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Nucleotide Photoaffinity Probes is a brochure on these products for life science research. Most of the probes are available unlabeled or labeled with 3²P. The purity of each product is determined by spectral analysis, thin-layer chromatography, and actual use in photo-labeling applications. Research Products International. Circle 148.

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In this special supplement, SCIENCE explores what biotechnology and pharmaceutical companies are doing to increase the number of minority scientists in their organizations.

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In this special supplement, SCIENCE explores what biotechnology and pharmaceutical companies are doing to increase the number of minority scientists in their organizations.

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On November 14 at the Crystal City Marriott in Arlington, Virginia, *SCIENCE* will sponsor the 1996 Diversity Career Day, at which employers, job-seekers, support organizations, and educators will discuss ways of bringing members of underrepresented groups into science. The morning of Diversity Career Day will consist of a series of career seminars, treating everything from preparing the résumé to negotiating the job offer. The remainder of the day will feature a career fair for employers and job-seekers.

Below, we hear of efforts toward diversity at the National Institutes of Health, the University of Colorado Health Sciences Center, Bristol-Myers Squibb, and Genetics Institute. And we hear of some important career development strategies—good for all scientists, especially for those from underrepresented groups. After decades of dialogue, where diversity is concerned there is still much to say.

John Timpane, PhD, writes frequently on the biotechnology and pharmaceutical industries.
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The Minority Grant Research Program at Bristol-Myers Squibb

By H. Harris, consultant in human resources for Bristol-Myers Squibb (BMS), is part of a large effort to seek out promising candidates from a range of backgrounds. BMS has been among industry leaders in outreach programs, sending scientists to primary and secondary schools and getting young students to think about becoming scientists. "We've been working with local high schools and teachers for a long time, and that's important for the long run," Harris says. "We need to build up a better basis right from the primary school level—not just with minorities, but with everyone." Harris is also excited about the Minority Research Grant program, a new partnership between BMS and Rutgers University. Funded by a grant from BMS, the program consists of three phases. In the high school phase, the program seeks to identify and encourage promising minority students at local high schools. In the undergraduate phase, overseen by Francine Essien, Carnegie Professor of biochemistry at Rutgers, research laboratories at Rutgers are establishing partnerships with corresponding labs at BMS. In the summer of 1997, five Rutgers undergraduates will work as interns in BMS labs. In the graduate phase, a BMS fellowship will support a PhD candidate in his or her research at Rutgers. "As the program progresses," Harris says, "we'll develop a co-mentorship between BMS and Rutgers, encouraging graduate work in relevant fields, as well as encouraging consultation between scientists at Rutgers and BMS who are interested in similar lines of study."

Where the Minority Research Grant program emphasizes pure discovery research, the clinical route is served by the immensely successful Academic Medicine Fellowship Program for Minority Scientists. Now in its thirteenth year, the program supports clinical research by graduate scientists from a variety of ethnic and socioeconomic backgrounds, as well as those with physical disabilities. Nominated by the deans of 46 medical schools, the Academic Medicine Fellows work closely with BMS mentors. Near the end of the academic year, the Fellows travel to BMS to present their work in a grand symposium. The next symposium is scheduled for March 1997 in Princeton, New Jersey. "This kind of thing has to happen on a national level," Harris says. He believes that to have much hope of national impact, these programs need to be expanded and coordinated in some way: "There are a lot of good programs out there, but they're fractionated and local. If we had some way to bring them together and encourage good ideas, I believe you'd see things change more quickly."

The Culture of Diversity at The National Institutes of Health

George Redmond
medical health physicist
vice president
Black Scientists Association
National Institutes of Health

There has been a concerted effort recently to increase the numbers of minority scientists here. The Black Scientists Association has been working with the division of intramural research at the NIH to look at creative ways of increasing the numbers and improving conditions for minority scientists. We have concentrated our efforts on recruitment, mentoring, and retention.

To improve recruitment, the division of intramural research is considering an educational office to coordinate recruitment efforts at NIH. A new database will help us track minority students, postdocs, senior scientists, and IRTA fellows as they move through their careers. We'll be posting job advertisements on media such as EDNET, the Internet, and the Fedex/Molis System. We're also pushing for a more systematic way to identify faculty members from state institutions and historically black universities so they can steer people here. We're working to encourage greater collaboration between minority scientists here and those at other institutions. We're also suggesting that all institutes within the NIH provide opportunities for summer internships through programs such as Minority Access to Research Careers and Minority Biomedical Research Support.

Mentoring is a key component in the development of any scientist. To address the mentoring issue, we have suggested that a permanent position be established to develop a viable NIH-wide mentoring program. Lab and branch chiefs should be evaluated on the extent to which they recruit, mentor, and retain African American, Native American, and Hispanic American scientists.

We've also been pushing to increase the visibility of minority scientists here. This will show the NIH science community that these scientists are doing credible research and contributing to the NIH mission, and it will attract other underrepresented minorities to come to work here. If minorities see minorities prospering, more will be encouraged to enter science careers.

The NIH is now engaged in a diversity congress initiative, which will address diversity throughout the campus. I think any diversity program should also address the issue of difference. It would be a good thing to focus on the qualities characteristic of different cultures and ethnicities; that would highlight the culture of diversity and broaden the community's awareness of and respect for different cultures.
The Fellowship Program in Academic Medicine for Minority Students

Sponsored by Bristol-Myers Squibb Company
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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.

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.

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Sharpening Interviewing Skills
Peter Laddky, manager of human resources, Genetics Institute

It's not politically correct to say this, but the minority candidate probably should take advantage of the fact that companies are trying to increase their minority populations. On your CV, put down school, fraternity, and group affiliations that signal your membership in underrepresented groups. Your competition will be playing up their advantages, so it's entirely appropriate that you should, too. In fact, we regard that as a positive.

A successful interview is the product of preparation as well as good on-the-spot thinking. You can't have the latter without the former. Here are some tips.

- **Practice.** So many candidates come into interviews without really practicing their presentation skills. Get your peers and your advisors together to fire hard questions at you. If your English skills need work, sharpen them. Remember that you'll probably have to give presentations or seminars on your work to your prospective employers.

- **Be on Time.** Your interviewer is likely to be on a tight schedule. We want to give you the full benefit of the time allotted. If you fail to take advantage of that benefit, the impression is not good.

- **Look Good.** Sometimes people forget that showing up well groomed and well dressed is a plus. Even if the company's actual work environment is quite casual—as it is at Genetics Institute—the expectation at the interview is that you'll put your best self forward.

- **Stay on Message.** Answer questions succinctly. Don't ramble. Interviewers tend to doze off. Your job is to make sure they don't.

- **Have a Short List of High Points.** Be ready with the specific accomplishments, credentials, and qualifications that make you a good candidate for this job. Don't have twenty—have the three to five best ones and really harp on them.

- **Give Your Interviewer Material to Take Away.** Bring your publications. Mark them to show your contributions. Be prepared to guide the interviewer to key passages. It's always impressive if you can back up your claims with concrete evidence of your achievements.

- **Ask Informed Questions.** Do research on the company. It turns the interviewer off if the candidate really doesn't know anything about us. Ask, not naive questions, but questions arising from your research about the company.

- **But Observe the 80/20 Rule.** In successful interviews, the candidate drives the session, talking about 80 percent of the time. Make the most of your four fifths. Don't let the interviewer ramble. If you do, the next thing you know, your time is up.

- **Communicate Excitement.** As a company, we feel special, and it turns us off if someone isn't genuinely excited. We interviewed a woman last week who was third in line (in terms of credentials) for the job. But we just got so excited because she was excited. The hiring manager said, "I want her here. She'll be a great asset to our lab. She'll make it fun to come to work." You want people you want to work with.

Negotiating the Job Offer
Aundrie Botts, associate director, human resources, Bristol-Myers Squibb

Is negotiating a job offer any different for people from underrepresented backgrounds? "In fact," says Aundrie Botts, "it has been our experience that people from certain backgrounds are not as familiar with what you might call 'the culture of interviewing.' They're not sure what's allowed. They may be less likely to do preparatory research, ask questions during the interview, or call us later. Most of all, they're less likely to be savvy about networking."

Less networked candidates may assume that it is somehow bad form to get information about the company before the interview. "Nothing could be further from the truth," Botts says. "In addition to finding out information on the company through public sources, job-seekers should try to network. Find people currently working for the company; that's the only way to get really good information. Ask them what it's like to work there, what the salary structure is, and how often you get reviewed. You'd be surprised how freely people will share this information."

Another myth is that the interview is your last chance to communicate with your interviewers. On the contrary, candidates routinely make follow-up calls to ask further questions and give further information. "We're quite familiar and comfortable with that," Botts says. "We can tell when a candidate has been asking insiders the right questions and now is coming back, challenging us (politely) continued
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because they now have inside information. Again, that's perfectly acceptable."

Minority candidates, like everyone else, want to know: What's appropriate? At your first (often your only) interview with human resource officers, it is common to ask about the structure of the department ("Ask to be shown a structural chart." Botts says), the career ladder, your place in that structure, the frequency of written reviews, and general information about pay (does the company provide stock options or bonuses? is the pay the same for all entry-level people at this level, or does that vary, and if so, what are the variables?). "Definitely ask about benefits," Botts says, "including whether there is a waiting period before benefits kick in. Ask about relocation reimbursements—especially if you’re moving from far away."

Job and salary offers usually arrive by telephone, followed next day by a written offer sheet. Companies that still give a second interview use it to make the offer. In both cases, the first question to ask is, "How much time do I have to think about it?" There is no industry standard—although if you need to request more than 48 hours, you had better have a good, concrete reason. "Also tell the employer how long you'll need to come on board," Botts says, "Many people cannot get to a new job in the conventional two weeks. Let the interviewer know if that's the case."

If you're interviewing with other companies, say so. "Then they'll know up front that they'll have to compete to get you," Botts says, "which can work to your advantage." It is also appropriate to ask about the specific team or work group you'll be working with if you don't already know. Ask about pre-employment tests such as physical examinations and drug screenings.

So to the big question: Can you bargain? Many candidates do. Botts says that the most credible negotiations are based on one of two situations:

- you have an equal or higher offer from another company (make sure you have a FAX or copy of the offer sheet);
- you are moving from a low-cost-of-living area to a higher one, and your research indicates that the offer would not be equal to your needs.

Networking also can create negotiating opportunities, Botts says: It is completely appropriate to ask, 'I know you've offered X dollars to a person at the same level recently. Can you explain why I'm not getting the same offer?' Negotiation, even aggressive negotiation, rarely results in offers being withdrawn. "The very worst case," Botts says, "is that the company would come back and say, 'We're not prepared to increase the offer.'"

Botts returns to her first point: Create a strong network of associations, professors, referrals, and company contacts. Don't be afraid to ask questions or to negotiate. Become part of the culture.

A New Face for Diversity: The University of Colorado Health Sciences Center

Arthur Gutierrez-Hartmann, director of the medical scientist training program and professor of medicine, biochemistry, biophysics, and genetics at the University of Colorado Health Sciences Center (UCHSC), says that "we've begun to take a broader, more inclusive view of the word disadvantaged. Besides the people we've always thought of, we now include the rural student, the first-generation college student, and other groups." The point: "To find the qualified individuals who might never consider going into the sciences." Like other institutions, UCHSC is looking in its own backyard (Texas, New Mexico, Utah, and Colorado), contacting Native American, African American, Hispanic, and rural populations, looking for excellent students in local four-year colleges.

Is it really still that different for the minority scientist? Gutierrez-Hartmann, speaking from personal experience, assures us that it still can be. "Many such scientists are very family- and locale-oriented. "It's hard enough to be the first in your family ever to go to college," Gutierrez-Hartmann says, "let alone go off to Harvard if you've never even been to summer camp."

In families for whom money has never been plentiful, fear of debt may militate against a graduate career. Similar attitudes may explain why successful minority scientists choose medical and professional schools rather than graduate science programs. "Whoever has lived a life of waiting will see professional schools as ways to get out of their situation," Gutierrez-Hartmann says. "Convincing them to go to grad school or into an MD/PhD program is tough."

What can interested students do to help themselves? Seek out the best labs doing the science you want to do. Network. Gutierrez-Hartmann believes that minority and disadvantaged students are often not part of the networked culture. "Become involved as soon as possible with science clubs and other organizations that deal with the health and science professions," he says. "Visit colleges and universities in your area. Contact graduate students and faculty members. I certainly did."

The idea is not to cajole the less-than-qualified into a career for which they are not suited, but to identify individuals with both talent and enthusiasm. Grades often are not the best indicators of success. "We've seen some people get to med school here and take off like a rocket," Gutierrez-Hartmann says, "and those are the people we're looking for—the people who become stars because they have the excitement, the fire."
We are searching for the brightest and best scientists to join our international research team. These scientists will devote themselves to the discovery and development of innovative products to conquer currently unmet medical challenges.

