

PROTEIN STRUCTURE AND FUNCTION

The Center for Advanced Research in Biotechnology (CARB) is seeking to fill two tenure-track faculty positions in (1) the elucidation of molecular mechanisms in enzyme catalysis and (2) receptor-mediated signal transduction. Applicants using multidisciplinary approaches in biochemistry, structural and molecular biology are invited to apply. The successful candidates will be expected to develop strong, independent, externally funded research programs, and also to interact with other CARB scientists involved in physical biochemistry, structural immunology, protein folding, stability, modeling and engineering, macromolecular crystallography, computational chemistry and high-field NMR spectroscopy. One position will be a joint appointment with Bowie State University of the University of Maryland System.

CARB is a research center of the National Institute of Standards and Technology (NIST) and the University of the Maryland Biotechnology Institute devoted to fundamental problems of macromolecular structure, function and engineering. Interested candidates should send a curriculum vitae, three letters of reference, and a summary of research interests and plans to:

Faculty Search Committee
Center for Advanced Research in Biotechnology
University of Maryland Shady Grove
9600 Gudelsky Drive
Rockville, MD 20850
USA

Review of applications will begin on January 15, 1996. CARB is an Equal Opportunity/Affirmative Action Employer. Women and minority candidates are encouraged to apply. For one of the positions, preference will be given to applicants who are U.S. citizens.

NATIONAL INSTITUTES OF HEALTH (NIH)

NATIONAL CENTER FOR HUMAN GENOME RESEARCH (NCHGR)

The Intramural Program of the National Center for Human Genome Research, NIH, announces a search for

DIRECTOR, CENTER FOR COMPLEX DISEASE RESEARCH

The Center for Complex Disease Research (CCDR) is a new research initiative being developed with NIH-wide support and led by the Intramural Research Program of the NCHGR. CCDR will focus on mapping and identifying genes contributing to common genetic diseases inherited as complex traits. Scientists within CCDR will perform high throughput genotyping and data analysis to find map positions for genes that contribute to such disorders.

The Center Director position is a leadership position within the Division of Intramural Research of NCHGR. Applicants must have a Ph.D. and/or M.D., substantial management experience, and comprehensive expertise in human genetic research, including epidemiological methods for analyzing disease phenotypes, large-scale genotyping, and the application of statistical genetic methods to disease gene mapping. The Director must have a breadth of knowledge in human molecular genetics and be effective in organizing and supervising an interdisciplinary team of geneticists, statisticians, computer scientists, and engineers working on complex trait mapping.

Competitive salary and benefit packages are available. The CCDR Director is an interdisciplinary, senior biomedical research position. Please forward curriculum vitae and four references to:

Robert L. Nussbaum, M.D., Chief
Laboratory of Genetic Disease Research
NIH/NCHGR
Building 49, Room 4A72, 49 Convent Drive
Bethesda, MD 20892-4470.

Closing Date: 12/15/95

NIH is an Equal Opportunity Employer

TWO FACULTY POSITIONS

SUNY PLATTSBURGH

BIOLOGY AND CHEMISTRY DEPARTMENTS

Two anticipated tenure track positions available for Fall, 1996:

1) MICROBIOLOGIST/BIOLOGIST Ph.D. with a broad background in microbiology and biology is required. The successful candidate will teach a basic course in general microbiology and a general biology course for majors on a rotating basis. Opportunities for developing upper-level courses and participating in a cell biology and biochemistry research semester exist.

2) ENVIRONMENTAL CHEMIST with interest in organic area. Ph.D. in the area required. Successful candidate must be able to teach organic, general and environmental chemistry as well as advanced courses in the field.

Both positions require the development of a research program that actively involves undergraduates. The candidates must be committed to excellence in teaching at an undergraduate liberal arts college with an understanding of, and sensitivity to, minority and gender concerns.

UNDERREPRESENTED MINORITY SCIENTISTS ARE ESPECIALLY ENCOURAGED TO APPLY

Applicants should send a resume, three recommendation letters, a statement of teaching philosophy, transcripts, and a summary of potential research to:

Chair, Search Committee
c/o Personnel Office
SUNY Plattsburgh
(Biologist, Search #1953; Chemist, Search #1952)
Plattsburgh, NY 12901

Closing date is January 15, 1996 or until the positions are filled.

SUNY PLATTSBURGH IS AN EQUAL OPPORTUNITY/ AFFIRMATIVE ACTION EMPLOYER

CHIEF

LABORATORY FOR ASTRONOMY AND SOLAR PHYSICS

The NASA/Goddard Space Flight Center invites applications and nominations for this position, located in Greenbelt, Maryland. The vacancy may be filled as either a permanent Senior Executive Service position or on a time limited basis through an appropriate university or intergovernmental arrangement.

The Chief of the Laboratory for Astronomy and Solar Physics is responsible for developing and conducting a broad program of experimental and theoretical research, in specific areas of space science. These areas include: highly advanced state of the art studies of the properties of astrophysical sources with emphasis on the Sun, comets, stars, the interstellar medium, solar clusters, galaxies, galaxy clusters and the early universe; the development of space astronomy instruments; and laboratory and theoretical investigations in support of astrophysical studies from space. The incumbent participates in the overall development and implementation of the Center-wide space science objectives.

The Chief performs individual research and may act as a principal investigator, co-investigator, or a project scientist on NASA missions. Participation on Agency-wide panels and committees is also required of the incumbent.

Desirable qualifications include a Ph.D. degree with extensive postgraduate research experience as well as experience in the scientific and administrative management of research programs which has established the candidate as an authority in astronomy, astrophysics, and/or solar physics. The candidate should also possess demonstrated executive management abilities commensurate with the high level management responsibilities of this position.

Compensation range is currently $107,300 to $122,040 per annum, including locality pay. Submit Of 612, "Optional Application for Federal Employment" gg any other written format you choose and a supplemental statement addressing the SES Executive Core Qualifications and the Technical Qualifications of the position.

Mail applications to:
Keith P. Lowe
Human Resources Operations Office, Code 113.8
Office of Human Resources
NASA/Goddard Space Flight Center
Greenbelt, MD 20771

For more information about position requirements and application procedures, please call Mr. Lowe at (301) 286-9951 or (301) 286-7918 (TDD).

Complete application must be postmarked by January 23, 1996

Equal Opportunity Employer

U.S. citizenship required.
POSTDOCTORAL AND GRADUATE FELLOWSHIPS in Calcium Signaling and Gravity Perception in Plants

Six POSTDOCTORAL and six GRADUATE FELLOWSHIPS are available starting January 1, 1996 for a newly initiated NASA Specialized Center of Research and Training in Plant Biology. The program is a consortium of faculty from the North Carolina State University Colleges of Agriculture and Life Sciences and the Forestry, the Kennedy Space Center, Wake Forest University, and Baruch College. Trainees will use transgenic and pharmacological methods to alter calcium transients and study shifts of the art techniques in video imaging, electrophysiology, biochemistry, and physiology will be used to study gravity-stimulated signal transduction. Send curriculum vitae and names of three references to the appropriate faculty member at: Professor TC Davies, Director NCSU-NCSORT, Department of Botany, North Carolina State University, Raleigh, NC 27695-7612. Email: NCSCOT@NCSU.EDU. NCSU is an Equal Opportunity Employer.

YALE SCHOOL OF MEDICINE

Available on or before July 1, 1996, two NIH-supported POSTDOCTORAL RESEARCH FELLOWSHIPS is 1) Effect of diabetes and CNS function/metabolism or T cell regulation in autoimmune IDDMM. Project: Islet cell autoimmunity and diabetes. Contact Robert Sherwin, M.D. 2) Regulation of differentiation in mammalian organogenesis by growth factors. Project: Phospholipid metabolism, nuclear, cytoplasmic, mammalian, and joint (PNAS, 91:1133, 1994). Contact William Philbrick, Ph.D. Send curriculum vitae, a summary of relevant experience, and the names of three references to the appropriate faculty member at: Endocrine Section, Yale School of Medicine, Box 208020, Fitkin I, New Haven, CT 06520. U.S. citizen or permanent resident required. An Equal Opportunity Employer.


POSTDOCTORAL POSITION available to participate in studies on the structure, function and regulation of components of signal transduction pathways. Prefer applicants with experience in molecular cloning and recombination techniques. Send curriculum vitae to: Dr. Zahi Damuni, Associate Professor, Department of Cellular and Molecular Physiology, The Pennsylvania State University, University Drive, Hershey, PA 17033. Telephone: 717-531-4195; FAX: 717-531-7667. For your health, Hershey Medical Center is a smoke-free campus. We are an Equal Opportunity/Affirmative Action Employers and encourage minority and female applicants to apply.

POSTDOCTORAL POSITION available for de novo design and combinatorial selection of RNA-binding proteins and RNA structural elements. Aims of the project are to develop basic principles of RNA-protein recognition and to design inhibitors of RNA protein interactions, particularly those relevant to HIV. Background in chemistry or structural biology is desirable. Applicants should send a curriculum vitae and names and addresses of three references to: Dr. Alan Frankel, Department of Biochemistry and Biophysics, University of California, San Francisco, CA 94134-0448.

NIH POSTDOCTORAL FELLOWSHIP

Position available early 1996 to study gene activation in liver disease. Expertise in molecular biology and tissue culture essential. Salary $30,000 per year. Send curriculum vitae and names of three references to: Dr. Tim Morgan, VA Medical Center-111G, 5901 East Seventh Street, Long Beach, CA 90822. FAX: 310-494-5675; Email: trmarron@orion.oac.uc.edu. VA is an Equal Employment Opportunity Employer.

FELLOWSHIPS IN MATHEMATICS AND MOLECULAR BIOLOGY

The Program in Mathematics and Molecular Biology has GRADUATE and POSTDOCTORAL FELLOWSHIP support available. Current topics in the Program include geometry, topology, and sequence analysis of DNA, molecular dynamics, physicochemical comparison, and RNA, and algorithms for molecular structure prediction. Other areas will be considered. Fellowships can be held in any university or college in the United States. Postdoctoral deadline for all applications: February 1, 1996. Women and minorities are encouraged to apply. Apply to: FMBB, 103 Donner Lab, Number Three, Berkeley, California 94720-3060. Email: sylvia@violet.berkeley.edu.

THREE POSTDOCTORAL POSITIONS are available immediately in the “Drosophila Group” at the University of Kansas. Group members are interested in: (1) Dr. Robert Cohen: mechanisms of RNA localization and dorsoventral pattern formation; Victoria Corbin: molecular genetics of muscle determination and differentiation in Caenorhabditis and Drosophila; Xiangyi Lu: receptor tyrosine kinase-mediated signal transduction; Douglas Ruden: cell-cycle control; cytoskeleton-associated motor proteins and their role in pattern formation; send curriculum vitae and names of three references to the appropriate faculty member at: Endocrine Section, Yale School of Medicine, Box 208020, Fitkin I, New Haven, CT 06520. U.S. citizen or permanent resident required. An Equal Opportunity Employer.

HARVARD MEDICAL SCHOOL

THE CHILDREN’S HOSPITAL

Two postdoctoral positions are open to investigate G-protein receptors and transgenic models of inflammatory disease. Project: Laboratory of Joseph Wu (Nat. Med., 1:257-261, 1995). Experience in receptor biochemistry, molecular biology, or transgenic animals is required. Reply with names of references to: Craig and Norma Gerard, Enders 144, Children’s Hospital, 320 Longwood Avenue, Boston, MA 02115. Women and minority applicants are particularly encouraged to apply.

POSTDOCTORAL POSITION

La Jolla Cancer Research Foundation


POSTDOCTORAL POSITION

Available immediately at Oregon Health Sciences University (OHSU) to pursue tissue engineering with a multidisciplinary group. Requirements include strong polymer background and in vivo experience. Send curriculum vitae and letters of recommendation to: Dr. Jeffrey Hollinger, Department of Surgery, L-352A, Oregon Health Sciences University, Portland, OR 97201-3098. OHSU is an Equal Opportunity Employer.

POSTDOCTORAL FELLOWSHIP

NIH POSTDOCTORAL FELLOWSHIP

Behavioral Ecology and Comparative Neurobiology. The University of Kentucky has federal funds available to support POSTDOCTORAL and GRADUATE FELLOWSHIPS to support a unique training program that emphasizes integrative research on the interface between behavioral ecology and neurobiology. Fellowships include stipends and funds to support research expenses. To apply, send a curriculum vitae and a statement describing your background and research interest to: Bert Peretz, Department of Physiology, 40536-0084; Andrew Sih, School of Biological Sciences, 40506-0223, Room 241, Department of Entomology, 40546-0091, University of Kentucky, Lexington, KY. Further information can be obtained at: http://www.nerc.ukans.edu/Tydarwin.com/cb/uky.edu/ceeb/beacon.html. Applications will be considered as they arrive. Women and minorities are particularly encouraged to apply. An Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL POSITION available immediately to study the molecular mechanism of human prostate cancer tumorigenesis at the University of Pittsburgh Cancer Institute. The project involves cloning of genes responsible for the development and progression of prostate cancer. Ph.D. graduates with strong background in human genetics and gene hunting are particularly encouraged to apply. University of Pittsburgh Cancer Institute provides an excellent academic environment for young scientists to succeed. Interested candidates should send curriculum vitae and three letters of reference to: Dr. B. Liu, University of Pittsburgh Cancer Institute, W951 Biomedical Sciences Tower, Pittsburgh, PA 15213. FAX: 412-624-7736. The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer.

A POSTDOCTORAL POSITION (M.D. or Ph.D.) is available in the Department of Medicine at Massachusetts General Hospital, Harvard Medical School, to study transcriptional mechanisms of neuron-specific gene expression and to characterize forebrain-specific transcription factors involved in neuronal differentiation. Use is made of immortalized forebrain neurons established in our laboratory from different forebrain structures of embryonic rats. Experience in molecular biology is preferred. U.S. permanent residency or U.S. citizenship required. Applicants should send a curriculum vitae and three letters of recommendation to: Mario Vallejo, M.D., Ph.D., Reproductive Endocrine Unit, Massachusetts General Hospital, Boston, MA 02114.

POSTDOCTORAL POSITIONS to study the regulation of herpes virus gene expression in vivo and in vitro. The studies may include structure/function analysis of the viral regulatory protein(s) that determine the strategy of virus/host interactions, or the involvement of viral mechanisms in the alteration of host cell metabolism. A position is also available to investigate how gamma-herpes virus gene expression is regulated. Applicants should possess a doctoral degree in molecular genetics, biochemistry, or virology. Applicants should send a current curriculum vitae and list of references to: Dr. Neil Van de Sneg, Department of Molecular Genetics and Biochemistry, E1257 Biomedical Science Tower, University of Pittsburgh School of Medicine, Pittsburgh, PA 15261.

POSTDOCTORAL POSITIONS in Cellular and Molecular Basis of Reproduction

Two centers at Universidad de Chile and Universidad Católica de Chile in Santiago are offering research training for one to two years through a program funded by The Rockefeller Foundation. The research areas are: human luteal function, fertilization, gamete transport, lactational infertility, ectopic implantation, and mucociliary transport. Request information from: Manuel Villalón, Ph.D. and/or Luigi Devoto, M.D. FAX: 56-2-6336204; Email: mwv@bio.puc.cl.