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Fellowships for Biological and Biomedical Sciences

The Howard Hughes Medical Institute announces the 1997 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, epidemiology, genetics, immunology, neuroscience, or structural biology. Applicants must not have completed the first year of postbaccalaureate graduate study in biology. *Application deadline: mid-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.*

**1997 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>  
http://www.nas.edu/fo/index.html

For **Other Programs:**

Howard Hughes Medical Institute  
Office of Grants and Special Programs  
Department A197  
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>  
http://www.hhmi.org/grants/graduate/start.htm

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.
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CHALLENGING
BIOMEDICAL EMPLOYMENT OPPORTUNITIES

The Centers for Biologics and Drug Evaluation and Research are searching for outstanding physicians and scientists interested in a challenge by participating in the development and approval process for new biological and drug products. Physicians and scientists serve on multidisciplinary scientific teams of highly skilled professionals. Duties may include reviewing and evaluating investigational new drug applications and biological product license or new drug applications; reviewing proposed labeling; evaluating adequacy of the methods; facilities and controls used for approval or non-approval of applications. Some positions offer the unique opportunity to conduct biomedical research in combination with review responsibilities. These positions have 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 4 years’ residency training or possess equivalent experience. A background combining research experience with clinical medicine is preferred, along with specialty training and expertise in one or more of the following areas: oncology, infectious diseases, hematology, rheumatology, epidemiology, pediatrics, pulmonary diseases, allergy, immunology, parasitic diseases, pathology, pediatrics, pulmonary, gastroenterology, or related disciplines. 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, drugs and/or antibiotics, is desirable.

For all candidates, experience in the pharmaceutical industry along with computer applications would be 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 National Institutes of Health campus in Bethesda, Maryland, or in several locations throughout the Rockville, Maryland area.

SALARY: For physicians, Civil Service salary range for GS-13 through GS-15 is $61,490 to $95,531. Physicians may also be eligible for either a Physicians Comparability Allowance of $4000 to $20,000 per annum, or Physician Special Pay up to $148,400 based on experience, qualifications, and medical specialty. For scientists (other than M.D.), Civil Service salary range for GS-11 through GS-15 is $37,094 to $95,531. 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: Interested candidates should send a resume or C.V. with a letter of interest and a statement of regulatory/research interest to:

FDA/Center for Biologics Evaluation and Research 1401 Rockville Pike Suite 200N, HFM-121 Rockville, MD 20852-1448 ATTN: Recruitment (96026)

FDA/Center for Drugs Evaluation and Research Metro Park North I, HFD-64 7500 Standish Place Rockville, MD 20855 ATTN: Recruitment (96004)

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At ODSI, we encourage a team approach and expect you to be comfortable in an open environment where ideas are shared, contributions are expected and outstanding performance is rewarded. Depending on your experience, a BS, MS or PhD is essential, and the ability to communicate in a multidisciplinary environment is also key to success.

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To apply or for additional information, please forward a copy of your resume to: Dept. 992, P.O. Box 16597, New Brunswick, NJ 08906-6597. We are an equal opportunity employer and support diversity in the workplace.

Promega Corporation, an established world leader in biotechnology and consistently recognized as one of the country's most progressive employers, has an immediate opening for an experienced R&D Research Scientist in Nucleic Acid Chemistry. This position will conceptualize and develop new products for the isolation of nucleic acids.

Candidates should have experience with experimental design and analysis of data necessary for developing and troubleshooting new protocols and experience presenting results to peers and professional societies.

Additional requirements for this position include an M.S. degree in the life sciences with 4-6 years experience in a clinical research or diagnostics lab; extensive experience with routine molecular biology methods including nucleic acid isolation (RNA and DNA), library construction, nucleic acid amplification techniques, hybridization and probe labeling systems.

Preference will be given to candidates with experience in the isolation of genomic DNA and RNA from clinical samples including saliva, sputum, stool, urine, and with experience in use of molecular techniques for diagnosis of cancer and infectious disease.

Promega, recently cited as one of "The Best Companies To Work For In Dane County" by In Business magazine and designated "Top 100 Companies for Working Mothers" by Working Mother magazine, strives to provide a rewarding work experience for our employees and unparalleled excellence, quality and prosperity in our business. We seek to preserve a balance between work and life activities, reflected in our on-site fitness and daycare facilities and comprehensive benefit package. To apply, please send a resume with salary requirements to: Promega Corporation, Human Resources (1100CS), P.O. Box 7879, Madison, WI 53707-7879. EOE

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Zoologist. The Department of Biological Sciences, Southern Illinois University at Edwardsville (SIUE), invites applications to begin August 1997. Candidates must possess a Ph.D. and a strong commitment to teaching and research. The College of Charleston is a public liberal arts institution of 10,000 students; the College has strong facilities for teaching and research excellence. The Department of Biology offers programs leading to the B.A. in biology or the B.S. in biology or marine biology, the M.S. in marine biology, and the M.S. in marine science. More information about the Department can be found at http://www.cof.c.edu/biology/biology.htm. The positions and potential teaching responsibilities are: Plant Physiologist (planned). Michigan, general biologist, Ichthyologist (biology of fishes, evolution); Developmental Biologist (vertebrate embryology, developmental biology, general biology); Vascular Plant Evolutionary Biologist (tenure-track position). Applicants for this position must have research interests at the whole-plant level. Applicants should submit a curriculum vitae, statement of teaching and research interests, copies of relevant publications, and three letters of reference. Faculty positions open in Biology, College of Charleston, Charleston, SC 29424. All applications should be submitted to: Chair, Department of Biology, College of Charleston, Charleston, SC 29424. The College of Charleston is an Equal Opportunity/Affirmative Action Employer and encourages applications from women and minorities.

ASSISTANT/ASSOCIATE PROFESSOR BEHAVIORAL NEUROSCIENCE

FACULTY opening in the Department of Behavioral Neuroscience in the College of Health and Sciences at the Oregon Health Sciences University (OHSU). The appointee would join the faculty at OHSU and affiliated faculty colleagues at the Portland VA Medical Center in offering Ph.D. and post-doctoral training in behavioral neuroscience. This position would be supported by NIH training grants and individual research grants. Candidates should have a Ph.D. degree, postdoctoral experience, and demonstrated ability to conduct independent research in behavioral neuroscience. The salary and benefits are competitive with faculty salaries in similar institutions.

Applications are welcomed from all qualified individuals, including women and minorities. Application materials should be submitted to: Marjorie Melhuish, Chair, Behavioral Neuroscience Search Committee, Department of Neuroscience, Oregon Health Sciences University, 3181 SW Sam Jackson Park Road, Portland, OR 97201-3098. Website: http://www.ohsu.edu/som/BehNeuro/. Interviews will be conducted in mid-January 1997. OHSU is an Equal Opportunity/Affirmative Action Employer.

NORTHWESTERN UNIVERSITY

Molecular Pharmacology and Biological Chemistry

The successful candidate will have demonstrated expertise in protein X-ray crystallography and outstanding potential as an independent scholar. Preference will be given to candidates whose programs complement existing strengths in the Department of Chemistry at Northwestern University. Research interests may include, but are not restricted to, the use of structure-based approaches in the area of drug design and drug discovery. This full-time, tenure-eligible position offers support for three years and can be extended for another three years. Applicants are encouraged to apply by December 15, 1996. Applicants should send a curriculum vitae, a one-page summary of previous research, a two-page summary of planned research, and up to three recent major publications.

Additional information can be obtained from:

Eaton Lattman, Chair
T. C. Jenkins Department of Biophysics
Johns Hopkins University
3400 North Charles Street
Baltimore, MD 21218
Telephone: 410-516-7245

Additional information can be obtained from Eaton Lattman, Chair.

Additional information can be obtained from Eaton Lattman, Chair.
This laboratory is interested in identifying molecular events that play a defining role in the processes of neural trauma and neuronal degeneration in the central nervous system. Molecules important for the development and maintenance of the nervous system are being analyzed in the mouse using modern molecular biology techniques including gene targeting and yeast two-hybrid analysis. Presently the focus of this work concerns extracellular matrix molecules associated with astrocytes and the response to neural trauma, and also the molecular events that underlie the neuronal degeneration that occurs in the hereditary human syndrome of ataxia telangiectasia.

This postdoctoral position would be ideally suited to someone with a molecular biology or neurobiology background who has recently obtained a Ph.D. and/or MD and would like to pursue training in molecular neurobiology. This position places a strong emphasis on mouse work, and will provide excellent training for persons interested in obtaining experience in gene targeting, and transgenic work.

Support facilities at this institution are exceptional, and the research environment is highly interactive, both within the Research Hospital (including the Department of Developmental Neurobiology) and at the nearby UT Medical School. This position will provide an outstanding opportunity for training in molecular neurobiology.

This position is available immediately, and interested candidates should send a curriculum vitae and arrange to have three letters of recommendation sent to: Peter McKinnon, Ph.D., Department of Genetics, St. Jude Children's Research Hospital, 332 North Lauderdale, Memphis, TN 38101. e-mail: peter.mckinnon@stjude.org

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RESEARCH OPPORTUNITIES

Amgen, the world's largest biotechnology company, currently has the following exciting opportunities within its Boulder, Colorado facility.

Research Scientist

Working in a multi-disciplinary team you will work on cell and tissue events related to the inflammatory process. Will study the mechanism of drug action, screening, lead compound validation, cytokine regulation, and signal transduction pathways. You will also develop and lead novel mechanism-based drug discovery projects. The requirements for this position include a Ph.D. in Life Science (molecular biology, cell biology, cell biology or biochemistry), and typically 5 years related research experience in a laboratory setting. The successful applicant will have experience with small molecule drug discovery, molecular mechanism of drug action, anti-inflammatory drug experience, and industrial experience. Proven leadership skills are a must. Job Code: BPSC-8698

Laboratory Head

This is a leadership position in the Molecular Biology Research group for the following: identification, cloning, expression, and mutation of genes involved in the inflammatory process; considerable emphasis on identification of new targets for small molecule drug discovery; signal transduction; endothelial cell and macrophage activation; differential expression and yeast 2-hybrid technology. The requirements for this position include a Ph.D. in Molecular Biology or related field, and typically 7 years of research work in a research or laboratory setting. Must have have strong supervisory and project leadership skills, and proven technical expertise in the areas listed above. Job Code: BPSC-8697

Research Associate

This position will be responsible for synthesis and purification of small organic molecules, interfacing with solid phase synthesis, and scaling up to multi-gram quantities. The requirements include a Bachelor's Degree in Chemistry or related filed, with a Master's Degree preferred, and 4 or more years related experience. The successful applicant will possess strong organic and synthetic skills. Job Code: BPSC-8656

Research Associate

You will conduct experiments, organize data, analyze results, and be involved in establishing pre-clinical models of Rheumatoid Arthritis. To qualify you'll need a Bachelor's Degree in Immunology, Microbiology or related field, with a Master's in Immunology strongly preferred, and 5 or more years related post-graduate research experience. Required skills/experience include: pre-clinical models; ELISA; tissue/cell cultures, and molecular biology (ie. isolation of RNA/DNA). Experience with transgenics or knockout is a plus. Job Code: BPSC-5443

Research Associate

Working in a multi-disciplinary team you will work on cell and tissue events related to the inflammatory process and study the mechanism of drug action, screening, lead compound evaluation, cytokine regulation, and signal transduction pathways. Will assist in the development of novel mechanism-based drug discovery projects. The requirements for this position include a Bachelor's Degree in Life Sciences, and typically 5 years related research experience in a laboratory setting. The successful applicant will have experience with small molecule drug discovery, molecular mechanism of drug action, anti-inflammatory drug experience, and industrial experience. Proven leadership skills essential. Job Code: BPSC-8671

Research Associate

You will be responsible for the day-to-day preparation of a GMP cell banking facility including preparing and testing of microbial cell banks, documentation, stability testing, and support of manufacturing, process development, process validation, and regulatory. Requirements for this position include a Bachelor's Degree or equivalent in a Biological Science. Familiarity with aseptic technique and strong organizational skills with an emphasis on record keeping, attention to detail, and time management are required. One to four years of experience in microbiology highly preferred. Familiarity with GMP operations (Manufacturing, QA or QC) would be a plus. Some experience using computerized databases is also desired. Job Code: BPSC-10028

We recognize that diverse perspectives are a key factor in the process of discovery. At Amgen, you'll find our approach as rewarding as it is effective. We offer a highly competitive compensation and benefits package. Please mail your resume to: Human Resources, Job Code: _, P.O. Box 19409, Boulder, CO 80308-2409. Please consult our on-line Job Bulletin Board at http://www.bio.com or call our Job Hotline at 800-446-4007 for information on other career opportunities available at Amgen. Principals only, please.

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VERTEBRATE BIOLOGIST AND AQUATIC ECLOGIST

The Department of Biology at Middlebury College invites applications for two entry-level TENURE-TRACK positions, the first to begin immediately, beginning September 1997. These positions are for 1) a vertebrate biologist who has interests in behavioral physiology and could teach courses in animal behavior, animal physiology, and vertebrate biology, and 2) a marine ecologist who could provide evidence of commitment to excellence in teaching and scholarship. Send letter of application that includes a statement of both teaching and research interests, curriculum vitae, copies of undergraduate and graduate transcripts, and three current letters of recommendation to: Dr. Thomas Root, Chair of the Vertebrate Biology Search Committee, Middlebury College, Middlebury, VT 05753. Review of applications will begin 15 December 1996. Middlebury College is an Equal Opportunity Employer, and it encourages applications from women and members of minority groups.

ASSISTANT OR ASSOCIATE SCIENTIST

SILVICULTURE/FOREST ECOLOGY

Joseph W. Jones Ecological Research Center

The Joseph W. Jones Ecological Research Center at Ichaway, seeks applications for the position of ASSISTANT OR ASSOCIATE SCIENTIST in Silviculture and Forest Ecology (available May 1, 1997). Responsibilities include research for understanding ecological controls with the management of coastal plain forests and related multi-dimension environmental research (30 to 40%). Qualifications include a Ph.D. in forest resources, ecology, or a related field. Compensation package is competitive and commensurate with experience. Letters of application, résumé, and names of three references should be mailed by January 15, 1997 to: Dr. Robert J. Mitchell, Search Committee Chair, Joseph W. Jones Ecological Research Center, Ichaway, Route 2, Box 2324, Newton, GA 31770. Telephone: 912-734-4706; FAX: 912-734-4707.

ASSISTANT OR ASSOCIATE WILDLIFE ECOLOGY

Joseph W. Jones Ecological Research Center

Newton, Georgia

The Jones Ecological Research Center invites applications for the position of ASSISTANT OR ASSOCIATE SCIENTIST in Wildlife Ecology (available May 1, 1997). Responsibilities include research for non-game and game wildlife species (30 to 60%) and conservation, education, and service (70 to 30%). Qualifications include a Ph.D. or equivalent in wildlife biology/ecology, population or community ecology, or a related field. Compensation package is competitive and commensurate with experience. Letters of application, résumé, and names of three references should be mailed by January 15, 1997 to: Dr. William Michener, Search Committee Chair, Jones Ecological Research Center, Route 2, Box 2324, Newton, GA 31770. FAX: 912-734-4707; Telephone: 912-734-4706.

FIELD BIOLOGIST/ANIMAL ECOLOGIST

The Department of Biology at the University of Richmond invites applications for a tenure-track ASSISTANT PROFESSOR position to begin August 1997. We seek Ph.D. applicants with broad interests in areas such as conservation biology, population ecology, or behavioral ecology. Primary teaching responsibilities include courses in the biology core program and in the specialty area. Development of a research program that actively engages both undergraduates and Master's students is expected. We would substantially support the successful candidate. Candidates will be evaluated on evidence of teaching excellence in the classroom, a strong record of publication and research interest, and potential to secure external funding. The University of Richmond is an Equal Opportunity/Affirmative Action Employer and strongly encourages women and minorities to apply for its positions.

ASSISTANT OR ASSOCIATE SCIENTIST

Biology Educator. The Department of Biological Sciences, Southern Illinois University at Edwardsville, invites applications for a tenure-track position in biology education at the ASSISTANT PROFESSOR level. The Department and SIUE are committed to quality undergraduate and graduate education. Successful candidates must include shared responsibility for a science education course, a methods course in secondary biology, and evidence of ability to advise and mentor students. Candidates should have teaching and research experience and should exhibit the potential for independent and innovative research in biology education. The successful candidate will contribute to the Office of Science and Math Education to improve pre-college education. Qualifications: A Ph.D. in biology with substantive credentials in education, doctoral appointments are required, and an M.S., or the equivalent, in some area of biology. To apply, send a letter of application with a statement of your teaching and research interests, curriculum vitae, tenure/teaching status, and salary, and three references to: Dr. Joseph Kish, Chair of Biology Search Committee, Department of Biological Sciences, Box 1651A, Southern Illinois University, Edwardsville, Illinois 62026-1651. Review of applications will begin January 1, 1997. As an Affirmative Action Employer, SIUE offers Equal Employment Opportunity to women, men, race, color, creed, religion, age, sex, national origin or disability. FACULTY POSITIONS

Department of Microbiology

The Department of Microbiology at the University of Colorado Health Sciences Center invites applications for one or more ASSISTANT, ASSOCIATE, or FULL PROFESSOR positions available July 1, 1997, in the molecular biology and pathogenesis of bacterial, viral, or other microbial infections. Major responsibilities include development of independent research programs that engage graduate and/or undergraduate students. Candidates for senior positions must have an established record of research productivity and funding. Research environment and start-up support are excellent. Faculty vitae, tenure/teaching status, and salary are commensurate with training and experience. Minimal requirements include a doctoral degree (Ph.D., M.D., or equivalent) and at least two years of postdoctoral experience. Research interests include the description of research interests, summary of active and pending research grants, copies of major publications, and names of three professional references to: Faculty Search Committee, Department of Microbiology, University of Colorado Health Sciences Center, Campus Box B-175, University of Colorado Health Sciences Center, 4200 East Ninth Avenue, Denver, CO 80262. Review of applications begins December 1, 1996, and will continue until all positions are filled. The University of Colorado Health Sciences Center is committed to Equal Employment Opportunity and Affirmative Action.

The Gene Therapy Center at the University of North Carolina at Chapel Hill, with support from the Lucille P. Markey Foundation, is seeking to recruit into tenure-track positions one or more ASSISTANT PROFESSORS or full professors. The individuals will join a multidisciplinary group of scientists interested in problems involved in molecular medicine that include, but are not limited to, genetic diseases of bone marrow, liver, lung, and brain, including AIDS and cancer. The Gene Therapy Center has both active basic research and clinical research components. Individuals at a Ph.D. and/or M.D. level are strongly encouraged to submit applications, and research program to and interact with members of the Gene Therapy Program. Interested applicants are invited to submit a curriculum vitae, a statement of research interests, and names of three references. Please respond to: Dr. Joseph M. Farber, Chair of the Gene Therapy Center, Department of Molecular Genetics and Microbiology, University of North Carolina at Chapel Hill, School of Medicine, Chapel Hill, NC 27599-7352. Applications accepted up to time of actual selection. The University of North Carolina at Chapel Hill is an Equal Opportunity/Affirmative Action Employer. Women and minorities are strongly encouraged to apply.

ASSISTANT PROFESSOR

The Department of Physiology, The University of Texas Southwestern Medical Center, 5323 Harry Hines Boulevard, Dallas, Texas 75235-9040. An Affirmative Action/Equal Opportunity Employer.

PHYSIOLOGIST

The Department of Physiology invites applications from outstanding scientists with Ph.D., M.D., or equivalent degrees for two tenure-track positions available July 1, 1997. Of particular interest are candidates who will develop independent research programs in cellular, molecular, or physical aspects of membrane biology or cell signaling. Integrative biology research using cell and molecular biology approaches to investigate higher order physiological systems is also of interest. However, the excellence of the successful candidate is more important than the particular area of research. These positions are part of the continuing growth of this dynamic Department. Applicants should submit a curriculum vitae and a brief statement of research plans, and should arrange to have three letters of reference sent to: Dr. James A. Davenport, Department of Physiology, The University of Texas Southwestern Medical Center, 5323 Harry Hines Boulevard, Dallas, Texas 75235-9040. An Affirmative Action/Equal Opportunity Employer.

ASSISTANT PROFESSOR

The Department of Biology invites applications from outstanding scientists in plant biology, to teach undergraduate courses in several of the following areas: cell biology, genetics, ecology, field biology, and area of expertise. Other duties include directing undergraduate research, academic advising, and directing Master's level research. Preference given to candidates with a commitment to undergraduate education and research interests compatible with student involvement. Ph.D. in plant biology required.


PHYSIOLOGIST

The Department of Physiological Sciences, College of Veterinary Medicine, University of Florida, is seeking applications for a tenure-track, ASSISTANT PROFESSOR position in physiological science. Instructional and research activities will include developing course materials and teaching systemic physiology in D.V.M. curriculum and graduate courses. The successful candidate will participate in graduate and/or postdoctoral training programs as appropriate. This person is expected to develop a productive, extramurally funded program of research. A Ph.D. degree with postdoctoral experience is required. D.V.M. degree or equivalent is desirable. Individuals with broad expertise in exercise physiology, cardio-pulmonary physiology, or muscle physiology are preferred. Interested individuals should send a letter of application, their current curriculum vitae, and three names of persons who may serve as referees to: Dr. Paul Davenport, Search Committee Chairman, Department of Physiological Sciences, College of Veterinary Medicine, University of Florida, Gainesville, FL 32610-144. The deadline for applications is December 15, 1996, with an anticipated start date of July 1, 1997. The University of Florida is an Affirmative Action/Equal Opportunity Employer.

ASSISTANT PROFESSORS

GENETICS

Mycology


1) Bacterial Physiologist Program in Microbiology: Ph.D. in bacteriology who will teach introductory microbiology, a fermentation laboratory course, bacteriology, microbial ecology, microbial physiology, and general biology. 2) Geneticist with a research program in ecological or developmental genetics who will teach introductory genetics, molecular biology, and general biology, and will develop course(s) in area of expertise. Preference will be given to persons with a research program in genetics. Applicants for both positions will be directing M.S. candidates and must demonstrate successful teaching at the undergraduate level. Deadline for applications: December 16, 1996. Send curriculum vitae, statement of teaching and research interests, and three references to: Dr. L. M. O'Flaherty, Chair of Biological Sciences, Western Illinois University, 1 University Circle, Macomb, IL 61455-1390. FAX: 309-298-2270; Email: LM-OFlaherty@wiu.edu. Western Illinois University is an Affirmative Action/Equal Opportunity Employer.
Bayer Corporation, Pharmaceutical Division, located near Raleigh, NC is seeking to establish new research teams specializing in Process Research and Development to meet the needs of our expanding Biological Products business. Several scientific openings exist.

**PROCESS RESEARCH SCIENTISTS**

These positions will be dedicated to accelerated design and development of processes for new therapeutic proteins from human plasma. Positions require either an M.S. or Ph.D. in Biochemistry, Chemical Engineering, or a related field, with different experimental requirements as posted below. Successful candidates will have demonstrated their expertise as team-oriented scientists in state-of-the-art protein purification technologies in a GMP/GLP environment. Candidates will be responsible for the manufacture of experimental materials for pre-clinical and Phase I safety evaluation. Significant collaborations with academic research laboratories are anticipated in addition to a strong intramural program.

**Position 96-74: Senior Research Scientist.** Lead scientist to focus on process research including unit operation identification, process definition, and integration of new affinity separation and viral inactivation technologies. Will coordinate activities between Process Research, Pilot Plant, and other R&D scientists. Requires a PHD with 6 or more years of relevant experience in protein purification and characterization. Experience is required in two or more areas of state-of-the-art protein purification; affinity separations, filtration technologies, or protein characterization. The incumbent must have documented accomplishments (for example: patents, publications, or launched products) for developing biological therapeutics. Supervisory experience required.

**Position 96-75: Research Scientist.** This scientist will take a lead role in process development of protein therapeutics. Requires a Ph.D. with a minimum of 4 years of relevant experience in pharmaceutical GMP/GLP bioprocessing in a team environment. The candidate must have experience designing and developing processes for biological therapeutics. Experience is required in two or more areas of state-of-the-art protein purification: affinity separations, filtration technologies, or protein characterization.

**Position 96-76 and 96-133: Senior Associate Research Scientists.** These scientists will integrate new affinity separation and viral inactivation technologies, optimize unit operations, and implement GLP/GMP processing of protein therapeutics. Requires an M.S. in Biochemistry or a related field and 2-4 years of relevant experience.

These positions offer an attractive compensation package commensurate with qualifications. Send resume with position number clearly identified to: Human Resources Manager, Bayer Corp., PO Box 507, Clayton, NC, 27520.

St. Jude Children's Research Hospital

St. Jude Children's Research Hospital, a premier research center for biomedical research, offers postdoctoral fellowship opportunities in the basic and clinical sciences. Recent M.D., Ph.D., D.V.M, or Pharm.D. fellows are eligible to train with leading scientists in several basic biomedical research laboratories, including biochemistry, experimental oncology, genetics, experimental hematology, immunology, molecular pharmacology/structural biology/tumor cell biology and virology/molecular biology. Additional opportunities are available in the clinical sciences, including infectious diseases, hematology/oncology, pharmaceutical sciences, pathology and laboratory medicine, radiation oncology, surgery, international outreach and diagnostic imaging. An interdisciplinary effort in cell and gene therapy has been initiated. SJCRH currently has 185 postdoctoral fellows funded from peer-reviewed grants, outside fellowships and institutional sources. Ten named fellowships are also offered.