Two POSTDOCTORAL POSITIONS available: 1) Oxidation chemistry: expertise in the study of organic substrate reactions/interactions with inorganic complexes or metalloproteins. Experience with GC, HPLC, NMR and/or mass spectrometry the Keough lab. 2) Ribozymes: expertise in RNA technologies. Experience with ribozymes and/or in vitro selection technique is helpful. Salary is competitive, research start date is flexible, research summary and list of references to: Prof. Yu Li, Department of Chemistry, University of Illinois at Urbana-Champaign, Urbana, IL 61801.
Minority Medical Faculty Development Research Fellowships

The Minority Medical Faculty Development Program, sponsored by the Robert Wood Johnson Foundation, has up to 12 positions beginning in 1997. The program offers postdoctoral research fellowships to physicians from under-represented minority groups as defined by the Association of American Medical Colleges (African-Americans, Mexican-Americans, Native Americans, and mainland Puerto Ricans who have completed at least college and medical education on the mainland). These individuals must have demonstrated superior academic and clinical skills and must be committed to careers in academic medicine with special interest in BIOMEDICAL RESEARCH, CLINICAL INVESTIGATION, OR HEALTH SERVICES RESEARCH. The fellowship supports four consecutive years of research training. Each Fellow will receive an annual stipend of up to $50,000 with 5% increases per year and a fixed $25,000 annual grant toward support of research activities.

Applicants must be U.S. citizens and must have completed formal clinical training by the projected time of entry into the program. The application deadline is April 1, 1996; applications must be requested by March 1, 1996.

For further information and application materials, contact James R. Gavin III, M.D., Ph.D., Program Director, Minority Medical Faculty Development Program, 4733 Bethesda Avenue, Suite 350, Bethesda, MD 20814. Telephone (301) 913-0210.

Consortium for a Strong Minority Presence at Liberal-Arts Colleges

MINORITY SCHOLAR-IN-RESIDENCE PROGRAM

With a view toward encouraging African-American, Asian-American, Hispanic-American, and Native American scholars to consider teaching and research careers at small liberal-arts colleges, the Consortium for a Strong Minority Presence at Liberal-Arts Colleges, an association of selective undergraduate institutions, has established the Minority Scholar-in-Residence Program. Applications are invited for the dissertation fellowship program or the post-doctoral fellowship program in all disciplines of the liberal arts and engineering. Applicants should be working toward the Ph.D. or the M.F.A. degree, or should have been awarded the degree no more than five years before application.

The Minority Scholar-in-Residence will receive a stipend equal to the typical salary for beginning instructors or assistant professors. Scholars will be expected to do some teaching and research, and to participate in other activities at the host institution under the supervision of a mentor. It is hoped that the scholars will, upon completion of their residency, qualify for tenure-track appointments at the host institution or a similar institution.

Scholars must be citizens of the United States and have had no more than five years of teaching or relevant work experience before receiving the award. Ideally, applicants for the dissertation fellowship program should have completed their research before the beginning of the fellowship year.

Among the member institutions of the Consortium, the following offer to sponsor minority scholars during the 1996-97 academic year: Bates College, Bowdoin College, Bryn Mawr College, Colby College, Colorado College, Davidson College, Franklin & Marshall College, Grinnell College, Haverford College, Macalester College, Oberlin College, Occidental College, Pomona College, Reed College, Swarthmore College, Vassar College, and Wellesley College.

The brochure describing the program and an application form may be requested by writing to: Frank Thomas, Special Assistant to the President, Grinnell College, P.O. Box 805, Grinnell, IA 50112-0810

Application deadline: December 1.
POSITIONS OPEN

TWO POSTDOCTORAL POSITIONS

Strong Background in Cellular and Molecular Biology Required

1) To study animal models of neurological disease with a focus on the development of therapeutic strategies for treating these diseases. We are interested in the development of gene-targeted strategies to generate animal models of neurodegenerative disease. Send letter and curriculum vitae to:

Donald L. Price, M.D.
The Johns Hopkins University School of Medicine
Neuropathology Laboratory
720 Rutland Avenue, 558 Ross Research Building
Baltimore, MD 21205
Email: ADHR@WELCH.JHU.EDU
(No phone calls, please)

Equal Opportunity Employer. Women and minorities are encouraged to apply.

The Massachusetts General Hospital (MGH) NIH POSTDOCTORAL TRAINING PROGRAMS are seeking qualified candidates for the following research training opportunities: NMR Research; Immunology and Tumor Biology; Radiological Science; Cell Structure and Function in Nephrology; Reproductive and Developmental Biology; Burns and Trauma; Basic Science Research for Anesthesiologists; Connective Tissue Structure, Function and Dynamics; Developmental and Genetic Diseases; Cell and Molecular Aspects of Cardiovascular Biology; and Basic Neuroscience for Neurologists and Neuropsychiatrists.

Additionally, please note that the MGH is very committed to providing training opportunities in these areas for qualified individuals in groups currently underrepresented in science, namely minorities and women. If you are interested in applying for funding for these programs, the NIH imposes a restriction that candidates for these particular positions must be only U.S. citizens or permanent residents. Please contact Richard L. Pharo, Sc.D., Research Affairs, MGH, Fruit Street, Boston, MA 02114-2896.

Opportunities are available for POSTDOCTORAL TRAINING in cell and molecular biology. The Diabetes and Metabolism Research Program at Stony Brook University is seeking exceptionally qualified candidates for postdoctoral training supported by an institutional National Service Research Award from the NIH. More than 30 distinguished scientists with research interests in cell and development biology, endocrinology and insulin action, and cell signaling constitute the training faculty. Stony Brook enjoys rich diversity in its student, fellow, and resident community. Special programs designed to encourage talented, young minority scientists into careers in the biomedical sciences, especially diabetes and endocrinology, are available immediately for candidates holding a Ph.D. and/or M.D. For further information, please contact: Dr. Craig G. Malbon, Director, DMRP, Stony Brook University, Stony Brook, Long Island, NY 11794-8561. Telephone: 516-444-7873; FAX: 516-444-7696.

POSTDOCTORAL POSITION available immediately to study the mechanisms of developmentally regulated alternative splicing. Projects include: (i) regulation of spliced muscle specific exon inclusion via positive acting intron elements and (ii) mechanisms of enhanced splicing by purine-rich and non-purine rich exon elements. A strong background in molecular biology or biochemistry is required. Send curriculum vitae, statement of research experience and future goals, and names of three references to: Dr. Tom Cooper, Department of Pathology, Baylor College of Medicine, One Baylor Plaza, Houston, TX 77030. Telephone: 713-798-3141; FAX: 713-798-5383; Email: toopper@bcm.tmc.edu. Baylor College of Medicine is an Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL FELLOW

Lawrence Berkeley National Laboratory has a POST-DOCTORAL POSITION available. From November 1, 1995, to develop three dimensional image analysis techniques to study the genetics of tumors. Experience in specifying data structures, image analysis, computer graphics and/or image workstations essential. Candidates should have a recent Ph.D. in the physical sciences. Send curriculum vitae and the names of three references to: Dr. Stephen Lockett, c/o Employment/Station Unit, Bldg. Number LSD3816, Lawrence Berkeley National Laboratory, University of California, Berkeley, CA 94720. Affirmative Action/Equal Opportunity Employer.

GRADUATE ASSISTANTSHIPS in molecular biology, biochemistry or related fields. Positions are available in the Department of Molecular Biology and Biochemistry, Wesleyan University, Middletown, Connecticut. Interested applicants should send a statement of research interests and a list of relevant publications to: Dr. Stephen H. Swerdlov, Department of Human Genetics, 2100 EIHG, University of Utah, Salt Lake City, UT 84112. Telephone: 801-581-5163. More information: http://www.genetics.utah.edu/swerdlov.

University of Utah is an Equal Employment Opportunity/Affirmative Action Employer and encourages applications from males, women, minorities, and persons with disabilities.

PH.D. MOLECULAR BIOLOGISTS

Two positions available in the Pulmonary Division, Brigham and Women’s Hospital, Harvard Medical School. POSTDOCTORAL FELLOW position is available to study the molecular interactions between GPI-linked receptors, which are G protein-coupled receptors that are important for cellular differentiation and migration. Experience in molecular biology and molecular genetics or cell signaling required (Reference: 95/PP). RESEARCH ASSOCIATE position is available to study polymorphisms in various human genes related to asthma. Ph.D. in biology/molecular biology and three years of postdoctoral experience required. This is a two-year appointment (Reference: 95/RA). Send curriculum vitae to: DC, Pulmonary Division, Brigham and Women’s Hospital, 75 Francis Street, Boston, MA 02115-7832. Please identify the position for which you wish to be considered by including reference number. No telephone calls please. An Affirmative Action/Equal Opportunity Employer.

POSTDOCTORAL POSITION

Molecular Biology of Color Vision

A position is available immediately to study molecular biology of vision, including characterization of opsin genes and structure/function relationships of opsins in vertebrates. Experience with cell and molecular methodology (cell culture, protein biochemistry, recombinant DNA techniques) is essential. A strong interest in molecular evolution is desirable. Send curriculum vitae, a statement of research interests, and three references to: Dr. Shozo Shozo, Department of Biochemistry, Syracuse University, 130 College Place, Syracuse, NY 13244. Telephone: 315-443-9166; FAX: 315-443-9131; Email: Shozo@ccsyr.syr.edu. An Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL POSITION

University of California and Veterans Administration Medical Center (VAMC), San Francisco, has a position available immediately for a qualified individual to join a group studying the impact of microgravity and skeletal unloading on bone remodeling. Applicants must have a Ph.D. in the biological sciences, be experienced with cellular and molecular techniques, and be willing and able to work with rodents. Please send curriculum vitae and names of three references to: Dr. Daniel W. Bibble, M.D., Ph.D., Department of Medicine, VAMC (111N), 4150 Clement Street, San Francisco, CA 94112.

POSTDOCTORAL POSITIONS

Soybean Disease Biotechnology

Positions available immediately to study the molecular interactions between soybean and plant pathogen agents. This research is part of a multi-investigator project to develop novel disease resistance genes for soybeans. Molecular biology experience required; experience in plant disease analysis, molecular genetics, and/or plant-pathogen interactions preferred. Send curriculum vitae and the names of three references by December 1, 1995 to: Dr. Gary Shuey, Department of Agronomy, or Charlotte R. Bronson, Department of Plant Pathology, Iowa State University, Ames, IA 50011-1020.

POSTDOCTORAL POSITION

Salinity Ecology of Aquatic Plants. Available immediately for two and one-half years at Key Largo, Florida. Assess the influence of salinity fluctuation on growth, survival, and acclimation of submerged plants both in the field (northern land margin of Florida Bay) and in an outdoor laboratory. Experience in small scale field and laboratory experimentation and ecophysiological measurements is required. Send letter of interest, curriculum vitae, and three letters of reference to: Dr. Clay L. Montague, Department of Environmental Engineering Sciences, P. O. Box 116450, University of Florida, Gainesville, FL 32611 U.S.A.

Veterinary Microbial Pathogenesis Scientist

Pharmacia & Upjohn, Inc. is currently seeking a scientist to work in the animal health discovery program to evaluate new and approved therapeutic and vaccine agents in large and small animal models. You will also use your expertise in the area of disease pathogenesis by developing new animal models to help identify new therapeutic and vaccine targets. The successful candidate will be expected to have a DVM or equivalent and a Ph.D. in the field relating to pathogenesis of veterinary or medical diseases. Experience in enteric or respiratory diseases is desirable.

We offer a stimulating, multi-disciplinary research environment at our headquarters in Kalamazoo (a southwestern Michigan community located midway between Chicago and Detroit). We provide an excellent salary and benefits package. For confidential consideration please submit your c.v. to: Pharmacia & Upjohn, Inc., Corporate Employment, Ad #303, 7000 Portage Road, Kalamazoo, MI 49001.

Exploit the Frontiers of Technology

For those who would venture where few have been, Parke-Davis, a leader in advanced technology, has the following opportunities:

Psychiatric Disorders Section
Postdoctoral, Neuroscience Therapeutics

Studies cellular/molecular effects of antidepressant and/or antipsychotic drugs on mammalian neuronal gene expression. The project will involve identifying genes in brain that may be involved in the therapeutic efficacy of antidepressant and/or antipsychotic drugs. Ph.D. required in neuroscience, biochemistry, pharmacology or molecular biology. Must be expert in molecular biology and cell culture. Job #: 2236

Neurological and Neurodegenerative Disorders Section
Postdoctoral, Neuroscience Therapeutics

Explores molecular mechanisms and pharmacology of cell death related to degenerative diseases such as ischemia and Alzheimer's. Opportunity exists in following research areas: role of intracellular calcium in hypoxia/ischemia and free radical mediated cellular injury • elucidation of inflammatory mechanisms leading to neuronal death in stroke and Alzheimer's • role of endothelins in stroke and in blood brain barrier permeability and function • role of metabotropic glutamate receptors in cell injury/death using antisense technology. Will consider any relevant Ph.D. Job #: 2237

Send CV, letter describing detailed research interest and experience, 3 letters of recommendation, and reference job # to: Parke-Davis Pharmaceutical Research Division, Box DSMIN, 2800 Plymouth Road, Ann Arbor, MI 48105. Equal opportunity in action.

PHARMA& UPJOHN, INC.
POSTDOCTORAL POSITIONS MEHARRY MEDICAL COLLEGE

POSTDOCTORAL FELLOWSHIPS are available immediately in an NHLBI-supported training program that focuses on intracellular molecules where, by trauma and infectious organisms cause cardiovascular and hematologic disease. Research areas include: growth factor receptor homologues in the regulation of intracellular growth of Trypanosoma cruzi, surface molecules that govern T. cruzi invasiveness, immunobiology of leishmania, vaccine-induced responses to plasmidial antigens, growth and matrix production in fibroblasts from normal and fibrotic tissue, characterization of virulence genes in Streptococcus mutans, host cell invasion by Bartonella quintana, transciption, and gene regulation in HIV. The program is conducted by faculty in the Departments of Microbiology and Biomedical Sciences at Meharry in conjunction with faculty in the Departments of Microbiology and Immunology, Cell Biology, Pathology, and Biochemistry at Vanderbilt University. Applicants should send a letter of interest, curriculum vitae, and the names and addresses of three references to: Shirley Russell, Ph.D. Department of Microbiology, Meharry Medical College, Nashville, TN 37208. Funding is restricted to U.S. citizens and permanent residents. Women and members of underrepresented minority groups are especially encouraged to apply.

POSTDOCTORAL POSITION

A POSTDOCTORAL POSITION is available immediately for a highly motivated scientist to study the molecular biology of RNA plant viruses. Projects involve investigations of virus replication, pathogenesis, and cell to cell movement, with an emphasis on practical application of the research findings. Candidates should possess demonstrated abilities in modern techniques of molecular biology including PCR, site-directed mutagenesis, and in vivo transcription and translation. Previous experience with plant virus is essential. The position offers significant scientific resources and offers an opportunity for interaction with both university and industrial researchers. Application deadline is December 15, 1995. Send curriculum vitae, three letters of reference to: Gary Hellmann, Biotechnology Research, RJR Research and Development, Bowman Gray Technical Center, Winston-Salem, NC 27102. A Mentorship/Affirmative Action/Equal Opportunity Employer.

POSTDOCTORAL POSITION available immediately to study mechanical load effects on osteoblast gene expression and bone formation using three-dimensional osteoblast cultures in biodegradable polymer scaffolds. Experience in bone cell biology and gene expression techniques is required. Submit curriculum vitae and names of three references to: Dr. Antonio G. Mikos, Institute of Bioengineering and Bioelectromics, Rice University, P.O. Box 1892, Houston, TX 77251. Rice University is an Equal Opportunity/Affirmative Action Employer; women and minority candidates are especially encouraged to apply.

POSTDOCTORAL RESEARCH FELLOWSHIPS in Environmental Pathology

BROWN UNIVERSITY POSTDOCTORAL FELLOWSHIPS Environmental Pathology

POSTDOCTORAL RESEARCH FELLOWSHIPS are available in a training program in environmental pathology. This program offers extensive opportunities for training in both empirical and theoretical methods. Faculty participants include: E. D. Brodie III, P. H. Crowley, S. K. Gleeson, K. F. Haynes, A. J. Mooney, D. G. M. Wilson, D. S. Westneat, and D. Wise. Graduate fellowships provide a $14,000 stipend for one year, renewable for a second year based on satisfactory performance toward a Ph.D. Additional funds are available to support research expenses. Postdoctoral fellowships provide a $25,000 stipend for one year. Applications will be considered until funding available. Applications will be evaluated starting January 15, 1996. Further information can be obtained from our WWW site: http://darwin.eeb.uci.edu/cert1.html. To apply, postdoctoral applicants should submit a curriculum vitae and a letter summarizing your background, research interests, and the name of the faculty you are most interested in working with to: Craig Sargents, c/o Center for Ecology, Evolution and Behavior, 101 Morgan Building, University of Kentucky, Lexington, KY 40506-0255. Graduate applicants may send the above information directly to the faculty member. Women and minorities are particularly encouraged to apply. An Equal Opportunity/Affirmative Action Employer.