Fellowship awards are given for up to three years and are based on merit, recommendation and the promise of a productive career in biomedical research. Stipends are highly competitive.

Applicants should provide a curriculum vitae, including a brief description of their research interests, and three references. These should be forwarded to: Academic Programs, St. Jude Children’s Research Hospital, 332 North Lauderdale, Memphis, TN 38105. Ph: 901-495-2750. SJCRH is an Affirmative Action/Equal Opportunity Employer.
THE UNIVERSITY OF TOLEDO COLLEGE OF ENGINEERING, DEPARTMENT OF BIOENGINEERING
The McMaster/Gardner Endowed Chair and Research Professor of Orthopaedic Biomedical Engineering

The University of Toledo College of Engineering seeks applications for the following position: McMaster/Gardner Endowed Chair of Orthopaedic Biomedical Engineering in the newly formed Department of Bioengineering. The Endowed Chair will be held by a RESEARCH FELLOWSHIP who will also hold the position of DIRECTOR of the Bio- medical and Orthopaedic Research Center at the University. The candidate for the Endowed Chair must have a Ph.D. in engineering or the sciences, or an M.D., with expertise in bone and cartilage biology, and be able to teach, supervise graduate student research, and assist with the growth and development of the department. Candidates should also have a distinguished academic record and be committed to establishing and maintaining a creative and externally funded research program. The University of Toledo is an Equal Opportunity/Affirmative Action Employer. Women and minorities are encouraged to apply.

DIRECTOR
ANIMAL CARE FACILITY
MEHARRY MEDICAL COLLEGE

Meharry Medical College, a private institution dedicated to educating health care professionals and biomedical scientists, is seeking a DIRECTOR of the Animal Care Facility. The College, located in Nashville, Tennessee, includes the Schools of Medicine, Dentistry, Graduate Studies and Research, and Allied Health Professions. The Director has direct responsibility for managing an AAALAC-accredited program of laboratory animal care that uses facilities with all federal, state, and local animal welfare and regulations and has the responsibility for the development, recommendation, and implementation of policies regarding the care and management of research animals. It is anticipated that the successful candidate will possess a doctorate in veterinary medicine and be ACCLAM-certified/eligible. The Director will hold an academic appointment at Meharry Medical College and participate in the selected department’s teaching programs. Candidates with the potential to develop an active research program will be considered.

ANTHROPOLOGICAL GENETICIST

The Department of Anthropology, Stanford University, seeks an anthropologist with experience in the study of human genetic diversity in the context of genetic and social factors that impact the health and well-being of diverse populations. The successful candidate will be expected to develop a vigorous research program focused on human genetic diversity and its impact on health and well-being. The position is for a tenure-track position in Anthropology at the departmental level. The position is expected to begin in January 2007. The successful candidate will be expected to have a Ph.D. in anthropology or a related field. The application consists of a letter, a curriculum vitae, and three letters of reference. Applications and supporting materials should be sent to: Dr. Judith A. Dils, Professor and Chair, Department of Biology, William Jewell College, Liberty, MO 64068. Email: dlits@william.jewell.edu; http://www.jewell.edu/. Review of applications begins November 22, 1996. Women and minorities are encouraged to apply.

EQUIPMENT AND INSTRUMENTATION

The University of California, Berkeley, invites applications from tenure-track candidates for the position of ASSISTANT PROFESSOR in the Department of Entomology and Nematology. The successful candidate will be expected to develop a research program focused on the ecology and physiology of arthropods, with the potential to contribute to the understanding of disease transmission and pest control. The position is available immediately. The successful candidate will be expected to have a Ph.D. in entomology or a related field. The application consists of a letter, a curriculum vitae, and three letters of reference. Applications and supporting materials should be sent to: Dr. Judith A. Dils, Professor and Chair, Department of Biology, William Jewell College, Liberty, MO 64068. Email: dlits@william.jewell.edu; http://www.jewell.edu/. Review of applications begins November 22, 1996. Women and minorities are encouraged to apply.

TENURE-TRACK ASSISTANT PROFESSOR POSITION

Boyce Center for Molecular Medicine, Yale University, New Haven, CT 06511

The Boyce Center for Molecular Medicine at Yale University seeks applications for a tenure-track assistant professor position in molecular medicine, with an emphasis on the mechanisms of disease. The successful candidate will be expected to develop a research program focused on the understanding and treatment of disease. The position is available immediately. The successful candidate will be expected to have a Ph.D. in molecular medicine or a related field. The application consists of a letter, a curriculum vitae, and three letters of reference. Applications and supporting materials should be sent to: Dr. Judith A. Dils, Professor and Chair, Department of Biology, William Jewell College, Liberty, MO 64068. Email: dlits@william.jewell.edu; http://www.jewell.edu/. Review of applications begins November 22, 1996. Women and minorities are encouraged to apply.

MOLECULAR EVOLUTIONIST

The Department of Biology at Occidental College invites applications for a tenure-track position as ASSISTANT PROFESSOR in the area of molecular evolution. Applicants should have a strong commitment to teaching undergraduate students, to developing a research program, and to linking education with research. The successful candidate is expected to develop a rigorous research program in the area of molecular evolution involving undergraduates and will teach two of the following three classes per year: Introduction to Cell and Molecular Biology, Biochemistry, or an upper-division course in Molecular Evolution. The new faculty member will have the opportunity to participate in the interdisciplinary program in biochemistry, in the development of new interdisciplinary courses, and in the College’s general education program. The position is available immediately. The successful candidate will be expected to have a Ph.D. in molecular biology or a closely related field. The application consists of a letter, a curriculum vitae, and three letters of reference. Applications and supporting materials should be sent to: Dr. Judith A. Dils, Professor and Chair, Department of Biology, Occidental College, 1600 Campus Road, Los Angeles, CA 90041, and should be received no later than 2 December 1996. Occidental College is an Equal Opportunity Employer and does not discriminate against employees or applicants because of race, color, religion, national origin, handicap, sex, marital status, pregnancy, age, sex, sexual orientation, or disability.

VERTEBRATE PHYSIOLOGY

Tenure-eligible position, at the level of ASSISTANT PROFESSOR, starting August 1997. The candidate should have a Ph.D. in vertebrate physiology and direct or indirect research experience in vertebrate physiology, tissue histology, or ecology that can be translated to the study of cardiovascular or respiratory physiology. The position is available immediately. The successful candidate will be expected to develop a research program focused on the cardiovascular or respiratory physiology of birds. The position is available immediately. The successful candidate will be expected to have a Ph.D. in physiology or a related field. The application consists of a letter, a curriculum vitae, and three letters of reference. Applications and supporting materials should be sent to: Dr. Judith A. Dils, Professor and Chair, Department of Biology, Occidental College, 1600 Campus Road, Los Angeles, CA 90041, and should be received no later than December 31, 1996. Occidental College is an Equal Opportunity Employer and does not discriminate against employees or applicants because of race, color, religion, national origin, handicap, sex, marital status, pregnancy, sexual orientation, or disability.
ANNOUNCING THE UNCF-MERCK
SCIENCE RESEARCH FELLOWSHIPS

GRADUATE SCIENCE RESEARCH DISSERTATION FELLOWSHIPS

12 awards will be made in 1997.
Each award consists of
- FELLOWSHIP STIPEND UP TO $25,000
- DEPARTMENT GRANT UP TO $15,000

Applicants must be:
- African American
- Enrolled full time in a Ph.D. or equivalent doctoral program in the life or physical sciences
- A third- or fourth-year graduate student in the academic year 1997-98
- A U.S. Citizen or permanent resident.

Applications must be postmarked by January 15, 1997

For application packets, contact: Jerry L. Bryant, Ph.D., The College Fund/UNCF, 1-800-331-2244

POSTDOCTORAL SCIENCE RESEARCH FELLOWSHIPS

10 awards will be made in 1997.
Each award consists of
- FELLOWSHIP STIPEND UP TO $40,000
- INSTITUTIONAL GRANT UP TO $15,000

Applicants must be:
- African American
- Appointed as a postdoctoral fellow during the 1997 calendar year at an academic or a non-academic research institution (private industrial laboratories are excluded).
- A U.S. Citizen or permanent resident.

“A mind is a terrible thing to waste.”

The Charles A. Dana Foundation Salutes The 1996 Winners of

The Charles A. Dana Award for Pioneering Achievement in Health

Michael I. Posner, Ph.D.
University of Oregon

Marcus E. Raichle, M.D.
Washington University School of Medicine

For multidisciplinary research developing the field of functional brain imaging as a powerful tool to unlock the secrets of the human brain in illness and in health.

The Charles A. Dana Foundation
David Mahoney, Chairman

Nominations for the 1997 Awards are now being solicited from the neuroscience community; the deadline for submission of the nominations is January 10, 1997. 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, email: Ann@eliza.cc.brandeis.edu
The newly formed Department of Microbiology and Genetics at Rutgers University is pleased to announce the search for a new distinguished faculty member with a career related to mammalian genetics (including human genetics) or genomics. We seek an outstanding individual who will provide dynamic leadership in exploring the use of model organisms in mammalian systems in the study of human monogenic and polygenic diseases and/or the genetic basis of host response to infectious disease.

The present Department consists of 13 members, and it is anticipated that the new hire will play a major role in developing the Department’s future direction and focus. It is hoped that this new initiative will complement and extend existing research strengths in molecular and developmental genetics at Rutgers, The State University, and the neighboring Robert Wood Johnson Medical School.

Candidates for this position should direct a letter, curriculum vitae, and statement of research plans to:
Robert A. Simon, Search Committee, Department of Biology, Rutgers University, P.O. Box 849, New Brunswick, NJ 08903-0849. Review of applications will commence January 31, 1997.

The University is an Affirmative Action/Equal Opportunity Employer.

CELL BIOLOGIST/PHYSIOLOGIST

Lyon College seeks to fill the Willie D. Bryan Professor in Biology at the ASSOCIATE or FULL PROFESSOR level in Cell Biology or Physiology.

The Lyon College Biology Department, under the leadership of Dr. Joseph O. Brown, encourages applications from qualified candidates who can demonstrate the evidence of excellence in teaching, and will have an established research program with external grant support and publications. Teaching duties will include lectures and laboratory classes in cell and/or organism physiology or introductory biology. The person will maintain a research program that addresses significant questions suitable for involvement of undergraduate students. Experience directing undergraduate research programs, health professional advising and experience at a small liberal arts college desired. Lyon College is an independent, four-year, coeducational liberal arts college affiliated with the Presbyterian Church (U.S.A.) and enjoys a $4 million endowment. Lyon has a strong academic reputation. Send nomination or letter of application, curriculum vitae, outline of undergraduate research, a statement of interest in teaching at a small liberal arts college, and three letters of support by January 6, 1997 to:

James E. Quiring, Chair, Search Committee, Lyon College, P.O. Box 2317, Batesville, AR 72503-2317. E-mail: faqs@lyon.edu. Consideration of applications will begin on December 1, 1996 and continue until the position is filled. An Equal Opportunity Employer.

PLANT SYSTEMATIC BIOLOGIST

The Department of Botany, North Carolina State University (NCSU), invites applications for a 12-month ten-ure-track position as ASSISTANT PROFESSOR, available August 1, 1997. Applications are being sought for an individual to establish and maintain an innovative, competitive, externally funded research program in vascular plant systematics, with complementary teaching activities. Responsibilities will include supervision of graduate students and teaching undergraduate students. The incumbent will also be responsible for curating the NCSU Herbarium. Excellent interpersonal and communication skills and the ability to participate in interdisciplinary research are highly desirable. A Ph.D. degree in systematics of plants, and a minimum of three years postdoctoral experience in systematics is required. Send applications to: Dr. C. G. L. Lawn, Chair, Search Committee, Department of Botany, Box 7612, North Carolina State University, Raleigh, NC 27695-7612. Applications received prior to January 1, 1997 will be assured of full consideration. North Carolina State University is an Affirmative Action/Equal Opportunity Employer.

MOLECULAR BIOLOGIST

Pacific University has an entry-level TENURE-TRACK position available immediately. Applicants must have an M.S. in Molecular Biology, Genetics and Evolution, or a General Biology course (cell biology), specialty courses, and non-major courses. A broad background in biology, evidence of success in undergraduate teaching, and completion of a Ph.D. program in molecular biology are required. Nucleic acid research projects with undergraduate students expected. Send curriculum vitae, transcripts, a statement of teaching and research philosophies, and three reference letters (by December 15, 1996) to: Chairman, Department of Biology, Pacific University, Forest Grove, OR 97116.

The Department of Biology at New Mexico State University seeks to fill a TENURE-TRACK ASSISTANT PROFESSOR position. The successful candidate will establish an independent research program which explores the evolution of prokaryotes, 2) population/community genetics of prokaryotes, or 3) use of prokaryotes as models of fundamental evolutionary and ecological processes to complement existing research strengths in microbiology, evolution, and ecology. Candidates must hold an earned doctorate in an appropriate field. Postdoctoral experience strongly preferred. Teaching responsibilities will include teaching general microbiology, microbial Physiology, or Microbial Genetics, and participation in the department’s introductory biology sequence. The department offers B.S. degrees in biology and microbiology with an option in Molecular Biology Graduate Program. For more information on the department see http://www.cs.nmsu.edu/~biology/. Submit curriculum vitae, concise statement of research interests and goals, three letters of recommendation by January 15, 1997 to:

W. W. Wilby, Chair, Search Committee, Department of Biology, New Mexico State University, Las Cruces, NM 88003. Review of applications will begin December 1, 1996 and continue until the position is filled. New Mexico State University is an Equal Employment Opportunity/Affirmative Action Employer.

The University is an Equal Employment Opportunity/Affirmative Action Employer.

FACULTY POSITIONS

ASSISTANT OR ASSOCIATE PROFESSOR

Openings exist for tenure-track ASSISTANT or AS- sociate Professor positions in the Department of Cell Biology, Molecular Genetics, and Development. Data will include participation in one or more of the following team-taught courses: Embryology, Gross Anatomy, Histology, and Molecular Cell Biology. Successful candidates will have an active research program. Current departmental research includes: extracellular matrix and membrane trafficking, connexin tissue disorders, pharmacology of GABAergic systems, retinal neurobiology, cell biology, and myogenesis. Expected start date is July 1997.

THE CHICAGO MEDICAL SCHOOL (CMS) is located north of Chicago in an attractive suburban setting. Send letter of interest, curriculum vitae, and three references to:

Dr. David McCandless
Department of Cell Biology and Anatomy
Finch University of Health Sciences/
The Chicago Medical School
3333 Green Bay Road
The North Chicago, IL 60064

Fitch University Health Sciences/CMS is an Equal Opportunity Employer.

PATHOGENIC MICROBIOLOGY POSITION

The Department of Botany and Microbiology in the College of Arts and Sciences, The University of Oklahoma, is seeking a Microbiologist to fill a tenure-track position at the ASSOCIATE PROFESSOR level. The candidate's research responsibilities will be an undergraduate lecture/laboratory course in pathogenic microbiology and developing a research program in this area, which will be nationally competitive for funding and will complement existing strong programs in molecular biology and/or environmental microbiology. See http://www.ou.edu/cas/botany-micro for additional information about the department. The Ph.D. must have completed related field and postdoctoral experience are required. A curriculum vitae, a concise description of research and teaching interests, and three confidential letters of recommendation must be sent directly to:

Dr. Charles McCarville
Chair, Search Committee, Department of Botany and Microbiology,
University of Oklahoma, 770 Van Vlet Oval, Norman, OK 73019-0245. Screening will begin January 1, 1997 and continue until the position is filled. The University of Oklahoma is an Affirmative Action/Equal Opportunity Employer. Women and minorities are encouraged to apply. The University has a policy of being responsive to the needs of dual-career couples.

The Toxicology Program at the University of New Mexico, School of Pharmacy, is offering a 12-month TENURE-TRACK FACULTY positions in molecular toxicology/pharmacology: one at the Assistant/Associate rank, the other at the Assistant Professor rank. Successful candidates will be expected to establish externally funded research programs and to provide instruction to professional and graduate students. Minimum requirements are a Ph.D. in toxicology/pharmacology or closely related field. Send in a letter of application, curriculum vitae, and three letters of recommendation to: Dr. Craig Marcus, Chair, Search Committee, College of Pharmacy, University of New Mexico, Albuquerque, NM 87131; Email: cmarcus@umnm.edu.

The University of New Mexico is an Equal Opportunity/Affirmative Action Employer.

Barnard College of Columbia University seeks an ASSISTANT PROFESSOR for the Department of Psychology in the area of behavioral neuroscience/biopsychology. Ph.D. is required. Candidates should provide evidence of excellence in teaching and research. Responsibilities are four courses per year, and will include undergraduate lecture and laboratory courses in biopsychology and possibly other courses related to the search program. Applicants should send curriculum vitae, a research plan, a description of teaching philosophy, experience, and preferences; and three letters of reference to: Search Committee, Department of Psychology, Barnard College, 3009 Broadway, New York, NY 10027. Deadline: January 6, 1997. Equal Opportunity Employer.
THE ROCKEFELLER UNIVERSITY HOSPITAL
CLINICAL SCHOLARS

The Clinical Research Center at the Rockefeller University is seeking M.D.'s or M.D./Ph.D.'s who wish to develop a commitment to patient-oriented research in the biomedical sciences. The opportunity will be provided to work in one of 16 major laboratories now actively using the Hospital. Clinical Scholars will participate in current clinical research, develop independent clinical programs and acquire laboratory skills to enable their development as independent investigators. The Hospital provides an unequalled opportunity for intensive clinical investigation, devoid of any clinical responsibilities other than those required for research subjects. Applications are now being considered from licensed physicians for appointments as early as July of this year.

Please send curriculum vitae and a letter describing clinical investigative interests directly to appropriate participating laboratories at:

The Rockefeller University
1230 York Avenue
New York, NY 10021-6399

The Rockefeller University is an equal opportunity employer and has an affirmative action program to increase the employment of women and members of protected groups at all job levels.

PARTICIPATING LABORATORIES
J.L. Breslow — Atherosclerosis
P.A. Cole — Hypertension
R. Darnell — Paraneoplastic Syndromes
J. Friedman — Obesity
D. Ho — HIV/AIDS
A. Kappas — Genetic Liver Diseases
M. Karayiorgou — Schizophrenia
M.J. Kreek — Addiction
J. Krueger — Dermatology
R.L. Leibel — Obesity
M. Nussenzweig — Human Immunodeficiencies
J.V. Ravetch — Immunology
T.P. Sakmar — Signal Transduction Defects
R. Steinman — Immunology/AIDS
M. Stoffel — Diabetes Mellitus
J.B. Zabriskie — Multiple Sclerosis

MOLECULAR PHARMACOLOGY
Mayo Medical School invites applications for a senior faculty position in the Department of Pharmacology, available immediately. The Department of Pharmacology provides a diverse, intense, and collaborative environment for basic research. The institution has recently also launched major initiatives in the areas of molecular medicine, broadly defined, and cancer biology, providing great opportunities for synergy. The ideal candidate for the position in pharmacology will have a cutting edge research program with clear relevance to the molecular actions of drugs. Special consideration will be given to individuals working on rational drug design, gene therapy, novel approaches to cancer treatment, receptor biology, or pharmacology of the central nervous system. The precise area of interest remains open, however, and candidates pursuing other pharmacologically relevant research topics may be welcome. Mayo will provide the successful candidate with generous space and significant hard money support in addition to an attractive salary and benefits package. Academic rank will be determined on the basis of qualifications. Established investigators are preferred, but younger scientists with outstanding promise should also apply. Applications from women and underrepresented minorities are encouraged.

Please submit a curriculum vitae along with names and addresses of three or more references to Stephen Brimijoin, Ph.D., Professor and Chair, Department of Pharmacology, Mayo Medical School. 200 First St. Southwest, Rochester, MN 55905. There is no specific deadline, but applications received before January 1 are more likely to be competitive.

Mayo Foundation is an affirmative action and equal opportunity educator and employer.

St. Jude Children's Research Hospital
ALSAC • Danny Thomas, Founder

Postdoctoral Positions

St. Jude Children's Research Hospital, a renowned center for biomedical research and treatment of pediatric cancers, has immediate openings for Postdoctoral Research Fellows to study a family of protein kinases involved in spliceosome structure, apoptotic signaling, and checkpoint control. At least 16 different protein kinase isoforms in this family are generated by alternative splicing from three distinct, but tandemly linked, genes. Several isoforms are targets of a CPP32-like protease during TNF and Fas induced programmed cell death (Lahti et al. Mol Cell Biol 15:1-11, 1995; Beyaert et al., EMBO J). This proteolytic processing is blocked by bel-2, crmA, and peptide inhibitors (e.g., AVAD). The mechanism(s) involved in activating/regulating these protein kinase(s) by ICE-like proteases, association with regulatory submits, and phosphorylation are currently being investigated. Additional isoforms of this protein kinase family are expressed in a cell cycle-dependent manner and respond to DNA damage. The relationship between these protein kinases and checkpoint control is of particular interest. Projects require individuals with prior experience in molecular biology, cell biology, and/or biochemistry purifications. Recent Ph.D., M.D., or M.D./Ph.D. is required.

Please send a C.V. and three letters of recommendation to: Dr. Vincent Kidd, Tumor Cell Biology Department, St. Jude Children's Research Hospital, 332 No. Lauderdale, Memphis, TN 38101. An Equal Opportunity/Affirmative Action Employer.
EVOLUTIONARY PLANT BIOLOGY

Applications are invited for a tenure-track position at the ASSISTANT PROFESSOR level beginning September 1997. We seek a plant evolutionary biologist, knowledge of comparative genomics, who will focus on combining quality teaching and externally funded research at an ethnically and culturally diverse campus. We are interested in candidates with a broad view of plant biology who will apply molecular techniques to problems in evolutionary biology, systematics, quantitative or population genetics, or conservation biology. Teaching responsibilities include evolutionary biology and field and laboratory courses in addition to small seminars. M.S. and/or Ph.D. degrees are required. Applicants must have a commitment to excellence in teaching and research. Applications of three references to: Ray C. Hespenheide, Assistant Professor, Department of Biological Sciences, Purdue University, West Lafayette, IN 47907. Review begins December 16, 1996. Applications are accepted until the position is filled.

MONELL CHEMICAL SENSORS CENTER NEUROSCIENCE/CNS

The Monell Chemical Senses Center is a non-profit, multidisciplinary scientific institute, comprising approximately 90 scientists engaged in basic research on mechanisms and functions of taste, smell, and chemosensory irritation. To expand the Center's efforts in neuroscience research, we are seeking an individual with an appropriate Ph.D. or post-doc, at the ASSISTANT or ASSOCIATE level who has an ongoing research program relevant to the scope of the Center's interests. This research should focus on the mammalian central nervous system. Applicants should have a thorough understanding of functional approach with a strong background in experimental physiology. For consideration, send a letter of application, curriculum vitae, and research interests to Dr. Gordon Keller, Department of Physiology, Monell Chemical Senses Center, 1501 pinelake Drive, South Orange, NJ 07079. EEO/AA.

TENURE-TRACK ASSISTANT PROFESSOR MOLECULAR BIOLOGIST TUFTS UNIVERSITY

The Department of Biology invites applications for a position to begin September 1997. A doctorate degree, postdoctoral experience, and a record of research productivity are required. Teaching responsibilities include courses in molecular biology and development. Excellent research opportunities are available in the INSTITUTE FOR CELL BIOLOGY. Candidates are expected to pursue independent research. Applications of three references to: Chair, Molecular Biology Search Committee, Department of Biology, Tufts University, Medford, MA 02155. Review of applications begins December 20, 1996. Tufts University is an Affirmative Action/Equal Opportunity Employer. Members of under-represented groups (people of color, persons with disabilities, Vietnam veterans, and women) are strongly encouraged to apply.

TULANE UNIVERSITY DEPARTMENT OF TROPICAL MEDICINE

Applications are requested for a TENURE-TRACK position in the Department of Tropical Medicine. Areas of particular interest include, but are not restricted to, basic science studies of microbial pathogens in the tropics, clinical and basic aspects of helminthology and protozoology, and molecular biology of infection and the host response, and molecular strategies for the study of host and parasite populations. The successful candidate must have the ability to contribute to the departmental teaching and research programs in areas of his or her expertise. Anticipated starting date is July 1, 1997. Please submit curriculum vitae and the names and addresses of three references to: Dr. Marie A. McCall, Chairman, Department of Tropical Medicine, SL 29, 1501 Canal Street, New Orleans, LA 70112. Deadline for submission of materials is January 3, 1997. Tulane University is an Affirmative Action/Equal Opportunity Employer and encourages applications from women and members of minority groups.

ASSISTANT PROFESSOR IN BIOLOGY

Pending budgetary approval, the Department of Biology at Vanderbilt University seeks to fill a non-tenure-track position at the level of ASSISTANT PROFESSOR with full-time teaching responsibility. The position will provide Introductory Biology, Introductory Zoology, and courses in the candidate's area of specialization. For more specific information, see our Web page: http://www.vanderbilt.edu/AmS/Biology/biodpt.htm. Applications should include curriculum vitae, a statement of teaching and research interests, and a statement of research and teaching experience, and should arrange to have three letters of recommendation sent by December 31, 1996 to: Biology Search Committee, Department of Biological Sciences, Vanderbilt University, Nashville, TN 37235. Vanderbilt University is an Equal Opportunity/Affirmative Action Employer.