RESEARCH TRAINING IN M.D. AND/OR P.H.D. FELLOWS IN CARDIOVASCULAR DISEASE

University of Alabama at Birmingham (UAB)

Applications are being accepted for POSTDOCTORAL FELLOWSHIP PROGRAM in Cardiovascular Disease starting July 1, 1996. Participation by minority candidates is encouraged. These NIH positions are limited to U.S. citizens and permanent residents. Research opportunities include: the consequences of Coronary Heart Disease (CHD): The Division of Cardiovascular Disease at UAB offers postdoctoral clinical and basic research fellowships (M.D. and/or Ph.D.) for two years of intensive basic research training in a multidisciplinary program in CHD. This program will provide the knowledge, skills, and motivation for young scientists to become independent and productive investigators in vascular biology and cardiovascular research. Hands-on training will be provided in areas related to the biochemical, molecular, and cellular pathophysiological mechanisms underlying the initiation, mechanisms, and consequences of CHD. Inquiries: Francois M. Booyse, Ph.D., The Division of Cardiovascular Disease, University of Alabama at Birmingham, 845 South 19th Street, BRRB 809 (Box 4), Birmingham, AL 35294-2170.

POSTDOCTORAL RESEARCH POSITIONS

Available immediately for Ph.D., M.D. in a strong interdisciplinary group of scientists within the East Carolina University School of Public Health's Alcohol and Drug Abuse Studies. Research experience desired in areas of psychopharmacology and neurochemistry with background helpful in CNS techniques including microinjection, cerebral dialysis, push-pull perfusion, and chromatographic separation of serotonin and catecholamine neurotransmitters. State of the art procedures including peptide synthesis, radioligand receptor analysis, and antisense technology are available. Send curriculum vitae and three letters of recommendation to: Professor R. D. Myers, Department of Pharmacology, School of Medicine, East Carolina University, Greenville, NC 27858. Federal law requires proper documentation of identity and employment eligibility at the time of employment. Affirmative Action/Equal Opportunity Employer.

POSTDOCTORAL ASSOCIATE(S) to determine how metabolites and ions regulate the activity of intracellular Ca2+ channels. Studies will focus initially on the Ca2+ channels of a cation transport mutant by pterehymia, an inherited syndrome that results from a mutation in this protein (see American Journal Physiology 266: C1729-C1735, 1994; ibid. C1725-C1726, 1994). Ph.D. or M.D. is preferred, with a strong background in molecular biology including electrophysiology; expertise in single channel analysis preferred. Enquiries to: Dr. Charles F. Louis, Department of Veterinary Pathology, University of Minnesota, St. Paul, MN 55108. Telephone: 612-624-2402. The University of Minnesota is an Equal Opportunity Educator and Employer.

POSTDOCTORAL FELLOWSHIPS COMBINED POSTDOCTORAL AND POSTDOCTORAL FELLOWSHIPS

Studies at the Santa Fe Institute

The Santa Fe Institute (SFI) expects to have an opening for one or more postdoctoral fellows beginning in September, 1996. The Institute’s multidisciplinary research program is devoted to understanding complex systems, especially complex adaptive systems. For more information about SFI’s Postdoctoral Fellowship see https://www.santafe.edu/af.html.

All application materials must be received by February 15, 1996. Decisions will be made by April 1996. Applicants should submit a curriculum vitae, list of publications, statement of research interests, and three letters of recommendation. incomplete applications will not be considered. Applicants are encouraged to apply. An Equal Opportunity Employer.

POSTDOCTORAL FELLOWSHIPS

Graduate Training Opportunities in Biological Sciences

Applicants are encouraged to apply. An Equal Opportunity Employer.

GRADUATE, POSTDOCTORAL, SABBATICAL TRAINING OPPORTUNITIES IN BIOLOGY OF TRANSGENIC PLANTS

DOE/NSF/USDA-sponsored fellowships at North Carolina State University are available. GEIGY Agricultural Biotechnology Research Unit are available to study (1) use of transgenic technologies to enhance disease resistance in important crop species and (2) epigeic phenomena influencing gene expression and inheritance. Further information and application material may be obtained from: Nicole Burdick, Department of Botany, Box 7612, NCSU, Raleigh, NC 27695-7612. Telephone: 919-515-2727; FAX: 919-515-4346; Email: nicole_burdick@ncsu.edu. Inquiries from established industrial or academic scientists interested in three-month sabbaticals are also encouraged. Review of applications will begin December 1, 1995. NCSU is an Equal Opportunity Employer.

NSF GRADUATE RESEARCH TRAINEEHIPS

ENVIRONMENTAL BIOLOGY CONSERVATION OF BIODIVERSITY

University of Massachusetts Boston

The National Science Foundation has awarded Graduate Research TRAINEEHIPS to the Department of Biology as part of our Doctoral Program in Environmental Biology. The Traineehip Program is an integrative approach to the evolution, maintenance, and conservation of biodiversity. Faculty interests include marine ecology, tropical forest ecosystems, population and evolutionary physiological, behavioral ecology, microbial ecology, remote sensing, GIS, and the genetics and evolution of natural and domesticated populations. Applications from individuals who are U.S. citizens or permanent residents with a Bachelor's or Master’s degree in biology, environmental sciences or related areas. For more information and application materials please contact: Dr. V. Kesseli, Graduate Program Director, Department of Biology, University of Massachusetts Boston, 100 Morrissey Boulevard, Boston, MA 02125-3393. Telephone: 617-287-6641; FAX: 617-287-6650; Email: bio_grad@umassky.cc.umb.edu. An Affective Action/Equal Opportunity/Title IX Employer.

REYNOLDS RICH SMITH FELLOWSHIP PROGRAM

Harvard Medical School offers the Reynolds Rich Smith Fellowship Program. The development of an integrative understanding of the cellular, molecular, and behavioral biology and function of the central nervous system relevant to the prevention and treatment of autism and related diseases. The fellowship is open to M.D.’s or Ph.D.’s who have completed, or are in the process of completing, requirements for board certification in neurology or another medical specialty. Applicants will devote a majority of their time to training in research with a Harvard Medical School faculty member. The program provides salary, based on level of training, and research funds for one year with opportunity for renewals. Applicants should submit curriculum vitae, research proposal (not more than two pages), and a letter from the faculty research sponsor by February 1, 1996 to: Mereton Bernfield, M.D., Direc- tor, Joint Program in Neanotology, 300 Longwood Avenue, Boston, MA 02115. An Affective Action/Equal Opportunity Employer.

POSITIONS OPEN
PHYSICAL AND STRUCTURAL CHEMISTRY

Postdoctoral Scientist

SmithKline Beecham, a worldwide leader in pharmaceutical research, has a challenging opportunity for a Postdoctoral Scientist to join our Physical and Structural Chemistry Department.

The selected individual will establish scanning probe microscopy techniques for exploratory research in chemical and cellular sciences. Topics of interest include: surface chemistry for drug discovery applications; molecular recognition at organic and biological surfaces; and ultra-structures of biomaterials.

Qualified candidates will have a Ph.D. in Chemistry, Biochemistry or Biophysics with a strong background in one or more of the following areas: AFM, STM and related techniques; organic surface modification and characterization; and Langmuir-Blodgett films. Excellent oral and written communication skills are essential.

Located in our modern, state-of-the-art research facility in suburban Philadelphia, SmithKline Beecham offers an excellent compensation/benefits package and a stimulating team environment. For confidential consideration, send resumes to: SmithKline Beecham Pharmaceuticals, Job Code HS-0314, P.O. Box 2646, Bala Cynwyd, PA 19004. We are an Equal Opportunity Employer, M/F/D/V.

SmithKline Beecham
Pharmaceuticals
Challenging the natural limits.

SMERCK

Where your success touches many lives.

For people who choose career with us, no future could hold more promise or more excitement than the future at Merck. Here they join the best, most creative minds in the pharmaceutical industry. Together they will strive to realize Merck’s corporate mission which is to provide society with superior, innovative products that improve and protect human and animal health.

We not only develop extraordinary products... we develop extraordinary careers.

2nd International Conference on Functional Mapping of the Human Brain

Sheraton Boston Hotel & Towers, Boston, MA
June 17—21
Call For Abstracts:
To be Received by January 31, 1996

Session Topics
• Sensory System
• Motor System
• Language
• Cognition
• Brain Disorders
• Learning & Memory
• Methods & Models
• Aging & Development

For Information contact:
Organization for Human Brain Mapping
220 Longwood Ave.
Goldenson B-231
Boston, MA 02115 USA
FAX: (617) 432-0057
email: hbm96@nnr.mgh.harvard.edu
www: http://www.nmr.mgh.harvard.edu/HBM96/Boston.html
POSTDOCTORAL FELLOWSHIP

In cell biology/immunology available immediately for work on mammalian cells and cytokines in genetic studies of mice with regulation of marrow/bone cell interactions. Ph.D. required and position involves interactions with a large, multidisciplinary lab of Ph.D.s and M.D.s. Salary and benefits competitive. Application deadline: c/o: Ms. C. Farrell, Pettis VA Medical Center (151), 11201 Ben-Ton Street, Loma Linda, CA 92357.

FLORIDA ATLANTIC UNIVERSITY
PRE AND POSTDOCTORAL FELLOWSHIPS
NIMH National Training Program in Basic and Behavioral Sciences

PREDOCTORAL and POSTDOCTORAL FELLOWSHIPS are available, funded by NIMH (Division of Basic Brain and Behavioral Sciences). Individuals with undergraduate degrees in pertinent disciplines are invited to apply for this five-year training program leading to the Ph.D. degree in complex systems and brain sciences. The Program is administered through the Center for Complex Systems, established in 1985. The aim of the Program is to couple theoretical concepts and methods for handling complex systems to specific experimental research in the cognitive and brain sciences. For more information, see our WWW page at http://bambi.ccs.fau.edu/ccs.html.

Graduate training consists of a core curriculum in nonlinear dynamics and complex systems (including computational modeling and cognitive science). Postdoctoral candidates should have a strong interdisciplinary interest. Research areas include: sensorimotor co-ordination and learning, human and non-human behavioral imaging and event related potentials, brainstem mechanisms of behavior, neural growth and development, ion channel dynamics, speech production, neurodynamics, neuroepigenetics, visual perception, mathematics of complex systems, fractal characterization and simulation, nonlinear dynamics, neural networks and robotics.

Applicants should send a letter of interest, GRE scores (graduate fellows only), curriculum vitae, and three letters of reference to: P. E. A. S. Rele, Director, Program in Complex Systems and Brain Sciences, 777 Glades Road, Boca Raton, FL 33431. Equal Opportunity/Affirmative Action Employer.

USDA, Agricultural Research Service (ARS), Appalachian Fruit Research Station, Kearneysville, West Virginia, announces an interdisciplinary SUPPORT SCIENTIST position for a 2-year tour of duty with specific knowledge and skills in plant tissue culture, genetic transformation of plants, and molecular biology. The incumbent will be part of a multidisciplinary team and will work closely with crop improvement and research team. Research will focus on the transformation of deciduous perennial fruit species. Salary range is $29,800 to $36,000, commensurate with experience. U.S. citizenship required. For a copy of the vacancy announcement, including application procedures and forms, contact: Janie Carr, Telephone: 304-344-4569. For further information on the scientific program, please contact: Dr. Ralph Scouras, USDA, Appalachian Fruit Research Station, 45 Wiltshire Road, Kearneysville, WV 25430. Telephone: 304-725-3451, x322. For a copy of the announcement, including procedures, contact: Janie Carr, Telephone: 304-344-4569.

USDA, Agricultural Research Service, Personnel Operations Branch, NC 8305 Ivy Lane, Room 328, Greenbelt, MD 20770-1455. Equal Opportunity Employer.

POSTDOCTORAL RESEARCH ASSOCIATE

We are looking for an individual who will join a team currently investigating neurological basis for the behavioral effects of Pb exposure. The preliminary studies of this project have been published in Neurotoxicology, 16(2): 297-208, 1995 and J. Neurol., 65(4): 1631-1635, 1995. Primary responsibilities include developing and implementing protocols to measure operant behavior Pb-exposed rats, Pb-D in route pharmacology, neurotoxicology, or neurobiology with experience in operant behavior measurement techniques. Background in functional organization of brain and histological techniques preferred. Starting salary in 1996 is $25,000 to $30,000 with potential to $35,000 for Ph.D. in route pharmacology, neurotoxicology, or neurobiology with experience in operant behavior measurement techniques. Application deadline: c/o: Dr. Arun L. Jadhav, College of Pharmacy and Health Sciences, Texas Southern University, 3100 Cleburne Street, Houston, TX 77004.

MINORITY FELLOWSHIP

University of Idaho DOCTORAL FELLOWSHIPS available for fall 1996: 1) WISECHDOCTORAL Fellowship for Engineering and Computer Science. Full tuition and fees plus $9,000 living expenses up for three to five years. 2) National Physical Science Consortium. Two doctoral fellowships available for physics programs. Full tuition and fees with living stipend at $15,000 per year. Contact: Professor Linda Morris, Telephone: 208-885-2988; Email: ljmorris@uidaho.edu.

COURSES AND TRAINING

1996 COURSE ANNOUNCEMENT
GENETIC ANALYSIS METHODS FOR MEDICAL RESEARCHERS

This intensive four-day course centers on mapping human genetic diseases with emphasis on the mapping of disease-causing markers. The course is on the practical aspects of mapping disease, focusing on linkage and association analysis. A good working knowledge of genetics is required of all participants.

International Conference on Human Genome Mapping and Analysis
July 21-24, 1996
The National Presbyterian Church, Washington, DC
Telephone: 202-328-7150; Fax: 202-466-3200

MINORITY FELLOWSHIP

University of Idaho DOCTORAL FELLOWSHIPS available for fall 1996: 1) WISECHDOCTORAL Fellowship for Engineering and Computer Science. Full tuition and fees plus $9,000 living expenses up for three to five years. 2) National Physical Science Consortium. Two doctoral fellowships available for physics programs. Full tuition and fees with living stipend at $15,000 per year. Contact: Professor Linda Morris, Telephone: 208-885-2988; Email: ljmorris@uidaho.edu.

COURSES AND TRAINING

1996 COURSE ANNOUNCEMENT
GENETIC ANALYSIS METHODS FOR MEDICAL RESEARCHERS

This intensive four-day course centers on mapping human genetic diseases with emphasis on the mapping of disease-causing markers. The course is on the practical aspects of mapping disease, focusing on linkage and association analysis. A good working knowledge of genetics is required of all participants.

International Conference on Human Genome Mapping and Analysis
July 21-24, 1996
The National Presbyterian Church, Washington, DC
Telephone: 202-328-7150; Fax: 202-466-3200

MINORITY FELLOWSHIP

University of Idaho DOCTORAL FELLOWSHIPS available for fall 1996: 1) WISECHDOCTORAL Fellowship for Engineering and Computer Science. Full tuition and fees plus $9,000 living expenses up for three to five years. 2) National Physical Science Consortium. Two doctoral fellowships available for physics programs. Full tuition and fees with living stipend at $15,000 per year. Contact: Professor Linda Morris, Telephone: 208-885-2988; Email: ljmorris@uidaho.edu.

COURSES AND TRAINING

1996 COURSE ANNOUNCEMENT
GENETIC ANALYSIS METHODS FOR MEDICAL RESEARCHERS

This intensive four-day course centers on mapping human genetic diseases with emphasis on the mapping of disease-causing markers. The course is on the practical aspects of mapping disease, focusing on linkage and association analysis. A good working knowledge of genetics is required of all participants.

International Conference on Human Genome Mapping and Analysis
July 21-24, 1996
The National Presbyterian Church, Washington, DC
Telephone: 202-328-7150; Fax: 202-466-3200

MOLECULAR BIOLOGY WORKSHOPS

The University of New Haven will be offering five intensive 2-week hands-on workshops in 1996: Introduction to Molecular Cloning, enhancing the techniques of DNA amplification, cloning, blot hybridization, and sequencing (January 8 to 12, January 13 to 18, August 12 to 16, tuition $750); Differential mRNA Display, empha- sizing the identification and analysis of tissue-specific mRNA amplification (March 11 to 12, tuition $300); and Computer Analysis of DNA Sequence data, which includes sequence data editing, alignment, database searching, and internet applications (March 13 to 15, tuition $300). For further information, contact: Chair- man, Department of Biology, University of New Ha- ven, 300 Orange Avenue, West Haven, CT 06516. Telephone: 203-932-7107.

CARNegie MELLon

Graduate Study in Engineering and Public Policy (EPP) leads to a research-based Ph.D. specializing in policy issues such as education, environment, computer and other information technologies; energy and environmental systems (including climate change); technical issues in international security, manufacturing, and business strategy; and policy and regulation. Applicants must hold a B.A. or B.S. in engineering, physical sciences, or math. Education Office: 3070 37th Street, Suite 6A, Pittsburgh, PA 15213. Equal Opportunity/Affirmative Action Employer.
Protein Chemist
Join the team at Parke-Davis, a leader in advanced technology, where some of the most exciting developments in biology, biochemistry and biotechnology are occurring today.

In this position, you will work in collaboration with an interdisciplinary team of scientists to develop and apply analytical biochemistry methods in support of structural and analytical characterization of natural and recombinant proteins. Typical methods in protein chemistry utilized include protein sequencing, proteolytic and chemical digestion, peptide mapping, gel electrophoresis, HPLC, amino acid analysis, and protein purification techniques. Other collaborative structural resources include mass spectrometry, NMR spectroscopy and x-ray crystallography.

Requires a Ph.D. in Biochemistry, Protein Chemistry or equivalent experience, as well as 3-8 years' experience beyond degree in protein characterization.

Reference Job # 95271
Send resume with list of references to: Human Resources, Box 95271, Parke-Davis Pharmaceutical Research Division, 2800 Plymouth Road, Ann Arbor, Michigan 48105. Equal opportunity employer in action.

PARKE-DAVIS

PRIZM Pharmaceuticals, Inc., is a privately held biotechnology company focused on the regulation of cell growth utilizing our growth factor biology expertise. Ongoing research is directed toward the use of new technologies which inhibit target cell proliferation and differentiation. Recent success in our cardiovascular, oncology and ophthalmology programs has created new positions in Preclinical and Process Development.

RESEARCH SCIENTIST OR GROUP LEADER
Assay Development
Candidates must have a Ph.D. or equivalent and in-depth knowledge of immunoassays and bioassays for product release, support of pharmacokinetics, safety, and drug delivery studies. Industry experience and knowledge of GLP/GMP compliance issues are essential; regulatory filing experience is a plus. The candidate must also be a motivated individual with a hands-on approach. A strong scientific background in oncology, growth factors, or cell biology is highly desirable. Research Scientist candidates should have 4-8 years' postdoctoral experience; Group Leader candidates must have 8+ years of experience. Ref. ADS

RESEARCH SCIENTIST
Cardiovascular Pharmacology
A broad, hands-on position to develop an independent research program in the area of growth factors and cardiovascular disease is available for a scientist with experience in the evaluation of pharmaceutical or biotechnology products in models of atherosclerosis and restenosis. Industry experience and 4-8 years' postdoctoral experience are highly desirable. A Ph.D./M.D./D.V.M. in Pharmacology, Pathology, or the equivalent is required. A strong scientific background in molecular cardiology, growth factors, immunopathology or cell biology is highly desirable. Ref. CPS

RESEARCH SCIENTIST
Immunohistochemistry
The successful candidate should have an M.D./Ph.D. or equivalent and at least 3 years' laboratory experience evaluating antibodies as diagnostic reagents, preferably as tools for immunohistochemistry. This individual should have a strong theoretical understanding of the antibody/antigen interaction, and a proven track record of antibody optimization for immunohistochemistry. Dermatopathology or oncology background is preferred. Ref. ISS

RESEARCH SCIENTIST
Protein Purification
This scientist will be responsible for recombinant protein purification, process validation, scale-up, transfer to pilot plant scale, in-process control assays, cGMP documentation (master production batch records), SOPs, audit contract process facilities, and statistical process control. A Ph.D. in biochemistry is required with at least 4 years of industrial experience or an M.S. with at least 8 years' industrial experience, to include protein purification and scale-up in a cGMP environment, protein biochemistry and analysis, inclusion bodies isolation, refolding, and final fill/finish steps. Ref. PPS

RESEARCH SCIENTIST
Quality Control
This Ph.D.-level scientist will be responsible for QC release assays, cGMP documentation, SOPs, audit contract analytical laboratories, and statistical process analysis. The candidate should have a Ph.D. in biochemistry or analytical chemistry with at least 4 years of industrial experience, or an M.S. with at least 8 years' industrial experience. Experience in protein characterization and analysis in a cGMP environment is required. Hands-on ability to perform HPLC, peptide maps, SDS-PAGE, IEF, Western and micropurification is required. Ref. QCS

RESEARCH ASSOCIATE
Oncology and Inflammation
A B.S./B.A. in animal physiology, biology or a related field with at least 5 years of laboratory experience are required to develop and utilize in vivo models to assess the efficacy of novel therapeutics for oncology and inflammatory or fibrotic diseases. Animal handling and surgical experience are also required. The preferred candidates will have skills in in vitro assays (adhesion, invasion, proliferation, and cell killing), and a knowledge of primary cell isolation techniques and immunoassays. This position involves extensive data analysis and knowledge of statistics. An M.S. and experience with oncology models are desirable. Ref. OIR

All positions require excellent verbal and written skills and the ability to work collaboratively with colleagues in a multidisciplinary, team-based environment.


Please send or fax your C.V. today, referencing position of interest, to: PRIZM Pharmaceuticals, Inc., Human Resources/Ref.______, 11035 Roselle Street, San Diego, CA 92121, FAX 619/625-0050. An equal opportunity employer.

PRIZM PHARMACEUTICALS

SCIENCEDCovers the World
Source: AAAS Membership/Circulation Data, 17 March, 1995, subject to audit
Graduate Program in
Molecular & Cellular Biology
The University of Illinois at Chicago
College of Medicine

The Molecular & Cellular Biology Training Program provides interdisciplinary graduate training opportunities for motivated, well-trained individuals. Over 40 faculty members from the departments of Anatomy & Cell Biology, Biochemistry, Genetics, Microbiology & Immunology, Pharmacology, and Physiology & Biophysics participate in the program. Students can choose from many possible areas of research. The faculty and their research are as follows:

Ananda M. Chakrabarty. Pseudomonas infection in cystic fibrosis.
Rochelle S. Cohen. Estrogen effects on female reproductive behavior.
Richard L. Davidson. Mammalian somatic-cell genetics.
Ervin G. Erdos. Metabolism of peptides and enzyme structure.
Peter G.W. Gettins. Mechanism of action of serpins.
Geula Gibori. Reproductive endocrinology.
Andrei V. Gudkov. Recessive genes related to cancer.
Heidi E. Hamm. GTP-binding proteins.
Yee-Kin Ho. Phototransduction.
Randal Jaffe. Steroid hormone action.
Amy Kenter. Immunoglobulin gene recombination.
Stephen C.T. Lam. Integrin signal transduction mechanisms.
Lester Lau. Control of cell growth and differentiation.
Guy C. LeBreton. Cardiovascular pharmacology.
Xiubei Liao. NMR structural studies of DNA binding proteins.
Anna Lyssakowski. Structure and function in the vestibular system.
Philip Matsumura. Bacterial chemotaxis.
Peter Moore. Recombination in mammalian cells.
Shigehiro Nakajima. Electrophysiology of brain neurons.
Yasuko Nakajima. Signal transduction mechanisms of neurotransmitters.
George Pappas. Host graft interactions of CNS chromaffin cell implants.
Sergey V. Popov. Membrane recycling and neuronal growth.
Minnalini C. Rao. Regulation of electrolyte transport across epithelia.
Mark M. Rasenick. G protein signaling and the cytoskeleton.
Pradip Raychaudhuri. Cellular transcription regulatory pathways.
Adrienne Rogalski-Wilk. Plasma membrane-actin cytoskeletal systems.
Brenda Russell. Muscle growth and adaptation.
Jacqueline Sagen. CNS cellular transplants.
Simon Silver. Bacterial molecular biology; membrane transport.
Randal A. Skidgel. Human Carboxypeptidase M and peptide hormone processing.
R. John Solaro. Molecular biology of cardiac muscle contraction.
Robert V. Storti. Gene regulation during cell differentiation.
Angela Tyner. Epithelial cell differentiation.
David Ucker. Molecular mechanism of physiological cell death.
Karl Volz. X-ray crystallography of proteins.
William E. Walden. Eukaryotic translation regulation and iron metabolism.

Stipends of $14,000 are available to all doctoral students in the form of tuition-free fellowships. Interested candidates are encouraged to seek application and information from:

MCBTP
c/o Angela Thomas
Dept. of Physiology and Biophysics M/C 901
835 S. Wolcott Ave.
Chicago, IL 60612-7342

Graduate Biomedical Education at Georgetown University

Georgetown University offers a variety of outstanding research training programs in the following areas: M.D./Ph.D. Program, Undifferentiated Biomedical Sciences Program, Five-Year M.D. Research Track, and Interdisciplinary as well as traditional Basic Science Ph.D. Programs which include:

- Neuroscience
- Cell Biology
- Tumor Biology
- Microbiology & Immunology
- Biochemistry & Molecular Biology
- Pharmacology
- Pathology
- Physiology & Biophysics

We welcome and encourage applications from women and members of underrepresented minority groups.

For more information on Georgetown's doctoral programs in the biomedical sciences, please contact:

W. Taylor Johnson
Office of Graduate Biomedical Education
Georgetown University Medical Center
3900 Reservoir Road, N.W.
Washington, D.C. 20007

(202) 687-1379 (voice)
(202) 687-2585 (fax)
johnson@mac.post.georgetown.edu (email)
The George Washington University Medical Center invites applications for an Assistant/Associate Professor position in the Department of Anatomy as part of a new expansion of the basic science endeavors in interdisciplinary research programs. The basic science departments of the GWU Medical Center have begun to organize interdepartmental research and graduate training programs with the Columbian School of Arts and Sciences, Children's Research Institute of the Children's National Medical Center, and the Holland Laboratories of the American Red Cross. The successful candidate will find wide collaborative opportunities at these sites, as well as numerous other research institutions in the DC area, and will be expected to contribute to this new collaborative endeavor.

The successful candidate will be an outstanding investigator with substantial potential to develop a vigorous, externally-funded research program in the field of Developmental Neurobiology. Areas of research that are of particular interest are in developmental gene expression, differentiation of specific neuronal and glial types, and neurotransmitters and signal transduction during development. This research program is expected to utilize modern molecular genetic techniques and complement the existing research programs in the department and the interdepartmental Neuroscience Program. The successful candidate is expected to make major contributions to at least one of the interdepartmental graduate programs in Genetics, Molecular/Cellular Oncology and Neuroscience, and will have teaching responsibilities in the medical teaching commitment of the Anatomy Department. Faculty rank and salary commensurate with prior experience.

Applicants should send a letter of intent, a detailed statement of research goals and teaching expertise, curriculum vitae, and the names, addresses, and telephone numbers of four references to:

Dr. Sally A. Moody
Chair, Search Committee
Department of Anatomy, Ross 4N4431
2300 I Street, NW
Washington, DC 20037

Review of applicants will commence on December 22, 1995 and continue until position is filled. The GWUMC is an equal Opportunity/Affirmative Action Employer. Women and minority applicants are encouraged.

PharmaGenics, Inc., a Fully Integrated Drug Discovery Company, investigates therapeutic and diagnostic agents for cancer and viral diseases. We are seeking highly motivated professionals to conduct research in our Molecular and Cell Biology and Chemistry departments to help advance PGI to the forefront of genomics discoveries.

MOLeCULAR AND CELL BIOLOGISTS

Positions available for recent Ph.D.'s with 1-3 years postdoctoral research experience in molecular biology, molecular oncology, cell biology or tumor biology. Candidates should have a strong background in cDNA cloning, protein expression and purification, automated DNA sequencing, or animal models of human cancer. The successful individual will take part in a team effort aimed toward identifying and characterizing novel genes from a variety of tissue sources utilizing the recently described SAGE technology (Science 270:484-487, 1995).

CHEMIST

A Ph.D. chemist is required to design and assemble combinatorial libraries of small molecules. Candidates should possess a broad range of synthetic skills in organic chemistry. Experience in combinatorial chemistry or organic synthesis on solid supports also highly desirable.

PharmaGenics, Inc. is located in a pleasant suburban environment in North Shore of Jersey with state-of-the-art facilities. We offer a competitive salary and benefits package along with the growth opportunities and challenges only a leading edge technology company can offer. Please send a current CV including the names and addresses of three references, in confidence to: Mrs. Joyce Magro, PharmaGenics, Inc., 4 Pearl Court, Allendale, N.J. 07401.

DIRECTOR

TRANSGENIC ANIMAL FACILITY

Michigan State University

Applicants are invited to apply for a continuing system appointment to head a newly funded transgenic core facility in the Physiology Department at Michigan State University. The successful candidate will supervise the construction of transgenic animals, i.e., mice, and oversee a staff in the production and maintenance of transgenic animals. The goal of this facility is to provide transgenic animals for use by investigators both within the Physiology Department and in other university departments. In addition, the candidate will be expected to actively be involved in research and participate in departmental teaching programs.

Requirements include a Ph.D. or equivalent, two years or more postdoctoral training, and significant experience in the generation of transgenic animals. Interested individuals should provide a complete curriculum vitae, a brief statement of research interests, experience in construction of transgenic animals, bibliography and copies of key publications or reprints. Applicants accomplishments and future potential for research and teaching. Applications should be sent to: Chairperson, Transgenic Animal Search Committee, Department of Physiology, Michigan State University, East Lansing, MI 48824-1101. Applicants accepted until position is filled.

DIRECtOR

TRANSGENIC ANIMAL FACILITY

Michigan State University

Applicants are invited to apply for a continuing system appointment to head a newly funded transgenic core facility in the Physiology Department at Michigan State University. The successful candidate will supervise the construction of transgenic animals, i.e., mice, and oversee a staff in the production and maintenance of transgenic animals. The goal of this facility is to provide transgenic animals for use by investigators both within the Physiology Department and in other university departments. In addition, the candidate will be expected to actively be involved in research and participate in departmental teaching programs.

Requirements include a Ph.D. or equivalent, two years or more postdoctoral training, and significant experience in the generation of transgenic animals. Interested individuals should provide a complete curriculum vitae, a brief statement of research interests, experience in construction of transgenic animals, bibliography and copies of key publications or reprints. Applicants accomplishments and future potential for research and teaching. Applications should be sent to: Chairperson, Transgenic Animal Search Committee, Department of Physiology, Michigan State University, East Lansing, MI 48824-1101. Applicants accepted until position is filled.

To be an R&D scientist at Pfizer Inc is to focus on discovering innovative answers to the world's unmet pharmaceutical needs.