CELL/MOLECULAR BIOLOGIST

Department of Anatomy, Indiana University School of Medicine, 635 Barnhill Drive, Indianapolis, IN 46202, is seeking an individual with a Ph.D. or equivalent, at the ASSISTANT level. Must be funded in area that complements existing research interests, but prefers neurobiology (see http://anatomy.indiana.edu/main.html). Experience with cell and tissue culture techniques is required, and a strong background in molecular biology, immunology, or histology preferred. Send curriculum vitae, research statement, and names and addresses of three references to: Dr. David Burr, Chairman, Department of Anatomy, Indiana University School of Medicine, 635 Barnhill Drive, Indianapolis, IN 46202. Affirmative Action/Equal Opportunity Employer.

FACULTY POSITIONS IN CANCER RESEARCH

The Eppley Institute for Research in Cancer, University of Nebraska Medical Center (UNMC), is seeking applicants for a tenure-earning ASSISTANT/ASSOCIATE PROFESSOR position. Possible research areas include chromatin structure, cancer genetics, and cell cycle regulation. However, outstanding candidates in all areas of molecular and cellular biology of cancer are encouraged to apply. The 24 members of the Eppley faculty are externally funded and involved in multidisciplinary efforts focused on basic research in cancer. The Eppley Institute is an integral unit in the NCI-designated UNMC/Eppley Cancer Center. In addition to the above requirements, the successful applicant is expected to interact with other faculty, and to be involved in the training of graduate students and postdoctoral fellows through the Eppley Institute's NCI-supported Cancer Training Program.

Applications should send their résumé, three reference letters, and a letter detailing their research goals to: Dr. Raymond Rudddon, Director, Eppley Institute, University of Nebraska Medical Center, 600 South 42nd Street, Omaha, NE 68198-6805.

The University of Nebraska Medical Center is an Equal Opportunity/Affirmative Action Employer.

FACULTY POSITIONS TULANE UNIVERSITY Department of Molecular Biology and Biochemistry

The Department of Molecular Biology and Biochemistry seeks candidates for a full-time position at the level of ASSOCIATE PROFESSOR. Duties include teaching in the department and in the Medical Scientist Training Program, applying for grants, and engaging in research activities. The successful candidate will be expected to interact with other faculty, and to be involved in training graduate students and postdoctoral fellows. The successful candidate will also be expected to interact with other faculty, and to be involved in training graduate students and postdoctoral fellows. The successful candidate will also be expected to interact with other faculty, and to be involved in training graduate students and postdoctoral fellows.

HEAD OF EMBRYONIC STEM CELL FACILITY

A position as HEAD of an embryonic stem (ES) cell facility is available immediately at the National Jewish Center for Immunology and Respiratory Medicine, located in Denver, Colorado. Responsibilities include maintenance of germ-line competent ES cell lines, generation of transfectants, and working with others for the design and construction of an embryonic stem cell facility. A qualified candidate should have excellent skills and the ability to instruct other scientists. Minimum requirements are a Bachelor's degree in biological science with experience in tissue culture and molecular biology, and preferably experience in stem cell maintenance and derivation of ES cells. We offer excellent salary and benefits. Interested parties should send their curriculum vitae and three letters of reference to: Dr. Gordon Keller, Department of Medicine National Jewish Center for Immunology and Respiratory Medicine 1400 Jackson Street and Research Center K501 Denver, CO 80206.

THE UNIVERSITY OF MONTANA ASSOCIATE DEAN, BIOLOGICAL SCIENCES

ASSOCIATE DEAN and PROFESSOR to lead the Division of Biological Sciences. The Division offers undergraduate degrees in a variety of biological disciplines and the M.S. and Ph.D. in two programs (Organismal Biology/Ecology, Biochemistry). The university is committed to excellence in teaching, and research. The applicant must have a doctoral degree in a biological science, strong administration and communication skills, evidence of successful research, and teaching experience. The applicant must also have the vision, leadership, and desire to able to lead the Division to new academic heights and recognition. Send curriculum vitae and names and addresses of five references by 31 December 1996 to: Chair, Associate Dean Search Committee, Division of Biological Sciences, The University of Montana, Missoula, MT 59812. For more information on this career opportunity, Email: bact@selway.umt.edu. Affirmative Action/Equal Opportunity Employer.
The National Research Council (NRC) is accepting applications for the Postdoctoral Research Associateship Award at the U.S. Army Research Office.

Applications, submitted directly to the NRC, are 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 more information, please contact:

Dr. Robert R. Reeber
U.S. Army Research Office
Fax: (918) 649-4318
EMAIL: reeber@aro.ncren.net

For further information contact:
National Research Council
Associate Programs
(TJ-2114/AC)
2101 Constitution Avenue, NW
Washington, DC 20418
Fax: (202) 334-2759
EMAIL: rap@nas.edu

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 marine sciences, oceanographic engineering, or marine policy.

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 a round trip travel allowance to Woods Hole. This program is conducted with support from and in cooperation with the Northeast Fisheries Science Center, National Marine Fisheries Service, NOAA and the Marine and Coastal Geology Program, Woods Hole Field Center, U.S. Geological Survey and with support from the Office of Naval Research.

Application deadline for Summer 1997 is March 3, 1997.

The Woods Hole Oceanographic Institution

Write for application forms to:
Education Office, MS #31
Woods Hole Oceanographic Institution
380 Woods Hole Road
Woods Hole, MA 02543-1541
or call (508) 289-2219
or email: education@whoi.edu

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

BIO-MÉGA
Boehringer Ingelheim Research Inc.

Bio-Méga/Boehringer Ingelheim Research Inc. is one of Canada's leading pharmaceutical research centres. We are currently expanding our NMR facility to include a 600 MHz and two 400 MHz spectrometers.

An opportunity exists for a qualified NMR spectroscopist to join our company in its quest for new and innovative pharmaceuticals.

NMR Spectroscopist

The successful candidate will join other spectroscopists and a multidisciplinary research team (including medicinal chemists, computational chemists, biochemists, and X-ray crystallographers) devoted to structure-based drug design. Responsibilities will include characterization of protein-ligand interactions, determination of protein structures, and conformational analysis of small ligands. The ideal candidate will possess a PhD and extensive experience in acquiring and interpreting modern NMR experiments. Strong communication and interpersonal skills are essential.

Bio-Méga/Boehringer Ingelheim Research Inc. is located in the Montreal suburb of Laval. We offer a competitive compensation and benefits package in addition to the opportunity to work in a pleasant and intellectually stimulating environment.

Interested candidates should send their resume to:

Human Resources Department
BIO-MÉGA/BOEHRINGER INGELHEIM RESEARCH INC.
2100 Cunard Street
Laval, Quebec H7S 2G5, CANADA
Fax: (514) 682-8434

We are actively committed to employment equity.
ASSISTANT PROFESSOR
Department of Molecular and Cell Biology
University of Connecticut

The Department of Molecular and Cell Biology invites applications for a tenure-track position at the ASSISTANT PROFESSOR level. The position will be filled beginning September 1997. The successful candidate will have a Ph.D. in molecular biology or related field, a strong record of research, and a positive research record. Preference will be given to well-rounded individuals who use state-of-the-art approaches to study environmental, marine, ecological, or physiological microbiology. He or she will be expected to develop a vigorous research program supported by extramural funds. Teaching responsibilities will include an upper-division course in molecular biology and participation in graduate courses. Excellence in research and teaching are highly valued by the Department and University.

DEPARTMENT OF MOLECULAR BIOLOGY
PRINCETON UNIVERSITY

The Department of Molecular Biology at Princeton University is seeking an outstanding candidate to join the faculty. We encourage applications from highly motivated scientists who have completed their Ph.D. program at Princeton in any area within the broad context of molecular biology. Send letter of application, statement of research interests, and three letters of recommendation to:

Professor David R. Benson, Chairman, Microbiology Search Committee, Department of Molecular and Cell Biology, U-44, University of Connecticut, Storrs, CT 06269-3044. Review of applications will begin after publication of this notice and continue until the position is filled. We encourage applications from underrepresented groups including minorities, women, and people with disabilities.

LECTURERS/RESEARCH ASSOCIATES
BIOLOGY

Pendng budgetary approval, the Department of Biology at Vanderbilt University invites applications for two non-tenure-track positions with time divided between teaching and research. The successful candidate will be expected to develop an upper-division course in one of the permanent faculty. Teaching will include either Introductory Biology or Introductory Zoology and a course in the candidate’s area of specialization. For more specific information, see our Website at www.vanderbilt.edu/AnS/Biology/biodept.htm. Applicants should submit a curriculum vitae, description of research interests, and teaching experience, and should arrange to have three letters of recommendation sent to:

Professor Michael W. Schultz Laboratory Department of Molecular Biology Princeton University Princeton, N.J. 08544

The search will close December 20, 1996. An Equal Opportunity Employer committed to workforce diversity.

ASSISTANT PROFESSOR
PLANT MOLECULAR BIOLOGIST

The Department of Biological Science at Florida State University seeks applications for a TENURE-TRACK faculty appointment. We are seeking a person of outstanding promise who uses molecular and genetic approaches to investigate fundamental problems in plant biology. The successful candidate will join several new faculty representing the department’s expanding presence in cellular/molecular biology. Opportunities include competitive salary and start-up funds and well-equipped departmental core facilities. Responsibilities include development of an effective research program and instruction at the undergraduate and graduate levels in a broad-based biology department. Send curriculum vitae, research plan, and three letters of recommendation to:

Dr. Joseph T. Wood, Chairman, Search Committee, Department of Biological Science, Florida State University, Tallahassee, FL 32306-3015. Applications will be reviewed after December 12, 1996. Visit http://www.fsu.edu/~biology for more information.

Florida State University is an Equal Opportunity/Affirmative Action Employer.

Assistant Professor
Biochemistry/Molecular Biology

The Department of Biochemistry in the MCB•Hahnemann School of Medicine, Allegheny University of the Health Sciences, invites applications for a tenure-track faculty position at the ASSISTANT PROFESSOR level. The emphasis is on, but is not restricted to, the broad area of cardiovascular biology and/or structure-function relationships of related proteins. Individuals with a strong commitment to research and teaching are encouraged to apply. In addition to establishing and maintaining a competitive research program, successful candidates will be expected to participate in teaching medical and graduate biochemistry curriculum. Preference will be given to candidates with a strong record of research interests, and three letters of reference to:

Dr. Michael C. Phillips, Department of Biochemistry, MCB•Hahnemann School of Medicine, Allegheny University of the Health Sciences, 2900 Queen Lane, Philadelphia, PA 19129. FAX: 215-843-8849; Email: phillips@allegheny.edu. For full consideration, applications should be received by January 1, 1997. Allegheny University of the Health Sciences is an Equal Opportunity/Affirmative Action Employer.

Assistant Professor
Department of Microbiology

Applications are invited for a tenure-track position in Microbial Molecular Genetics to begin September 1997. This appointment is expected to be at the ASSISTANT PROFESSOR level; however, appointment at a higher rank will be considered for highly qualified candidates.

Applications should have strong research accomplishments; capability of establishing a vigorous, extramurally funded research program; and a serious commitment to education at the graduate and undergraduate levels. Candidates must have a Ph.D. plus at least two years’ postdoctoral experience. Interest in the functional diversity of patients over the life of the project will be a significant factor.

Please provide your curriculum vitae; names, addresses, and telephone numbers of three references; and a brief outline of research interests to: Genetics Search Committee, Department of Microbiology, 700 Program Building, University of Massachusetts, Amherst, MA 01003-5720. FAX: 413-545-1578; Internet address: microbi@microbio.umass.edu. Salary commensurate with qualifications and experience. Priority deadline is January 3, 1997. Search will remain open until filled. Women and minorities are especially encouraged to apply. The University of Massachusetts is an Equal Opportunity/Affirmative Action Employer.

Assistant Professor
Department of Microbiology

The Trinity College Department of Biology invites applications for an ASSISTANT PROFESSOR (postdoctoral experience is preferred, but not required) and should have a research program that gives special attention to intracellular and extracellular protein trafficking. Teaching duties include an annual course in invertebrate zoology, an ecology course in alternating years, and participation in a team-taught introductory biology course. Applicants are expected to have plans to join a Research Training Site and to be highly motivated to establish an independent research program. Women and minorities are encouraged to apply. Send letter of application and curriculum vitae to:

Professor Richard B. Crawford, Chair, Department of Biology, Trinity College, Hartford, CT 06106. Evaluation of applicants will begin 6 January 1997 and continue until the position is filled. Trinity College is an Equal Opportunity/Affirmative Action Employer and actively seeks applications from minorities and women.

Assistant Professor
University of New Brunswick

Applications are invited for a tenure-track position in Molecular Genetics. The position will begin on September 1, 1997. The successful candidate will have a Ph.D. in a biological science, a strong research record, and a commitment to teaching at all levels. Women and minority candidates are encouraged to apply. The University of New Brunswick is an equal opportunity employer.