Over the last few years, scientists working in Pfizer labs have discovered, developed and introduced more new chemical entities than can be said of any other pharmaceutical firm. Investing over $1 billion annually worldwide R&D, Pfizer is committed to the principle of workforce diversity and to being the industry's premier new-product innovator. Come discover what's in it for you. Find your place among the following positions:

COMPUTATIONAL CHEMISTRY

Partnering with our synthetic chemists, you will facilitate our efforts in combinatorial chemistry, chemical diversity, pharmacophore development, lead optimization and structure-assisted drug design. The ideal candidate is independent, creative and possesses a Ph.D. in computational or physical chemistry. Strong programming skills and ability to work in a UNIX environment are required; postdoctoral or pharmaceutical experience is preferred as well as a background in statistical mechanics and Sybyl programming language.

SCIENTIST/INFLAMMATION PHARMACOLOGIST

We seek a dedicated, self-motivated professional with at least 1 - 3 years of relevant experience in in vitro analyses of ligand/receptor binding and cellular assays using whole cells and membrane fractions. You should have a BS or MS in biology or pharmacology and familiarity with ligand-mediated functional responses of cells. Solid communication skills are desirable.

BS/MS SCIENTIST Medicinal Chemistry

We will rely on your 2 years' experience in synthetic organic chemistry and strong theoretical and laboratory background. This position requires a BS or MS in relevant field and strong verbal and written communication skills.

Pfizer offers rewarding compensation and excellent benefits. Relocation assistance is available. Please send resume suitable for electronic scanning (i.e., eliminate italics, bullets, bolds, underlines and staples to:

Employee Resources, Ad#: 1006, Pfizer Inc., Central Research Division, Eastern Point Road, Groton, CT 06340.

We are an equal opportunity employer M/F/D/V.
The Cellular Biochemistry & Biophysics Program at the Sloan-Kettering Institute of Memorial Sloan-Kettering Cancer Center seeks candidates for tenure-track faculty positions at Assistant and Associate Member levels and at the Member (tenure) level whose research interests concern the interface of cell and developmental biology, including research on neural systems. Specific research topics would include (but are not limited to) cell adhesion, cell-cell interactions, synaptic genesis and plasticity, and cellular and molecular aspects of morphogenesis. Sloan-Kettering offers a highly interactive research environment, with groups working in the areas of molecular biology, developmental biology, cell biology and structural biology.

Please submit a curriculum vitae, a research statement (including present and future research activities), and a list of at least three references by December 1, 1995. Prospective candidates should send applications to: Dr. James E. Rothman, Chairman, Cellular Biochemistry & Biophysics Program, Memorial Sloan-Kettering Cancer Center, 1275 York Ave., Box 251, NY, NY 10021. EOE/AA.

POSITION ANNOUNCEMENT

Position: Assistant Professor of Atmospheric Science, Department of Soil and Environmental Sciences, and Assistant Research Scientist, Statewide Air Pollution Research Center (SAPRC). Salary and compensation shall be determined within allowable University parameters.

Date Available: July 1, 1996

Responsibilities: This 9-month tenure-track position is 60% teaching (Soil and Env. Sci.) and 40% research (SAPRC). The individual is to carry out research in atmospheric science that will complement current research being conducted at the University of California, Riverside. A particular research area of interest is that involving atmospheric particulate matter, including research into the formation, transport and transformation of particles and particle-associated chemicals in the atmosphere. The individual will teach undergraduate course(s) in environmental science and have the opportunity to teach a graduate course in their area of specialty.

Qualifications: Candidates must have met all requirements of Ph.D. within one year of appointment in a relevant discipline, and a background in atmospheric science. Candidates must possess a strong commitment to teaching excellence, and the ability to conduct an innovative and vigorous research program.

Application Procedures: Candidates for this position are requested to submit a curriculum vita, a statement of research interests and teaching interests, transcripts and any supporting information to Roger Atkinson, Department of Soil and Environmental Sciences, University of California, Riverside, CA 92521. Applicants must also request at least three individuals to write letters of recommendation on their behalf. Applications will be accepted until January 15, 1996.

The University of California, Riverside, is an Affirmative Action/Equal Opportunity Employer.

THE UNIVERSITY OF GENEVA
(SWITZERLAND)

FACULTY OF MEDICINE

is seeking qualified candidates for a position of:

Full or Associate Professor
of Experimental Pathology

The academic level (Full Professor or Associate Professor) will be determined by the candidate's qualifications with regard to research and teaching. Candidates should be board-certified in Pathology or equivalent, and demonstrate ability to direct a research program and to ensure pre-and post-graduate teaching.

Please send application, curriculum vitae and list of publications before December 22, 1993 to:

The Dean of the Faculty of Medicine
Centre Medical Universitaire
Rue Michel-Servet 1
CH 1211 Geneva 4

where further information can be obtained. Women are encouraged to apply.

UCLA
Assistant Professor
Molecular Cardiovascular Physiology

The Department of Physiology at the UCLA School of Medicine invites applications for a tenure-track faculty member interested in using new models, such as transgenic animals, to understand the physiology of the cardiovascular systems. Candidates are expected to have a strong training and background in the biomedical sciences, have a Ph.D. and/or M.D. degree and proficiency in molecular biology. The successful candidate will be expected to develop an independent research program and to participate in the teaching mission of the Department. An excellent environment exists with the Department and School to build an academic career. This includes newly remodeled laboratory space, set-up funds, core resources and other active research programs in membrane, cell and cardiovascular biology. Applicants should send a letter with a statement of research interests and goals, names of three references and their curriculum vitae to:

Chair, Cardiovascular Search Committee
UCLA School of Medicine
Department of Physiology
10833 Le Conte Avenue
Los Angeles, CA 90095-1751

Email: dmoorehe@physiology.medsch.ucla.edu
Faculty Position
Biochemical Engineering

Applications are invited for a tenure-track faculty position available July 1, 1996. The position is jointly between the Center for Agricultural Biotechnology (CAB) of the University of Maryland Biotechnology Institute and the Department of Chemical Engineering at the University of Maryland, College Park. CAB is an interdisciplinary research center, with 18 faculty (16 molecular biologists, 2 biochemical engineers), focusing on the molecular biology of plant-pathogen interactions, poultry virus and vaccine production and insect genetic engineering. Research programs also integrate molecular genetics and biochemical engineering approaches to the study of gene expression, environmental protection, and natural resource utilization. In Spring '96, CAB will reside in a new Plant Sciences building to open on the College Park campus. The Department of Chemical Engineering has in the past year grown to 14 faculty members with central research topics including polymers, bioengineering, process systems and control, phase equilibria, particulate matter and aerosols, and transport phenomena. The appointee is expected to build an independent research program that complements strengths of CAB and Chemical Engineering. Candidates with research interests that bridge these strengths (e.g., bioseparations or biotransformations) are encouraged to apply. CV, statement of research interests, reprints of relevant publications, and three references should be sent to Dr. William Bentley, Search Committee Chair, CAB, University of Maryland, College Park, MD 20742-3351. Phone: (301) 405-1906. Applications will be reviewed January 15, 1996, until a suitable candidate is identified.

Women and minority candidates are encouraged to apply. The University of Maryland is an Equal Opportunity/Affirmative Action Employer.

INTERDISCIPLINARY PROGRAM IN BIOMEDICAL SCIENCES AT THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

A combined admission program in Biomedical Sciences leading to the Ph.D. has been established at the University of North Carolina at Chapel Hill. Students receive a fellowship of $13,500 plus tuition and fees. During the first year the students choose from a broad range of courses and do three research rotations. They select their research advisors from over 150 faculty. At the end of the first year they select a Ph.D. program based on their research interests and the affiliations of their advisor. The Ph.D. programs include Chemistry and Biophysics, Biomedical Engineering, Biology, Cell Biology and Anatomy, Genetics and Molecular Biology, Microbiology and Immunology, Neurobiology, Pathology, Pharmacology, Physiology, and Toxicology. For information about the program contact:

William Marzullo
CB# 7100, 101 MBBLR
University of North Carolina at Chapel Hill
Chapel Hill, NC 27599-7100
(919) 962-8920
E-Mail: IBMS@med.unc.edu

CORNELL UNIVERSITY
GRADUATE SCHOOL OF MEDICAL SCIENCES
GRADUATE STUDY TOWARD THE PHD OR MD-PHD DEGREE IN THE BIOMEDICAL SCIENCES

The Cornell University Graduate School of Medical Sciences, composed of faculty drawn from Cornell University Medical College and the Sloan-Kettering Institute for Cancer Research, provides opportunities for graduate study leading to the Ph.D or combined M.D.-Ph.D degree in various fields of biomedical sciences. Programs of study include Biochemistry and Structural Biology, Cell Biology and Genetics, Immunology, Molecular Biology, Neuroscience, Pharmacology, and Physiology and Biophysics. Special funding is available for interdisciplinary training in Molecular and Cellular Biology and in Molecular Medicine. Successful applicants will be awarded full graduate fellowships covering living expenses and tuition. Low-cost university housing is available for all students, and the student health plan provides ambulatory care and hospitalization for all registered students and their qualifying dependents.

The Cornell University Graduate School of Medical Sciences is part of the New York City Campus of Cornell University at Ithaca, New York. It is a component of a large biomedical research complex extending along York Avenue on Manhattan's East Side, including Cornell University Medical College-New York Hospital, The Memorial Sloan-Kettering Cancer Center. The Hospital for Special Surgery, and the Rockefeller University. These institutions constitute one of the world's outstanding centers for biomedical research and education, as well as for medical diagnosis and treatment.

The Cornell University Graduate School of Medical Sciences is committed to the successful recruitment and training of qualified women and members of underrepresented minority groups, including, but not limited to, African Americans, Alaskan Natives, American Indians, Hispanic Americans, and Pacific Islanders.

Cornell University is an Equal Opportunity/Affirmative Action Employer

To receive additional information and an application kit, call or write to:
Cornell University Graduate School of Medical Sciences
445 East 69th Street, New York, NY 10021
tel: 212-746-6565; fax: 212-746-8906

NATIONAL SCIENCE FOUNDATION (NSF)

NSF's Division of Biological Instrumentation and Resources (BIR), the Division of Environmental Biology (DEB), the Division of Integrative Biology and Neuroscience (IBN) and the Division of Molecular and Cellular Biosciences (MCB) seek qualified applicants to serve as Program Directors under the provision of NSF's Rotational Program in the areas listed below. Responsibilities include research proposal evaluation, budget development and scientific planning. Broad knowledge and specific research accomplishment are key qualifications. Positions will be filled on a one- or two-year rotational/temporary basis beginning late summer/early fall 1996. The current salary range is $60,925 to $94,953; qualification requirements are a Ph.D. or equivalent experience plus 6 or more years of research experience beyond the Ph.D.


Applicants must submit a resume or other application format of choice. Application must specify the job title for which you are applying, and should include the following information: country of citizenship; information about education, including major and type and year of degree(s); complete information about experiences related to this job, including job titles, duties and accomplishments, employer's name and phone number, starting and ending dates and year, and salary to: National Science Foundation, Staffing and Classification Branch, Suite 315, 4201 Wilson Boulevard, Arlington, VA 22230. Attn: Catherine Handle. Hearing impaired individuals should call 703/306-0189. NSF is an Equal Opportunity Employer committed to employing highly qualified staff that reflects the diversity of our nation.
CORNELL UNIVERSITY GRADUATE SCHOOL OF MEDICAL SCIENCES

announces a

Summer Internship Program for Minority College Students

The Cornell University Graduate School of Medical Sciences, located in New York City, is a semi-autonomous component of the Graduate School of Cornell University at Ithaca. It provides training leading to the Ph.D. degree in specific areas of the biomedical sciences. The school, which is composed of faculty drawn from Cornell University Medical College and The Sloan-Kettering Institute, has established a summer internship program for training under-represented minority college students in the biomedical sciences. The objective of the program is to awaken and foster an interest in biomedical research and it is aimed at students who plan to attend graduate school to get a Ph.D. degree. This program is open to students who have successfully completed their freshmen, sophomore, or junior years in college.

The program consists of semi-independent research projects carried out in laboratories at either Cornell University Medical College or Sloan-Kettering Institute, a seminar course on opportunities and career tracks for doctorates in the biomedical sciences, and a weekly journal club. Dates for the program are: June 10 to August 2, 1996. Deadline for applying is February 1, 1996.

Subsidized housing, a modest food allowance and a stipend of $3,000.00 will be provided for the 8-week program. Students must have medical insurance for the period involved. Applicants must be U.S. citizens or have permanent visa status.

This program is supported in part by:
1. The Cornell University Graduate School of Medical Sciences and the Sloan-Kettering Institute.
2. A training grant from the National Institutes of Health, National Heart, Lung, and Blood Institute.

To receive additional information and an application form call or write to:

Ms. Francoise Freyre, Program Administrator
Cornell University Graduate School of Medical Sciences
445 East 68th Street, New York, NY 10021
Phone: 212-746-6120
Fax: 212-746-8906

The University of Colorado Health Sciences Center is committed to equal opportunity and affirmative action.
Minority Traineeships in Oceanography

The Woods Hole Oceanographic Institution offers special educational opportunities in oceanography for minority undergraduate U.S. citizens or permanent residents. These awards are designed to provide training and research experience in Woods Hole for students who have completed at least two semesters of undergraduate study in physical or natural science, mathematics, or engineering and have an interest in oceanography or oceanographic engineering.

Traineeships may be awarded for a ten to twelve week period in the summer or for a semester during the academic year and may be renewed the following year. The Trainee is paid a stipend of $325 per week, plus round trip travel to Woods Hole. This program is jointly sponsored with:


Application deadline for Summer 1996 is March 1, 1996.

Write for application forms to:
Education Office, MS #31
Woods Hole Oceanographic Institution
Woods Hole, MA 02543-1541
or call (508) 457-2000, ext. 2219

An equal opportunity employer, WHOI is a smoke free workplace.

MOLECULAR VIROLOGY AND HOST DEFENSE

Scientist

SmithKline Beecham Pharmaceuticals, a worldwide leader in pharmaceutical research and anti-infectives, is seeking a scientist to join the Department of Molecular Virology and Host Defense.

The successful candidate will operate a flow cytometry facility supporting research efforts in experimental hematology, molecular virology and microbiology research. The job includes sample analysis; maintenance and troubleshooting of equipment; consulting with department members on their needs and encouraging and contributing to the development of new methods to meet those needs.

Qualified candidates will have at least a BS in Biology or related field; a minimum of 3-5 years’ flow cytometry experience, preferably with hematopoietic cells, expertise in single and two-color analysis; and analysis for DNA content and apoptosis. The candidate should have experience in troubleshooting and maintenance of flow cytometry equipment. The ability to communicate and work effectively with department members is required. Computer, tissue culture and/or microbiological flow experience are preferred. Experience with cell sorting is a plus.

Located in our modern, state-of-the-art research facility in suburban Philadelphia, SmithKline Beecham offers an excellent compensation/benefits/relocation package. Interested candidates should send resumes with salary requirements to: SmithKline Beecham Pharmaceuticals, Job Code H463, P.O. Box 2646, Bala Cynwyd, PA 19004. We are an Equal Opportunity Employer, M/F/D/V.

Genentech is a pace-setting international biotechnology company that discovers, manufactures, and markets human pharmaceuticals for significant unmet medical needs. We currently have an exciting opportunity for a Scientist with a strong background in structural biology and interests in molecular recognition, protein engineering, and drug design.

You will interact with other scientists in building homology models of unknown or mutated proteins as well as be involved in the design of mutant proteins and combinatorial libraries of mutated proteins and peptides. As an integral member of our Protein Engineering Department, you will play a key role in guiding and interpreting mutational experiments as well as directing an associate. To qualify you should be especially well versed in the area of protein molecular modeling. Experience with crystallography or NMR would be a plus.

Join us and enjoy our progressive culture, exciting success, and excellent benefits package that includes fully paid medical/dental/vision coverage, free health club membership, and Company stock purchase opportunities. For immediate consideration, please send your resume to Genentech, Inc., Human Resources Dept. CSJW, 2000 Lombard St., South San Francisco, CA 94080. Genentech is an Equal Opportunity Employer. We value the contributions of our diverse workforce.
Post-Doctoral Positions Available

Research Opportunities
Candidal Genetics and Pathogenesis
Developmental Immunology
Emerging Infections
HIV Pathogenesis
Molecular Genetics of Antibiotic Resistance
Pathogenesis of Persistent Viral Diseases
Tick-Borne Infections
Tumor Biology
Vaccine Development

Direct Applications to:

Cancer Biology
Peter Plagemann, Ph.D.
University of Minnesota
Box 196 UMHC
420 Delaware St. SE
Minneapolis, MN 55455
Telephone: 612/624-6190
FAX: 612/626-0623

Microbial Pathogenesis
and Infectious Disease
Ashley Hasse, M.D.
Box 196 UMHC
420 Delaware St. SE
Minneapolis, MN 55455
Telephone: 612/624-6190
FAX: 612/626-0623

Pediatric Infectious Diseases
and Developmental Immunology
Margaret K. Hostetter, M.D.
Box 296 UMHC
420 Delaware St. SE
Minneapolis, MN 55455
Telephone: 612/624-1112
FAX: 612/624-8927

Training program awards are available to applicants who are U.S. citizens or permanent residents. M.D. candidates must have completed a 3-year residency in medicine or pediatrics in an accredited U.S. training program. Applications are eagerly sought from women and minority candidates.

The University of Minnesota is an equal opportunity employer.

DIRECTOR
BELLE W. BARUCH INSTITUTE FOR
MARINE BIOLOGY & COASTAL RESEARCH

THE UNIVERSITY OF SOUTH CAROLINA invites nominations and applications for the position of Director of the Baruch Institute, a major research facility at the University of South Carolina. The Search Committee will begin reviewing applications on January 8, 1996.

The Baruch Institute for Marine Biology & Coastal Research is a free-standing unit of the College of Science and Mathematics that provides facilities and resources for faculty and student research. Since the Baruch Institute was founded in 1969, associates have attracted $24.4 million in external funding; this year’s funding is $4.1 million. Over 1000 scientific articles covering a variety of disciplines have been published, and 250 theses have been generated from student research. There are currently about 60 graduate students and 70 associated faculty conducting research and providing public education on basic and applied problems related to the marine sciences. Utilizing a multidisciplinary approach, the Institute participates in a wide range of studies that involve many departments, institutions, and government agencies. Current projects encompass molecular biology, geochemistry, ecotoxicology, sedimentology, spatial and coastal processes, watershed hydrology, and ecology.

The Institute is housed at the main campus of the University of South Carolina in Columbia and operates the Baruch Marine Field Laboratory on the 17,500 acre Hobcaw Barony near Georgetown on the South Carolina coast. Additional facilities under the Institute’s purview are located in Charleston Harbor and at Pritchard’s Island near Beaufort.

The Director will be an accomplished, respected scientist with demonstrated excellence in marine research, administration, and communication, as well as entrepreneurial abilities. The successful candidate will be appointed at the rank of Professor in an appropriate academic department and in the Marine Science Program. The Director reports to the Dean of the College of Science and Mathematics.

Letters of Nomination should include the nominee’s name, current position, address, tel./fax number(s), and e-mail address. Applications should include a letter of interest, a summary of the applicant’s qualifications, a curriculum vitae, and the names of five individuals who have been asked to supply references (include each referee’s address, tel./fax number(s), and e-mail address). Nominations and applications should be sent to:

Prof. Bruce C. Coull
Chair of Baruch Institute Search Committee
College of Science and Mathematics
University of South Carolina
Columbia SC 29208
Tel: 803-777-3940 • Fax: 803-777-9385 • E-mail: bcoull@usc.edu

The University of South Carolina is an Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL RESEARCH POSITIONS

Two to three year positions are available immediately in the molecular genetics laboratory of Richard E. Straub in the Department of Psychiatry at the Medical College of Virginia. Two projects are funded for the next five years:

Molecular Genetics of Schizophrenia in Irish Pedigree: project goals are to a) clone the schizophrenia vulnerability locus on chromosome 6, b) identify and confirm additional loci by linkage analysis and other methods and c) clone the additional loci. The primary collaborators are Kenneth Kendler and Charles MacLean.

Detecting Susceptibility Genes for Nicotine Addiction: project goals are to identify genetic loci that influence the susceptibility to cigarette smoking and nicotine dependence. The primary collaborators are Kenneth Kendler, Lindon Eaves and Joanne Meyer. Applicants should have training and experience in some of the following areas: genotyping, physical mapping, gene identification, mutation detection and DNA sequencing. Experience with the Applied Biosystems DNA sequencer, robotics, and genome informatics is strongly preferred. Salary range is $25,000 and up depending on experience. The Medical College of Virginia offers a generous benefits package, and the laboratory will soon be located in the new Virginia Biotechnology Research Park.

Please send (do not email) curriculum vitae, summary of research experience and interests, and three letters of reference to: Richard E. Straub, Director, Molecular Genetics Laboratory, Department of Psychiatry, Box 900710, Medical College of Virginia, Richmond, VA 23298-0710. Virginia Commonwealth University is an Equal Opportunity/Affirmative Action Employer.
BEHAVIOURAL PHARMACOLOGIST

Possessing a PhD and preferably significant post-doctoral experience in the fields of operant techniques and experimental models of anxiety, depression and schizophrenia. The successful candidate will join an interdisciplinary team active in both drug discovery and basic research. A knowledge of French would be an advantage but is not essential.

Please send a CV together with hand-written letter and photo to PUBLIVAL/11009 27 Route des Gardes 92190 MEUDON (FRANCE)

THE MAX-PLANCK-GESELLSCHAFT invites applications for the position of a RESEARCH GROUP LEADER from young scientists who have achieved a degree of international recognition in their field, preferably in Cellular, Developmental, Evolutionary or Neurobiology. The successful applicant will be expected to conduct a vigorous, original and independent research program at the Friedrich-Miescher Laboratory in Tübingen.

The position is for 5 years, carries a salary of about 110,000 DN p.a. (C3 scale of the Bundes-Besoldungsgesetz) and is roughly equivalent to an Assistant Professorship (US) or University Lectureship (UK). There is no teaching commitment.

The group will have modern laboratory facilities, operating expenses, and funding for scientific and technical co-workers. Applications, including a tabular curriculum vitae, list of publications, and a description of major scientific achievements and future research plans, should be submitted until January 15, 1996

to:
Max-Planck-Gesellschaft zur Förderung der Wissenschaften e.V. -Generalverwaltung- Postfach 10 10 62 80084 München

MOREHOUSE SCHOOL OF MEDICINE ANNOUNCES

AN INNOVATIVE MULTIDISCIPLINARY GRADUATE PROGRAM LEADING TO THE PHD OR MD/PHD IN THE BIOMEDICAL SCIENCES

MSM is committed to producing scientists, with emphasis on underrepresented minorities, who are capable of conducting independent research and educational programs in the biomedical sciences. MSM provides an environment which is conducive to achieving this goal.

MSM has developed a number of state-of-the art core research facilities to support its multidisciplinary graduate program in the Biomedical Sciences. Areas of research are available in the departments of Anatomy, Biochemistry, Microbiology & Immunology, Pathology, Pharmacology & Toxicology and Physiology. Areas of focus within and across these disciplines include AIDS/Infectious disease, cardiovascular disease, cell biology, developmental biology, molecular biology, neuroscience, space biology/medicine and vision research.

MSM basic science and clinical faculty currently have more than $40,000,000 in extramural funding supporting these research programs. Stipend support in the form of Graduate fellowships ($12,000) and tuition waivers are available to selected students.

To receive additional information and an application kit, call or write to:
Morehouse School of Medicine Office of Graduate Education 720 Westview Drive, SW Atlanta, GA 30310-1495
tel: 404/752-1755
gs: 404/752-1164

MSM is an equal opportunity/affirmative action employer.

RESEARCH GROUP LEADER POSITIONS

The Heart Research Institute seeks to understand the mechanisms of atherosclerosis, with the eventual objective of prevention. It also targets practical outcomes such as the development of diagnostic assays for atherosclerosis. The core themes of the Institute are: lipoprotein modification and the influence of anti-oxidants; cell-lipoprotein interactions and lipoprotein traffic; immunological and biochemical diagnostic assays for atherosclerosis. The Institute has a flexible structure (5 groups at present), with both short-term and defined term (5 year) groups. There are opportunities for new groups of both kinds, in any area related to basic mechanisms of atherosclerosis. Quality is the primary criterion, and applicants should have the potential to raise significant grant funding in additional support of their work.

Salaries are related to the scales of the National Health and Medical Research Council of Australia, and conditions are negotiable.

The Institute occupies a modern facility, with an extension in the planning stages and has excellent equipment for chemical, molecular and cell biological studies. Opportunities for clinical and other collaboration are good, through links with Royal Prince Alfred Hospital (adjacent to the Institute) and Universities in Sydney. Funding is from NHMRC, NHMRC, ARC and through commercial arrangements. Applicants should submit a page synopsis of their research plan and its relevance to atherosclerosis, together with a full CV, bibliography, three selected reprints and the names of three referees. Application will remain open until the positions are filled.

Apply to the Director, Prof Roger Dean Heart Research Institute, 145 Missenden Road, Camperdown, Sydney NSW 2050, Australia
Tel: +61 2 550 3560 Fax: +61 2 550 3502 Email: r.dean@thrl.edu.au
THE CENTER FOR ENVIRONMENTAL RESEARCH AND CONSERVATION
COLUMBIA UNIVERSITY IN THE CITY OF NEW YORK

The Center for Environmental Research and Conservation (CERC)–a consortium of Columbia University, The American Museum of Natural History (AMNH), The New York Botanical Garden (NYBG), Wildlife Preservation Trust International, and The Wildlife Conservation Society–announces the establishment of the following four new faculty positions. CERC is a multidisciplinary center aimed at promoting education, training, and research in biodiversity conservation by integrating the knowledge and methods of both the biological and social sciences. All appointments will be joint with a relevant department at Columbia and will be five-year positions at the ASSISTANT PROFESSOR level. Each candidate is expected to teach at least one core course in the undergraduate (Environmental Biology) or graduate (Ecology and Evolutionary Biology) curriculum of CERC as well as seminars in his/her area of expertise that relates to conservation and biodiversity studies. Each candidate is also expected to maintain a vigorous research program supported by extramural funding. A willingness to develop integrative and multidisciplinary research and teaching is essential. Opportunities for field research exist in CERC affiliate institutions in Asia, South America, Biosphere 2, and other locations worldwide. For terms beginning with the academic year 1996-97, applications are invited in the following fields:

Community Ecologist: A community ecologist is sought with research and teaching activities focused on nutrient cycling, plant/animal interactions, and/or restoration biology within terrestrial ecosystems. Ability to teach advanced ecology, community ecology, biometry, and related courses desirable. The candidate for this position will work in close collaboration with researchers at Columbia’s Lamont-Doherty Earth Observatory and Biosphere 2.

Plant Systematist: A botanist/mycologist with a strong taxonomic publication record is sought to conduct research and teach plant and fungal systematics. Candidates should be familiar with higher level taxa systematics questions, a variety of phylogenetic methods, as well as holding expertise in a specialized group. This position will be affiliated with NYBG.

Animal Systematist: A zoologist with a strong taxonomic publication record is sought to conduct research and teach invertebrate and vertebrate systematics. Candidates should be familiar with higher level taxa systematics questions, a variety of phylogenetic methods, as well as holding expertise in a specialized group. This position will be affiliated with AMNH.

Population Biologist: A population biologist is sought to teach conservation biology, population biology, biometry, and related courses. Specialization in small metapopulation dynamics, demographic or genetic dynamics, and their policy implications would be particularly desirable. Applications, including a curriculum vitae, a statement of research and teaching interests, and three letters of recommendation, will be accepted until December 1, 1995, or until suitable candidates are found. Send to: Dr. Don J. Melnick, Director, Center for Environmental Research and Conservation, Columbia University, Low Library, 535 West 116th Street Room 405, New York, NY 10027. http://www.columbia.edu/cu/cerc/

Columbia University is an Equal Opportunity/Affirmative Action Employer and strongly encourages applications from women and minorities.

GLOBAL CAREER OPPORTUNITIES

DIRECTOR OF THE MRC APPLIED PSYCHOLOGY UNIT

Applications are invited for the Directorship of the MRC Applied Psychology Unit in Cambridge. The position has become vacant following Professor Baddeley’s recent move to the University of Bristol as a member of the Council’s External Scientific Staff. The MRC Unit is recognised to be one of the world’s leading centres for research and training in psychology, and forms a significant component of the MRC’s investment in the field. Its current research programme is concerned with perception and action, attention and cognitive control, memory, language and communication, neuropsychological rehabilitation, and cognition and emotion. The position of Director offers not only the challenge of developing the Unit’s scientific strategy, but as the leader of a major research facility, offers the opportunity to have a significant impact on the field internationally, and also to contribute more broadly to the Council’s mission.

The successful candidate will have an outstanding record of achievement in research, and will also be able to demonstrate successful experience of directing and managing a substantial research activity. The salary is negotiable within the Council’s Special Appointments grade (equivalent to University Professorial grade). Council will assist in meeting the costs of relocation.

A job description and other additional information may be obtained from Dr Sara Trevitt, at the Medical Research Council, 20 Park Crescent, London W1N 4AL (Telephone 0171 636 5422, Fax 0171 636 3427, e-mail Sara. Trevitt @H. MRC.AC.UK).

Applications should comprise a brief outline of the applicant's views on the future strategic direction of the Unit and brief future proposals for his/her personal research, together with a curriculum vitae, a publications list, and the names and contact details of three referees. These should be sent to Sir Dal Rees, Chief Executive of the MRC, at the above address no later than 22nd December 1995.

MRC
Medical Research Council

The Medical Research Council is an equal opportunities employer

PHYSICS OF SOLAR SYSTEMS

The Physics of Solar Systems Unit of the M.R.C. at Cambridge is seeking to fill a number of permanent and temporary positions at all levels. The Unit works mainly on the physical processes that occur in stars, planets, and the solar system. It is seeking candidates who can make a significant contribution to these areas of research.

Applications are invited for the following positions:

(a) A position at the level of ASSISTANT PROFESSOR/ASSOCIATE PROFESSOR/PROFESSOR, in theoretical astrophysics. The successful candidate will have expertise in the physics of stars and/or the solar system. Preference will be given to candidates who can make a contribution to our current research programmes. The appointment will be tenured.

(b) A position at the level of LECTURER/ASSISTANT PROFESSOR or above, in theoretical astrophysics. The successful candidate will have expertise in the physics of stars and/or the solar system. Preference will be given to candidates who can make a contribution to our current research programmes. The appointment will be tenured.

(c) A position at the level of RESEARCH ASSISTANT or above, in theoretical astrophysics. The successful candidate will have expertise in the physics of stars and/or the solar system. Preference will be given to candidates who can make a contribution to our current research programmes. The appointment will be non-tenured.

Applications and further details about these positions can be obtained from the Director, Physics of Solar Systems Unit, Department of Applied Mathematics and Theoretical Physics, University of Cambridge, Cambridge CB3 9EW, UK.

Applications are invited for the position of Director of the MRC Applied Psychology Unit in Cambridge. The position has become vacant following Professor Baddeley’s recent move to the University of Bristol as a member of the Council’s External Scientific Staff. The MRC Unit is recognised to be one of the world’s leading centres for research and training in psychology, and forms a significant component of the MRC’s investment in the field. Its current research programme is concerned with perception and action, attention and cognitive control, memory, language and communication, neuropsychological rehabilitation, and cognition and emotion. The position of Director offers not only the challenge of developing the Unit’s scientific strategy, but as the leader of a major research facility, offers the opportunity to have a significant impact on the field internationally, and also to contribute more broadly to the Council’s mission.