Assistant Professor
Department of Microbiology

ECOLOGIST/INVERTEBRATE ZOOLOGIST

The Trinity College Department of Biology invites applications for a tenure-track faculty position at the ASSISTANT PROFESSOR level to begin in the fall term, 1997. Applicants must have a Ph.D. (postdoctoral experience is preferred, but not required) and should have a research program that gives special attention to ecology and/or conservation. The candidate’s teaching duties would include an annual course in invertebrate zoology, an ecology course in alternating years, and participation in a team-taught introductory biology course. Women and minorities are encouraged to apply. Send letter of application and curriculum vitae to:

Professor Richard B. Crawford, Chair, Department of Biology, Trinity College, Hartford, CT 06106. Evaluation of applicants will begin 6 January 1997 and continue until the position is filled. Trinity College is an Equal Opportunity/Affirmative Action Employer and actively seeks applications from minorities and women.

Assistant Professor
Department of Microbiology

Applications are invited for a tenure-track position in Microbial Molecular Genetics to begin September 1997. This appointment is expected to be at the ASSISTANT PROFESSOR level; however, appointment at a higher rank will be considered for highly qualified candidates.

Applications should have strong research accomplishments; capability of establishing a vigorous, extramurally funded research program; and a serious commitment to education at the graduate and undergraduate levels. Candidates must have a Ph.D. plus at least two years’ postdoctoral experience. Interest in the functional diversity of patients over the life of the project will be a significant factor.

Please provide your curriculum vitae; names, addresses, and telephone numbers of three references; and a brief outline of research interests to: Genetics Search Committee, Department of Microbiology, 700 Program Building, University of Massachusetts, Amherst, MA 01003-5720. FAX: 413-545-1578; Internet address: microbi@microbio.umass.edu. Salary commensurate with qualifications and experience. Priority deadline is January 3, 1997. Search will remain open until filled. Women and minorities are especially encouraged to apply. The University of Massachusetts is an Equal Opportunity/Affirmative Action Employer.

PHYSIOLOGIST

The Department of Zoology at the University of Maryland, College Park, is expanding its physiology faculty over the next several years. We are now hiring a tenure-track ASSISTANT PROFESSOR. Research area and organism of study are flexible, but the candidate must establish a rigorous and externally funded research program in an area that complements our current programs in cellular physiology, neurophysiology, and molecular biology.

The successful applicant is expected to teach upper-level undergraduate vertebrate physiology and a course in an area of interest. For consideration, submission application by November 1, 1996, is strongly encouraged. A letter of interest, a curriculum vitae, three letters of reference, and a statement of research interests and teaching objectives should be sent to: Dr. Aris H. Cohen, Department of Zoology, University of Maryland, College Park, MD 20742.
Graduate and Postdoctoral Studies
Molecular Toxicology
Department of Environmental Health
College of Medicine
University of Cincinnati

Challenge... To understand the complex environmental and genetic interactions that produce adverse health effects

Opportunity... To become an independent scientist and leader in Environmental Toxicology through advanced training

Resources... Scholarships with competitive stipends and postdoctoral traineeships funded by NIH: National Institute of Environmental Health Sciences, Center for Environmental Genetics, and over 30 other research grants

Environment... The Department of Environmental Health
- State-of-the-art laboratories
- Modern electronic classrooms
- Multi-disciplinary faculty of over 20 biomedical scientists
- Consistent top-five ranking in external research funding
- Rated as Outstanding by 1995 Ohio Board of Regents’ Review
- Academic, industrial, and government collaborative projects
- A training environment supportive of personal growth

Mechanism... Send inquiries to: Jean Malone, Graduate Studies Office, Department of Environmental Health, University of Cincinnati, P.O. Box 670056, Cincinnati, OH 45267-0056, Telephone 513-558-5704

Novo Nordisk Biotech, Inc.
Postdoctoral Position in Recombination
Novo Nordisk A/S is the world's largest producer of industrial enzymes. Headquartered in Denmark, Novo Nordisk has operating facilities in over 50 countries worldwide. Novo Nordisk Biotech, Inc., located in Davis, CA, is a wholly owned R & D subsidiary of Novo Nordisk and is focused on the cloning, expression, mutagenesis, and characterization of industrial enzymes.

Postdoctoral Position - Molecular Genomics
The company currently has a postdoctoral position available to study genetic recombination and repair in filamentous fungi. The research will focus on the isolation and characterization of genes that are associated with the organism's recombination/repair pathways. Applicants should have experience in fungi/yeast systems and a strong background in molecular biology.

If you are interested in a challenging research position with the world's leading producer of industrial enzymes and meet the above criteria, please send your C.V. with a list of three references for consideration to: Novo Nordisk Biotech, Inc., Department of Human Resources, 1445 Drew Avenue, Davis, CA 95616. Please reference Job PD96. An Equal Opportunity Employer.
FELLOWSHIP PROGRAMS IN MICROBIOLOGY
Sponsored by the American Society for Microbiology

Undergraduate
ASM/Sustaining Member Undergraduate Research Fellowship (Web Site: http://www.asmusa.org/edusrf/edu23a.htm)
ASM/NIGMS Minority Undergraduate Research Fellowship (Web Site: http://www.asmusa.org/edusrf/edu23b.htm)

Graduate
Robert D. Watkins Minority Graduate Research Fellowship (Web Site: http://www.asmusa.org/edusrf/edu23c.htm)

Faculty
ASM Faculty Fellowship Program (Web Site: http://www.asmusa.org/edusrf/edu23d.htm) For information, Email: fellowships-careerinformation@asmusa.org or Fax: 202-942-9329

Placement and Career Services
ASM Career Placement Service (Web Site: http://www.asmusa.org/mbrsrc/mbr5.htm) For information, Phone: 202-942-9343 or Fax: 202-942-9346

CORNELL UNIVERSITY
Graduate School of Medical Sciences
announces a
Summer Internship Program for Minority College Students

The Cornell University Graduate School of Medical Sciences, 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 aim of the program is to awaken and foster an interest in biomedical research and education. Students will gain hands-on research experience under the guidance of a faculty member. This program is open to students who are interested in getting a Ph.D. degree and who have excelled in their freshmen, sophomore, or junior years in college.

The program will consist 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 journal club. Dates for the program are June 9 to August 1, 1997. Deadline for applying is February 1, 1997.

Subsidized housing, a modest food allowance, and a stipend of $3,000 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 by:
- The Avon Products Foundation, Inc.
- 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 69th Street, New York, NY 10021
Phone: 212-746-6120
Fax: 212-746-8906

Penn State College of Medicine
Graduate Studies and Postdoctoral Training
Biochemistry and Molecular Biology

Areas of research interest include:
- Regulation of gene expression and enzyme activity; Protein structure and interactions;
- RNA processing, ribozymes; Genetic recombination and genome organization;
- Cell surface glycoconjugates, proteins, and proteases; Mechanism of carcinogenesis, anesthesia, diabetes, and heart disease

College of Medicine Programs
- Anatomy
- Biochemistry and Molecular Biology
- Cell and Molecular Biology
- Microbiology and Immunology

Inter-College Programs
- Neuroscience
- Pharmacology
- MD/PhD Program
- Ph.D./MBA Program
- Physiology
- Integrative Biosciences
- Nutrition

For more detailed information and to apply visit our WWW site at http://www.hmc.psu.edu or contact
Assistant Dean for Graduate Education, Penn State College of Medicine, Hershey, PA 17033-0850, Telephone: (717) 531-8892
Fax: (717) 531-4582; E-mail: grad-hmc@psu.edu

Penn State is an affirmative action, equal opportunity university.
Few biotechnology companies can offer you the promise and excitement of Gilead Sciences. We are a leader in the discovery and development of a new class of broad-spectrum antiviral therapeutics that may provide powerful new treatments for CMV retinitis, HIV and other viruses. Here, you'll be a part of a company that takes pride in its achievements, knowing that patients may benefit from the products we create.

GILEAD

The Science of Agricultural Genetics

SENIOR RESEARCH ASSOCIATE
Protein Biochemistry - Kit Development (Job #96-704)

The successful candidate will: develop and produce immunochromic kits for the analysis of proteins; transfer technology and analytical methods to the research laboratory; complete assigned technology development projects; summarise data, organize projects, and prepare reports. The successful candidate will be working closely with the protein assay development, validation and applications groups. MS degree plus 4 years experience OR a 5 year degree plus 6 years experience in microbiology, biochemistry or molecular biology is required. Applicants should have specialized skills in applied immunochrometry and protein kit development. Experience in conducting product development, validation and scale-up under commercial conditions is highly desirable. Good communication skills are essential. Familiarity with computers and statistical analysis is important. Exposure to plant breeding and genetics would also be of value.

Pioneer Hi-Bred International, Inc. offers competitive salaries and excellent, comprehensive benefits. Des Moines is a growing heartland city that ranks well above the national averages in affordability and education. Our location provides a mix of beautiful open spaces and city life advantages. For confidential consideration send 3 copies of your current resume and cover letter indicating job number by November 15, 1996 to: Pioneer Hi-Bred International, Inc., Attn: PERSONNEL (job #96-704), P.O. Box 1004, Johnston, IA 50131-1004.

Pioneer Hi-Bred International, Inc. is the world leader in agricultural genetics. Founded in 1926, we are a publicly held company that invests more than $115 million in research and product development. Pioneer® brand products are grown in almost every crop-producing continent in the world. At our headquarters in Des Moines, Iowa, we're adding to our research team.

MACROMOLECULAR CRYSTALLOGRAPHER
The Structural Biology group is looking for a new member of its Protein Crystallography Laboratory to support Discovery Projects within the Pharmaceutical Products Division. The Protein Crystallography Laboratory is dedicated to providing valuable structural information for applications in the areas of Rational Drug Design and Protein Engineering. Close interaction with the molecular modeling group, NMR spectroscopists, protein biochemists, medicinal chemists, and molecular biologists provides the appropriate milieu for creative and challenging research. We are looking for a candidate who is self-driven, imaginative, dedicated and enthusiastic.

Macromolecular Crystallographers with a Ph.D. and several years of post-doctoral experience are encouraged to apply. They should be strongly self-motivated individuals, able to conduct independent research using the techniques and methodology of macromolecular crystallography to solve problems of biomedical interest. The research will involve elucidating the three-dimensional structure of protein and protein/inhibitor complexes of interest as therapeutic targets in biomedical areas such as anti-infectives, neurosciences, immunosciences and degenerative diseases.

Our Protein Crystallography Laboratory is equipped with two Rigaku 12 KW rotating anode x-ray generators, a Rigaku RAXIS IIC image plate and a MARRESEARCH area detector. Abbott is a participating member of the Industrial Macromolecular Crystallography Association (IMCA) which is actively pursuing the construction of two synchrotron beamlines for macromolecular crystallography in the Advanced Photon Source at Argonne National Laboratory. Commissioning of the beamlines for routine operation is planned for early in 1997. Our computing and graphics facilities are state-of-the-art.

With over 50,000 employees worldwide and more than $10 billion in annual sales, we've established ourselves as a respected global business and innovative leader in the changing health care industry. For consideration, please send your resume with salary history to: Abbott Laboratories, Job #96-NCW-2808, Dept. DS83, AP-6B, 100 Abbott Park Rd., Abbott Park, IL 60064. Abbott is an Affirmative Action Employer/Smoke-Free Environment.
William G. Allyn Chair in Medical Optics
The Institute of Optics
University of Rochester
Endowed Professorship in Medical Optics

The Institute of Optics invites nominations and applications for a new endowed professorship in medical optics. The successful candidate will be expected to have achieved international prominence in some aspect of medical optics, and to merit appointment at the level of full professor. He or she will be expected to conduct a vigorous program of research and to participate actively in the Institute’s undergraduate and graduate teaching programs in optical science and engineering. The Institute of Optics, an academic department offering B.S., M.S., and Ph.D. degrees in optics, has approximately 120 undergraduate students and 85 graduate students in residence. The University’s Medical Center and Center for Visual Science offer significant opportunities for collaborative research projects that involve the application of optical science, engineering, and technology to important areas of modern medicine. Each application should include a letter describing teaching and research interests, a curriculum vitae, and the names of three references. Nominations and applications should be sent to Professor Dennis G. Hall, Director, The Institute of Optics, University of Rochester, Rochester, New York 14627. The University of Rochester is an Affirmative Action/Equal Opportunity Employer.

The University of Medicine and Dentistry of New Jersey—New Jersey Dental School, Dental Research Center welcomes applications for the following Tenure Track Research positions:

ASSOCIATE PROFESSOR LEVEL

The position requires a person who has an independently funded program. Applicants who work in the areas of microbiology and immunology will be considered. Preference will be given to applicants who have demonstrated expertise in microbial pathogens at the molecular level and have shown success as independent investigators. This position represents an outstanding academic research opportunity for a mid-career or outstanding less senior investigator.