The successful candidate will have an outstanding record of achievement in research, and will also be able to demonstrate successful experience of directing and managing a substantial research activity. The salary is negotiable within the Council’s Special Appointments grade (equivalent to University Professorial grade). Council will assist in meeting the costs of relocation.

A job description and other additional information may be obtained from Dr Sara Trevitt, at the Medical Research Council, 20 Park Crescent, London W1N 4AL (Telephone 0171 636 5422, Fax 0171 636 3427, e-mail Sara. Trevitt @H. MRC.AC.UK).

Applications should comprise a brief outline of the applicant’s views on the future strategic direction of the Unit and brief future proposals for his/her personal research, together with a curriculum vitae, a publications list, and the names and contact details of three referees. These should be sent to Sir Dal Rees, Chief Executive of the MRC, at the above address no later than 22nd December 1995.

MRC
Medical Research Council

The Medical Research Council is an equal opportunities employer

RHODES COLLEGE, the Department of Biology seeks applications for the position of Assistant Professor, to begin in August of 1996. The Biology Department seeks applicants whose research interests are in the area of Plant Genetics, however, all qualified applicants will be considered. This is a long-term, renewable position. Teaching responsibilities will include Genetics, another course in the applicant's area of interest, and participation in the team-taught introductory course in Botany. Candidates must have a Ph.D., a strong interest in teaching at the undergraduate level, and a commitment to continuing research in their field.

Rhodes is a coeducational college of the liberal arts and sciences founded in 1848. Rhodes has been related to the Presbyterian Church USA since 1855. The College Statement of Mission will be sent to all applicants and is available on Internet at: http://blair.library.rhodes.edu/geninfohtmls/purpose.html

Rhodes is an equal opportunity employer.

Applications should submit transcripts, curriculum vitae, a statement of teaching philosophy and research interests, and have three letters of recommendation sent by 5 January 1996 to:

Dr. John Olsen, Chair
Department of Biology
Rhodes College
Memphis, TN 38112

S C I E N C E
COVERS THE WORLD

RECRUITMENT ADVERTISERS

SAVE 25%

Placing your recruitment advertisement once may not be enough. Place the same ad again within the next eight issues and get 25% off your second insertion.

For advertising information:

In Europe, phone +44 (0) 1223 302067, or fax +44 (0) 1223 576208

In the U.S., phone (202) 326-6532, or fax (202) 682-0816.

In Japan, phone +81 3 3235-5961, or fax +81 3 3235-5852

In Australia, phone +61 02 922 2977, or fax +61 02 922 1100
Clinical Research Associate/Ph.D.

The Alfred I. duPont Institute of the Nemours Foundation is a growing, multi-speciality hospital for children. The Department of Clinical Research currently has an opportunity available for a full-time Clinical Research Associate.

This research represents a collaboration between the Gastroenterology Research Program and the Laboratory of Epithelial Cell Biology. Current studies will focus on gastrointestinal epithelial function and alterations which occur during the process of inflammation. Candidates should have a Ph.D. degree. Cell culture experience and a background in either gastrointestinal inflammation or gastrointestinal cell biology are required.

For consideration, please send your resume to: Roy Proujansky, M.D., Alfred I. duPont Institute, Dept. #7440, P.O. Box 269, Wilmington, DE 19899. Equal Oppy. Employer M/F.

N
Alfred I. duPont Institute of THE NEMOURS FOUNDATION A CHILDREN'S HOSPITAL

POSTDOCTORAL FELLOW
QUANTITATIVE TOXICOLOGY

CIIT is an independent, not-for-profit research organization. Our mission is to improve the scientific basis for understanding and assessing the potential adverse effects of chemicals, pharmaceuticals, and consumer products on human health. We are currently seeking a Postdoctoral Fellow with expertise in Quantitative Toxicology to work on mathematical models of airflow and regional uptake of inhaled materials in the respiratory tract.

The successful candidate will possess a doctoral-level degree in Mathematics or a related quantitative discipline with a strong interest in biological problems or a doctoral-level degree in a biomedical discipline and strong quantitative skills. The successful candidate will be able to function as part of a multidisciplinary team developing simulation models using the computational fluid dynamics software FIDAP. Previous experience in using FIDAP is desired.

CIIT offers competitive salaries, attractive benefits and a stimulating work environment, including co-workers with diverse backgrounds. CIIT is located in Research Triangle Park, NC which offers many cultural and recreational activities, as well as access to three major research universities. Interested candidates should send their CV to: Human Resources Office, CHEMICAL INDUSTRY INSTITUTE OF TOXICOLOGY, P.O. Box 12137, Research Triangle Park, NC 27709. Please refer to the "Postdoctoral Fellow - Quantitative Toxicology" position. We will accept applications for this position until December 31, 1995. CIIT is an Equal Opportunity Employer M/F/D/V.

Pathologist

W.L. Gore & Associates, Inc., is a leading manufacturer of implantable general surgical medical devices (GORE-TEX® Medical Products), and is recognized as one of the 100 best companies to work for in America.

In addition to the direction of the Histology Laboratory, the individual selected for this position will be responsible for gross and microscopic evaluation of prosthetic materials explanted from human and animal tissues. Will require direct correspondence with physicians, analyses of data and written reports and conclusions to include technical evaluations, and involvement in study design.

The qualified candidate must be a board-certified, or eligible, Clinical or Veterinary Pathologist with a minimum of 2 years experience in Clinical or Research Pathology. Additional training in Microbiology and biomaterials science would be helpful; Immunohistochemistry would be an asset. Position will require a self-motivated team player with excellent written and oral communication skills.

Our Flagstaff, Arizona location offers clean air, mountain living, and a variety of recreational activities. For immediate consideration, please forward your resume by November 30, 1995 to: W.L. Gore & Associates, Inc., Attn: Employment Department 12354, P.O. Box 900, Flagstaff, AZ 86002-0900. Equal Opportunity/Affirmative Action Employer.

GORE-TEX® is a registered trademark of W.L. Gore & Associates, Inc.
The new School of Environmental Science and Management invites applications for four faculty positions, in the following fields: (i) Applied Ecology; (ii) Environmental Biogeochemistry; (iii) Earth System Science; and (iv) Environmental Policy and Management. Two of these will be tenure-track appointments at the assistant professor level, and two can be at the associate or full professor level. We seek applicants with strong publication records, vigorous, original research programs, evidence of excellence in teaching, and a commitment to a new, interdisciplinary program.

The start date is July 1, 1996. The position is open until filled, but we will give primary consideration to applications received by January 3, 1996. The Ph.D. is normally required at the time of appointment.

(i) Areas of interest for Applied Ecology include: quantitative prediction of short- and long-term ecological effects arising from human activities; development of ecologically sound methods for preventing or mitigating environmental impacts; and management of populations and ecosystems.

(ii) The appointee in Environmental Biogeochemistry will be expected to address the coupling of biological, chemical, geological, and physical processes that occur in Earth's waters, lands, or atmosphere. Issues related to toxicology and pollutant dispersion and fate are relevant to the program.

(iii) The focus of the Earth System Science position is on the linkage and interactions between the lithosphere, hydrosphere, cryosphere, atmosphere, and biosphere. The candidate should complement UCSCB's special strengths in aquatic biology, hydrology, geomorphology, and oceanography.

(iv) The Environmental Policy and Management position will involve research and teaching on the array of economic, institutional, legal, and political factors that affect analyses of and solutions to environmental problems.

The School of Environmental Science and Management focuses on the diagnosis and assessment of the environmental problems of today and the future, and the curriculum combines multidisciplinary scientific study with instruction in policy and management. It will enable students to gain an understanding of the complexities of climatic, hydrological, ecological, and human systems at local, regional, and global levels, and to evaluate the consequences of governmental policies and regulations and of industrial practice. We will offer the master's and doctoral degrees and a certificate for mid-career associates, and we expect to admit the first students in Fall 1996.

Applicants should send a curriculum vitae, the names and addresses of four references, a statement of research and teaching interests, and reprints of no more than five publications to: Jeff Dozier, Dean, School of Environmental Science and Management, University of California, Santa Barbara, CA 93106-5131; 805-893-7363; Fax 805-893-7612; E-mail dozier@csm.ucsb.edu.

The University of California is an Equal Opportunity/Affirmative Action Employer.
ASSISTANT PROFESSOR of CHEMISTRY
University of California, Riverside

The Department of Chemistry invites applications for a tenure-track faculty position at the Assistant Professor rank starting July 1, 1996. The position requires a Ph.D. in analytical, inorganic, organic, physical, or other areas of chemistry, an ability to conduct an innovative and vigorous research program in fundamental aspects of atmospheric chemistry or related chemical/environmental areas, and excellent prospects for teaching chemistry at the graduate and undergraduate levels. Postdoctoral experience will be helpful. The successful candidate for this position will complement the ongoing research in the Department of Chemistry and the UC Riverside Statewide Air Pollution Research Center (SAPRC). The successful candidate will be a joint appointment in the Department of Chemistry and SAPRC. The SAPRC mission includes fundamental chemical studies of atmospheric processes as viewed in the broadest sense. Applicants should send a complete resume and statement of research interests, and should have three original letters of reference sent to Professor Steven R. Angle, Chemistry Faculty Search Committee Chair, Department of Chemistry, University of California, Riverside, CA 92521-0403. Evaluation of applications will begin on 15 January 1996, but the position will be open until filled. The University of California is an Affirmative Action, Equal Opportunity Employer. Additional local campus information is available at http://cnas.ucr.edu/ and http://www.chem.ucr.edu/

Plant Ecologist

The Department of Biology of Swarthmore College invites applications for a tenure track appointment at the assistant professor level, to begin September 1996, pending final administrative approval. We seek a plant ecologist with field experience who is committed to combining teaching and research at a small liberal arts college. Teaching responsibilities include an intermediate-level course in general ecology, an advanced seminar in a major area within plant ecology, and participation in the Department’s introductory biology sequence. The ability to teach other plant-related courses and/or to participate in the College’s Environmental Studies program are especially desirable. The successful candidate will be expected to establish an active research program that will provide opportunities for undergraduate participation. A Ph.D. is required; postdoctoral research experience and teaching experience are desirable. Applicants should submit a CV, along with statements of teaching and research interest, and arrange to have three letters of recommendation sent by 15 January 1995 to:

Rachel Merz
Chair
Department of Biology
Swarthmore College
Swarthmore, PA 19081-1397

Swarthmore College is an equal opportunity educator and employer, and specifically invites and encourages applications from women and minorities.

RECRUITMENT ADVERTISERS

East Coast Careers Forecast

Issue date: 15 December
Space Reservation Deadline: 28 November

In this special adverstorial, we will look at current trends and news surrounding the biotech and pharmaceutical industry on the east coast, making this issue an excellent opportunity to draw more attention to the scientific career opportunities available within your company.

TAKE ADVANTAGE OF OUR 25% DISCOUNT!
Repeat your ad within 8 weeks and receive 25% off the second placement!

FREE PLACEMENT ON SCIENCE Global Career Network!
Every advertisement receives placement on the SCIENCE world wide web service.
SCIENCE Global Career Network address: http://www.aaas.org

For more information or to reserve your space, call Janis Crowley at (202) 326-6532.

SCIENCE COVERS THE WORLD
**European Science Education**

A SCIENCE Cover Story

Advertising Space Reservation Deadline: 16 January 1996
Issue Date: 2 February 1996

---

**Free placement on SCIENCE Global Career Network.**
Every advertisement in this issue will receive placement on the SCIENCE world wide web service.
Address: http://www.aaas.org

**For advertising information, please call:**

In Europe,
+44 (0) 1223 302 067, or fax: +44 (0) 1223 302 068.

In the U.S.,
(202) 326-6532, or fax: (202) 682-0816.

In Japan,
+81 3 3235-5961, or fax:+81 3 3235-5852.

In Australia,
+61 02 922 2977, or fax: +61 02 922 1100.

---

**YALE UNIVERSITY**

Associate of Full Professor/Virology.

Search Reopened. The Department of Epidemiology and Public Health invites applications for an ASSOCIATE or FULL PROFESSOR position with tenure. We seek an internationally recognized virologist (Ph.D. and/or M.D.) to direct an expanding program in emerging viruses (e.g. arboviruses, filoviruses, arenaviruses, hantavirus, etc.). Candidates are sought with expertise in molecular virology and epidemiology of emerging viruses; field experience in developing countries is desirable. Candidate's interests should fit with existing programs in molecular biology, evolution, pathogenesis, and molecular biology of epidemiology of emerging viruses; participation in teaching medical and graduate students is expected. Candidates should submit a curriculum vitae, statements of research and teaching interests, selected reprints and the names of three references to: Emerging Viruses Search Committee, Department of Epidemiology and Public Health, Yale University School of Medicine, 60 College Street, New Haven, CT 06502-8034. Review of applications will commence on January 15th and continue until position is filled.

Molecular Entomology.
The Department of Epidemiology & Public Health, Yale University School of Medicine, invites applications for a tenure track ASSISTANT PROFESSOR position in the field of medical entomology. We seek candidates with a Ph.D. and postdoctoral experience in arthropod molecular genetics and/or physiology. Candidates with experience in the areas of arthropod transformation, vector competence, population biology or basic molecular genetics are especially encouraged to apply. Candidates should submit a curriculum vitae, statement of research and teaching interests, selected reprints and the names of three references to: Vector Biology Search Committee, Department of Epidemiology and Public Health, Yale University School of Medicine, 60 College Street, New Haven CT 06520-8034. Review of applications will commence on January 15th and continue until position is filled.

*Yale University is an affirmative action/equal opportunity employer.*

---

**BIOLOGY, ASSISTANT PROFESSOR**
The Department of Biology at Shippensburg University invites applications for a tenure-track position starting August 1996. The successful candidate will be required to have completed an earned doctorate at the time of appointment. Primary teaching responsibilities will include Immunology, Microbiology, and introductory biology for non-majors. An ability to teach Hematology is preferred. A strong commitment to undergraduate teaching is required. Scholarly activity will be required in the area of the candidate's specialty. Applicants should send curriculum vitae, copies of transcripts (both graduate and undergraduate), a statement of teaching philosophy and research interests, plus the names, addresses and telephone numbers of three references to:

Dr. Penelope J. Padgett
Chair of the Search Committee
Department of Biology,
Shippensburg University
1871 Old Main Drive
Shippensburg, PA 17257-2299.

Receipt deadline for application materials is December 15, 1995. Shippensburg University is committed to equal employment opportunity. Women, persons of color, veterans and the disabled are encouraged to apply.
SCIENCE ENTERS CYBERSPACE!

The world of SCIENCE...Now on-line: Now you can access SCIENCE and these exclusive features on the SCIENCE World Wide Web home page with just a click of your mouse:

- **SCIENCE Electronic Marketplace**: Do you need the latest scientific product information from top companies? You’ll find just what you’re looking for in the Electronic Marketplace.

- **SCIENCE GLOBAL CAREER NETWORK**: With SCIENCE GLOBAL CAREER NETWORK: On-line classified advertising, you can survey the latest in career opportunities from around the world each week. You’ll also find additional on-line career related articles and information.

- **Beyond the Printed Page**: This exclusive on-line feature includes special interactive projects such as, Conduct in Science, important data and a constantly evolving collection of electronic information that pioneers new territory beyond the printed pages of SCIENCE.

- **SCIENCE On-line**: Read the SCIENCE Table of Contents, the SCIENCE Editorial and This Week in SCIENCE the same day that the printed version is published!

Whether you want to take part in interactive discussions, look for a new job or review the latest product information, look to the SCIENCE World Wide Web page first. Take advantage of these exclusive on-line features from the journal revolutionizing the world of scientific publishing: SCIENCE.

SCIENCE WWW Address: http://www.aaas.org

SCIENCE COVERS THE WORLD
AMSIE'96 JOB FAIR
1996 AAAS Annual Meeting & Science Innovation Exposition (AMSIE'96)
Baltimore Convention Center • February 12-13, 1996

EMPLOYERS:
If you have multiple positions to fill or just one... Not enough qualified candidates to choose from... A limited search budget... The AMSIE'96 JOB FAIR can help you.

- Academic Employers/University Labs
- Non-profit Organizations and Government Facilities
- Corporate Employers
- AMSIE'96 Exhibitors

The AMSIE'96 Job Fair Can Save You Time and Money
If you are looking for senior scientists, research investigators, tenure tracked-faculty, deans and department heads, research assistants and postdocs, grant administrators... AMSIE'96 Job Fair offers:

- Hundreds of top-notch candidates from an exclusive list of scientists—the AAAS/SCIENCE membership file
- Various scientific disciplines, top level degrees: PhD, MD, BS
- 80% in the life sciences
- Captive audience of 5,000 scientists from across the U.S. and abroad
- Special rates for Academic Employers, Non-Profit Organizations, AMSIE'96 Exhibitors, and AAAS Corporate Members
- Unlimited Job Postings (Special rates for SCIENCE advertisers)
- No meeting fee required
- FREE, on-site interview facilities
- Employers can conduct Career Development Seminars: topics include resume writing, interviewing, and other job-hunting skills, as well as the latest information and issues related to scientific careers
- FREE resume book of all participating candidates

FOR MORE INFORMATION, CONTACT
MAIL: Kevin Bullock
AMSIE'96 Job Fair, 1333 H Street, NW, Washington, DC 20005
PHONE: (202) 326-7049
FAX: (202) 289-4021
E-mail: kbullock@aaas.org
American Association for the Advancement of Science

AMSIE'96 JOB FAIR
1996 AAAS Annual Meeting & Science Innovation Exposition (AMSIE'96)
Baltimore Convention Center • February 12-13, 1996

CANDIDATES:
If you are starting your scientific career or at a pivotal point... looking for a better paying job... switching from academia to industry... the AMSIE'96 JOB FAIR can help you.

JOBS, JOBS, JOBS,
Biology, Chemistry, Medical Sciences, Agricultural, Earth Sciences, Engineering, Mathematics, Computer Science, Physics, Astronomy, Social and Behavioral Sciences

- Employers will be on-site in Baltimore to talk to you about real job openings.
- Position Postings: various positions and levels of experience for you to review on-site.
- Bring multiple copies of your resume and visit as many employers as you wish
- Bonus for all on-site JOB FAIR registrants: FREE Career Development Seminars on Saturday and Sunday (February 10-11, 1996). Seminars will be conducted by top science recruiters and human resource professionals. Topics include: resume writing, interviewing, and other job-hunting skills, as well as the latest information and issues related to scientific careers
- You can register in advance and just pick up your badge on-site
- You don't have to attend to participate, all resumes will be given to all employers
- FREE to AAAS Members and AMSIE'96 registrants
- FREE pass to the AMSIE'96 Exposition
- Non-member, non-meeting attendees only $25, on-site

FOR MORE INFORMATION, CONTACT
MAIL: Kevin Bullock
AMSIE'96 Job Fair, 1333 H Street, NW, Washington, DC 20005
FAX: (202) 289-4021
E-mail: kbullock@aaas.org
American Association for the Advancement of Science
CANDIDATE Advance Registration Form

Name ____________________________

Contact Address ____________________________

City ____________________________ State/Country ____________________________ Zip/Post Code ____________________________

Phone-B (______) ____________________________ H (______) ____________________________

EMAIL ____________________________ Visa Type (if non-US citizen) ____________________________

Do you plan to attend AMSIE’96? ☐ Yes ☐ No AAAS Membership No. ____________________________ (No. found on SCIENCE label. NEW member enter new)

FEES

<table>
<thead>
<tr>
<th></th>
<th>Member or AMSIE’96 Registrant</th>
<th>Non-Member or Non-Registrant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidates On-Site</td>
<td>FREE</td>
<td>$25</td>
</tr>
<tr>
<td>Candidates Not Attending</td>
<td>FREE</td>
<td>$10</td>
</tr>
</tbody>
</table>

Payment Method: ☐ Check enclosed ☐ VISA ☐ MasterCard Card # ____________________________

Signature ____________________________ Expiry Date ____________________________

DISCIPLINE (please check the one option which best describes your primary discipline)

- Agricultural, Biological, & Medical Sciences
  - ☐ Agric. Sciences ☐ Biochemistry ☐ Botany ☐ Cell Biology
  - ☐ Ecology ☐ Endocrinology ☐ Genetics ☐ Immunology
  - ☐ Marine Biology ☐ Medicine ☐ Microbiology ☐ Molecular Biol.
  - ☐ Neuroscience ☐ Pharmacology ☐ Physiology ☐ Zoology

- Chemistry
  - ☐ Analytical ☐ Organic ☐ Biochemistry ☐ Physical ☐ Inorganic ☐ Nuclear

- Earth Sciences
  - ☐ Atmospheric ☐ Geology/Soil Sci. ☐ Oceanography

- Engineering
  - ☐ Aeronautical ☐ Nuclear ☐ Biomedical ☐ Chemical ☐ Electrical/Electronic

- Mathematics & Computer Science
  - ☐ Computer Science ☐ Mathematics ☐ Statistics

- Physics & Astronomy
  - ☐ Astron./Astrophys. ☐ Optics & Laser ☐ Atomic/Molecular ☐ Plasma ☐ Condensed Matter
  - ☐ Nuclear

- Social & Behavioral Sciences
  - ☐ Anthro./Soc. ☐ Language Sciences ☐ Econ./Poli. Sci. ☐ Science Policy ☐ Education ☐ History & Philosophy of Science
  - ☐ Psychology

INSTRUCTIONS: Complete the AMSIE’96 Advance Registration Form. Enclose a current curriculum vitae (including a listing of three professional references), and mail to: Kevin M. Bullock, Project Coordinator, AAAS Employment Exchange, 1333 H Street, NW, Suite 1159, Washington, DC 20005. NOTE: Faxed forms and resumes are not acceptable. If you are planning to be on-site at AMSIE’96, please remember to bring multiple copies of your current curriculum vitae. Incomplete forms will not be accepted.

American Association for the Advancement of Science
Theme Symposia

Prominent physicians and scientists highlighting multidisciplinary areas of biomedical research and clinical investigation.

Ion Transport and Disease***
William Harris, Children's Hospital, Boston
Mark T. Keating, University of Utah

Health Outcomes Research
Allan S. Detsky, University of Toronto

Regulation of Apoptosis: Cellular, Molecular and Genetic Factors
John D. Mountz, University of Alabama at Birmingham

Translational Research in Dermatology*
Juoni Utito, Thomas Jefferson Medical College

Delivering Information to Clinicians in the Era of National Networking**
Edward H. Shortliffe, Stanford University School of Medicine
David Lipman, National Library of Medicine

Abstract Presentations

Original abstracts will be presented either in oral sessions, chaired by teams of senior investigators, or in poster sessions.

Infectious Diseases/AIDS
James B. Dale, University of Tennessee School of Medicine

Cardiovascular
Christine Seidman, Harvard Medical School

Hematology
Dorothy Zucker-Franklin, New York University

Oncology
George Bosl, Memorial Sloan Kettering Cancer Center

Clinical Epidemiology/Health Care Research**
Pamela G. Williams-Russo, Cornell University Medical Center

Pulmonary/Critical Care
Jeffrey M. Drazen, Harvard Medical School

Gastroenterology/Hepatology/Nutrition
Tadatada Yamada, University of Michigan School of Medicine

Immunology/Allergy/Rheumatology
William J. Koopman, University of Alabama at Birmingham

Gerontology/Aging
Mark A. Supiano, University of Michigan School of Medicine

Endocrinology/Metabolism
Leslie DeGroot, University of Chicago Medical Center

Renal/Hypertension
Barry M. Brenner, Harvard Medical School

Inflammation
William M. Nauseef, University of Iowa

Regulation of Gene Expression
Herbert H. Samuels, New York University

Developmental Biology: Organogenesis***
Jeffrey A. Whitsett, Children's Hospital Medical Center, Cincinnati
Jeffrey I. Gordon, Washington University School of Medicine

The New Biology of Obesity
Jeffrey S. Flier, Harvard Medical School

Emerging Infections***
Ruth Berkelman, National Center for Infectious Diseases
Monica M. Farley, Emory University School of Medicine

Training in Subspecialty Medicine: Current Status and Public Policy
Eric G. Neilson, University of Pennsylvania
Robert J. Mayer, Harvard Medical School

Satellite Symposia/Meetings

Molecular Medicine Society
May 3, 1996
Association of Subspecialty Professors
May 4-5, 1996
GCRC Program Award for Excellence
May 4, 1996
Basic Aspects of Immunology sponsored by the Walter Reed Army Institute of Research
May 1-3, 1996

NIH Conference on Ischemic Acute Renal Failure
May 6-8, 1996

Joint Sessions with:
*Society for Investigative Dermatology,
**Society of General Internal Medicine,
***Pediatric Academic Societies
(APS/SF/APA)
Please choose one category

- Infectious Diseases/AIDS
- Cardiovascular
- Hematology
- Oncology
- Clinical Epidemiology/Health Services Research
- Pulmonary/Critical Care
- GI/Hepatology/Nutrition
- Immunology/Allergy/Rheumatology
- Gerontology/Aging
- Endocrinology/Metabolism
- Renal/Hypertension
- Inflammation
- Regulation of Gene Expression
- Signal Transduction
- Cell Biology
- Physiology
- Cytokines/Growth Factors
- Dermatology
- Gene Therapy

Provide 4 keywords from your abstract for index.
1. 
2. 
3. 
4. 

TYPE name, address, and telephone number of the presenter.

Name
Address
City
Telephone (Office) 
State 
(Fax) 
Zip 
University 
Year of Birth 

The submitter affirms: (1) if the abstract is accepted, author is prepared to present it; (2) animal studies conform to the APA “Guiding Principles in the Care and Use of Animals”; (3) human experimentation was conducted according to a protocol approved by an Institutional Review Board on ethics of human investigation; (4) conflicts of interest will be disclosed at time of presentation and detailed in a separate letter to the Editor-in-Chief at the National Office, 6900 Grove Road, Thorofare, NJ 08086-9447. Such information will not prejudice review of the abstract.

Abstract Submitted to: AAP ASCI APCR Other

Abstract should be published and not considered for presentation.

Signature 

Abstracts may not be withdrawn and will not be reviewed if received after the receipt deadline.

Preparation—This form MUST be photocopied on a high-quality copy machine. Do not type directly on this form. Type abstract in 6" x 4 3/4" box. The type font must be no smaller than 10 pt. The title should be brief, clearly indicating the nature of the study. CAPITALIZE ENTIRE TITLE. Avoid abbreviations in title. State all authors' initials and last names followed by their institutional affiliations, city and state. UNDERLINE PRESENTING AUTHOR ONLY. Indent first line of text at least three spaces.

PAYMENT: A copy of the abstract must accompany all methods of payment. Please select one method of payment.

Check ($50.00) 

Credit Card ($50.00) 

Signature (Credit card payments only) 

Print name of card holder 

Purchase Order ($60.00) 

Please provide billing address 

This form MUST be photocopied on a high-quality copy machine. Do not type directly on this form.
For Mac Lovers
The best bibliography software
-only for the Mac-
bookends pro ver. 3.2

e-mail: westing3@aol.com
http://www.westinginc.com.westing

Phone: 1-800-325-1862

Circle No. 40 on Readers’ Service Card

STATISTICAL SOFTWARE

Announcing NCSS 6.0 for Windows: an accurate, easy to learn, statistical system. Includes t-tests, Anova, chi-square, survival analysis, regression analysis, multivariate analysis, graphics. Data may be imported from over 30 database and spreadsheet formats. Output may be read by your Windows word processor. Thousands of users. $395. Ask for Dr. Hrinze (PhD Statistician) at (800) 888-6109, fax (801) 546-3907 Email address: ncass@ix.netcom.com. Web page: WWW.ICW.COM/NCSS.

Circle No. 18 on Readers’ Service Card

MARKETPLACE

PACEMaker* World Class

Custom peptides, conjugates and antibodies

Unrivaled product quality and service
AFFINITI Research Products Ltd.

FAX: +44/0 1626 891990

E-mail: 100337.1606@COMPUserve.com

Circle No. 27 on Readers’ Service Card
So I was thinking, if they can put a man on the moon
why can't they find a way to make Hot Start PCR faster,
easier, and more efficient? And then it hit me.

{ **HotWax**™ **Mg²⁺ Beads.** }

Better than Wax Alone.

Once in a blue moon, there's a hot new idea like HotWax™ Mg²⁺ Beads from Invitrogen. They make Hot Start PCR as easy as conventional PCR. Unlike "simple" wax, HotWax™ Mg²⁺ Beads contain molecular biology grade MgCl₂ which is released during your first denaturation step. Just set up your reaction, drop in a HotWax™ Mg²⁺ Bead and start thermocycling. No messy oil, and no stopping and restarting your reactions.

Perfect PCR.

With Hot Start PCR this easy, you can use this technique with all of your PCR experiments, before you have a problem with non-specific background bands. HotWax™ Mg²⁺ Beads are available in three MgCl₂ concentrations. Mg²⁺-free buffer is provided free with each order.

See for yourself how fast and easy Hot Start PCR can be. Call Invitrogen to ask about HotWax™ Mg²⁺ Beads today.

1-800-955-6288

Invitrogen

3085 B Sorrento Valley Blvd.
San Diego, California 92121
Telephone (619) 597-6200
Fax (619) 597-6201

European Headquarters:
Invitrogen BV
De Schep 26, 5951 NV Leek
The Netherlands
Tel: (31) 5945-15173
Fax: (31) 5945-15312

Toll-free Telephone Numbers
The Netherlands: 06-0288848
Belgium: 070-111173
Germany: 0130 8100 43
Switzerland: 155-1966
Austria: 0660-8127

UK Tel: +44 (0)235 531074
UK Fax: +44 (0)326 633420
France: 34 39 72 49
Sweden: 020 793149
Norway: 080 11033
Denmark: 80 01 85 92

Austria: 03-3-35681622
Japan: 39-238103171
Fax: 39-238101465

Europe: 0130 8100 43
Switzerland: 155-1966
Norway: 80011033
P, D

Japan: 39-238103171
Fax: 39-238101465

*PCR is covered by patents owned by Hoffmann LaRouche Molecular Systems, Inc. and issued to Cetus Corporation.

Austria: 03-3-35681622
 Spain: 34-3-35681622

Circle No. 46 on Readers' Service Card
Why gamble with your research results...

Stack the deck in your favor with R&D Systems' products.

R&D Systems offers over 500 reagents for cytokine and cytokine-related research.

**Cytokines and soluble cytokine receptors**
- recombinant human
- recombinant murine
- natural

**Antibodies** (monoclonal and polyclonal) to:
- cytokines
- soluble cytokine receptors
- adhesion molecules

**Imunoassays**
- Quantikine™ for the measurement of cytokines and soluble cytokine receptors
- Quantikine HS for the measurement of extremely low concentrations of cytokines
- Quantikine IVD™ for **in vitro** diagnostic use
- Parameter™ for the measurement of soluble adhesion molecules

**Fluorokine™ flow cytometry reagents**
for the analysis of functional cytokine receptors on cell surfaces

**T cell Columns**
for the enrichment and separation of human and mouse T cell and T cell subsets

---

FOR RESEARCH USE ONLY. NOT FOR USE IN DIAGNOSTIC OR THERAPEUTIC PROCEDURES.

---

R&D SYSTEMS
1-800-343-7475

Circle No. 48 on Readers' Service Card