ASSISTANT PROFESSOR LEVEL

Researchers who work in the areas of microbiology and immunology will be considered. Preference will be given to applicants who have demonstrated expertise in the techniques of microbiology and molecular biology and have shown success as independent investigators. This position represents outstanding academic research opportunities for junior or mid-career investigators.

Periodontal disease(s) is a ubiquitous disease that effects over 60% of the population. This group of diseases results from an infection that is caused by bacteria that colonize the teeth, co-aggregate with other oral bacteria, eventually dominate their habitat and overcome the local host defense system. The work of the Dental Research Center will be in the area of bacterial-bacterial, host-bacterial interactions employing methods in modern molecular biology to study the pathogenesis of periodontal diseases. We wish to develop a program that create and implements novel approaches to the study of these areas.

Candidates must have a Ph.D., a minimum of two years of relevant post-doctoral experience and training or interest in pursuing the area of molecular pathogenesis. Salary, fringe benefits, start-up packages are more than competitive, and are commensurate with qualifications and experience. Starting time for the Assistant Professor positions are flexible to accommodate applicants. To apply send curriculum vitae, indicating position of interest; reprints; statements of research and teaching interest; and names and addresses, telephone and FAX numbers, and E-mail numbers of three persons who may be contacted as references to Dr. B. Fine, Director, Dental Research Center, University of Medicine and Dentistry of New Jersey (UMDNJ), NJDS, The Dental Research Center, Room C-813, 110 Bergen Street, Newark, NJ 07103 or e-mail to fineh@umdnj.edu.

University strongly encourages all qualified applicants.

Program for Minority Research Training in Psychiatry
The American Psychiatric Association and the National Institute of Mental Health announce the availability of funds to support minority psychiatrists pursuing a career in psychiatric research.

1. The program provides medical students and psychiatric residents with funding for stipends, travel expenses, and tuition for an elective or summer experience in a research environment.

2. Stipends are also available for one- or two-year post-residency fellowships for minority psychiatrists.

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:

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

For more information about the PMRTP, call the toll-free number, 1-800-852-1390 or (202) 682-6625, or write:

Ernesto A. Guerra
Office of Research
American Psychiatric Association
1400 K Street, NW
Washington, DC 20005

Deputy Director of Basic Research
The University of California, Davis, Cancer Center is seeking a full-time academic Deputy Director for Basic Research of the Cancer Center. Candidates must have a doctoral degree and credentials suitable for appointment with tenure at the rank of Associate Professor or Professor in a basic science department of UC Davis. Candidates should have significant and recognized scientific accomplishments in the molecular biology of cancer and demonstrated administrative ability to develop and focus research programs in cancer biology. UCD Cancer Center is a priority program for UCD and intends to fulfill NCI requirements for a designated cancer center. Because of strong emphasis on academic productivity as a factor for promotions at the University of California, candidates should have established a record of publications and a substantial past and current level of extramural research funding. Please forward the following: 1) letter describing research, teaching, and administrative background; 2) curriculum vitae; and 3) names and addresses of five references to Ralph deVere White, M.D., Chair, Search Committee for Deputy Director, UCD Cancer Center, 4901 X Street, Room #3003, Sacramento, CA 95817. This position will be "Open Until Filled;" for full consideration, applications should be received by February 15, 1997. The University of California is an Affirmative Action/Equal Opportunity Employer.
NIH Has A New Address.

The National Institutes of Health has introduced a new web site. Now, the latest news about clinical and research training opportunities at NIH can be accessed by visiting us at http://helix.nih.gov:8001/oe/

At the site, you can quickly obtain information regarding clinical and postdoctoral training. Review the NIH tenure-track openings. Take a look at the NIH Postdoctoral Research Fellowship Opportunities Catalog which chronicles research being conducted in all NIH laboratories. You can even apply electronically for positions.

All from the convenience of your keyboard.

Plus, the web site links to all NIH institute and laboratory home pages, provides a calendar of events, and offers links to many other areas.

We used to ask you to call us or send your curriculum vitae. Now, the best way to find out about world class opportunities at NIH is through the world wide web.

National Institutes Of Health
Office Of Education
http://helix.nih.gov:8001/oe/
The NIH is an Equal Opportunity Employer

PARKEDAVIS
The Freedom to Discover.

Postdoctoral Fellowship

At Parke-Davis Pharmaceutical Research Division of Warner-Lambert Company, inspired science and a strategy of innovation has made us an international leader in the pharmaceutical industry. We currently have a Postdoctoral Fellowship available in our Immunopathology Department at our headquarters in Ann Arbor, MI.

The selected individual will examine the immunoregulatory roles of T cells and cytokines in animal models of arthritis. A Ph.D. along with experience in Pharmacology or Cellular Immunology and experience or interest in working with animal models are required. Some molecular experience is preferred.

Members of our world-class pharmaceutical team enjoy competitive salaries, benefits and career growth potential. Candidates should send, fax or e-mail a resume to: Parke-Davis Pharmaceutical Research, Human Resources Department, BOX: CJM-963164, 2800 Plymouth Road, Ann Arbor, MI 48105. Fax: (313) 998-3394. E-mail: resume@aa.wl.com.

Equal opportunity in action. Smoke-free work environment.

The Richness of Diversity...

strengthens the partnership between the company and its employees at Otsuka America Pharmaceutical, Inc. Here we value diversity of backgrounds and thought—the very core of originality and innovation that drives our success.

OAPI funds academic and clinical research in health care throughout North America. The major responsibility of the research facility located in Rockville, Maryland is in the area of applied clinical research which supports the exciting, ground breaking compounds already in clinical development.

In a corporate culture that develops, rewards and retains talented people, Otsuka employees work to create new products for better health and a better quality of human life worldwide. OTSUKA AMERICA PHARMACEUTICAL INC., 2440 Research Boulevard, Rockville, MD 20850.
COLLEGE OF AGRICULTURAL AND ENVIRONMENTAL SCIENCES
UNIVERSITY OF CALIFORNIA, DAVIS

Inquiries are invited from qualified applicants for faculty positions currently available.

Positions are 9-month tenure track appointments unless otherwise indicated. Eleven-month term employment will be offered and continued based upon academic personnel review.

Assistant Cooperative Extension Specialist and Assistant Weed Ecologist (11-month, career track position). Conduct a mission-oriented research and extension program on weed biology and management. Position to be located in Salinas Valley. Apply to: W. Thomas Lanini, Dept. of Vegetable Crops or e-mail lanini@vegmail.ucdavis.edu. For additional information, see the departmental homepage at http://veghome.ucdavis.edu. Position is open until filled; to ensure consideration, applications should be received by December 1, 1996.

Assistant Professor of Enology, Assistant Professorial rank (career track position). Conduct research in wine microbiology, with some emphasis in lactic acid bacteria. Establish a basic research program and teach in Enology. Must have a Ph.D. in Microbiology, outstanding academic record, commitment to high quality graduate/undergraduate education, and ability to develop a research program of international recognition. Apply to: Dr. Linda F. Bisson, Department of Viticulture and Enology. Position is open until filled; to ensure consideration, applications should be received by January 15, 1997.

Assistant/Associate Professor/Agricultural Economist specializing in Economic Development and/or International Trade. Position is open until filled. For information, contact: L.S. Jarvis, Search Chair, Dept. of Agr. & Res. Economics, e-mail ljarvis@ucdavis.edu

Associate Professor and Associate Food Safety Microbiologist. Teaching in undergraduate and part of core graduate course in food microbiology. Applied and fundamental research on microorganisms or microbiological problems of importance to food safety. Apply to: David Ogrydziak, Dept. of Food Science and Technology. Position is open until filled; to ensure consideration, applications should be received by January 1, 1997.

Assistant Professor and Assistant Watershed Hydrologist. Teach an undergraduate field course in hydrology, an undergraduate course in watershed hydrology, and a graduate course in experimental hydrology. Develop a quantitative field-experimental research program in watershed hydrology emphasizing processes that may include land-atmosphere interactions, precipitation and runoff, surface water and groundwater interaction, and chemical cycling in watershed. Apply to: J.W. Hopmans, Hydrology Program, Dept. of Land, Air and Water Resources. For additional information, see the departmental homepage at http://hydrosoc.ucdavis.edu. Position is open until filled; to ensure consideration, applications should be received by January 31, 1997.

Professional positions have responsibilities for teaching, advising, and research (in the Agricultural Experiment Station) and require teaching and research experience. Cooperative Extension positions have responsibilities for applied research and outreach. Candidates must have a Ph.D. in an appropriate field. Applicants should submit resume, transcripts (if within five years of graduation), statement of research and teaching experience, list and reprints of publications, and the names and addresses of at least three persons familiar with the applicant’s qualifications, to individual and department as noted for position (department name), University of California, Davis, CA 95616. Please indicate the position(s) in which you are interested. The University of California is an Affirmative Action/Equal Opportunity Employer.

ASSISTANT/ASSOCIATE MEMBER

The Molecular Pharmacology and Therapeutics Program at Memorial Sloan-Kettering Cancer Center invites applicants for a position at the Assistant or Associate Member level. The candidate should have a Ph.D. and/or M.D. degree and significant postdoctoral experience. We seek independent investigators with a background of scientific accomplishment who will use forefront molecular and biochemical techniques for the development of new cancer therapies. Start-up support will be provided. Candidates should send their curriculum vitae along with a description of career goals, research objectives, and names of three references by January 1, 1997 to:

Joseph R. Bertino, M.D.
Program Chairman
Molecular Pharmacology and Therapeutics Program
Memorial Sloan-Kettering Cancer Center, Box 78
1275 York Avenue
New York, NY 10021

Memorial Sloan-Kettering Cancer Center is an affirmative action, equal opportunity employer.

Minority Fellowships in Neuroscience
Doctoral Fellowships
Postdoctoral Fellowships
Summer Training at the Marine Biological Laboratory

Benefits
• Financial support for a period of up to three years (doctoral) or two years (postdoctoral)
• Travel to prospective training sites
• Partial travel support to the Society for Neuroscience meeting
• Summer Program in Neuroscience, Ethics and Survival (SPINES) 97 at the Marine Biological Laboratory in Woods Hole, MA

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

An additional important factor for selection is that the applicant be a member of an under-represented 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, 1997. For the postdoctoral program, applications are also due January 15, 1997. 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
CHAIRMAN/DIRECTOR
HUMAN GENETICS
The University of Chicago

The Division of the Biological Sciences at the University of Chicago, which includes the Pritzker School of Medicine, is seeking a Chairman of the Department of Human Genetics. It is expected that this newly-created department will have a total of 10 faculty with broad interests in clinical and basic human genetics. The Chairman reports to the Dean of the Division and is responsible for providing academic administrative leadership in research and the teaching of undergraduate, graduate, postgraduate and medical students. The successful applicant will have an outstanding record of scientific accomplishment and demonstrated teaching and administrative abilities which will qualify him or her for the rank of Professor. Among the resources available to the new department and its chair is the Center for Human Genetics within the University’s new Jules F. Knapp Medical Research Building. The Center will incorporate 10,000 net square feet of newly constructed research space. Please send curriculum vitae and the name of three individuals familiar with your work to: Godfrey S. Getz, M.D., Ph.D., Chair, Search Committee for Human Genetics, c/o Nola Roth, The University of Chicago, 5841 South Maryland Avenue, MC 1000, Chicago, IL 60637-1470. Applications should be submitted by December 31, 1996.

Pharmaceutical Development
AT SCHERING-PLough

At Schering-Plough’s Pharmaceutical Development Facilities, scientists skillfully develop innovative formulations, and drug delivery systems to bring quality pharmaceutical products to market. In this technologically advanced environment, you will provide the vital link between research and manufacturing.

Postdoctoral Fellows

FORMULATION RESEARCH AND DRUG DELIVERY

You will be part of a professional team screening drug candidates using in vitro/in vivo techniques to assess potential for oral absorption and identify the mechanisms associated with the transport through biological membranes. The emphasis will be on the use of CaCo-2 cell monolayer permeability as an in vitro screening tool. To qualify, you will need to be an independent self starter with a PhD in Pharmaceutical Sciences, Biophysics, Biochemistry, Pharmacology or a related discipline. A background in cell culture and/or membrane transport is highly desirable. To be considered for this position, please reference Dept. TM-PHA-IW.

NOVEL DRUG DELIVERY SYSTEMS

You will conduct research in the area of novel carriers for the delivery of biologics ranging from DNA to proteins and emphasis will be placed on non-viral vectors for gene delivery. To qualify, you will need a PhD in Pharmaceutical Sciences, Biophysics, Biochemistry, Pharmacology or a related discipline and a strong background in the characterization of lipids and polyelectrolytes as related to drug delivery. Experience with structure-property relationships and solubility predictions is a plus. To be considered for this position, please reference Dept. TM-PHB-IW.

We offer an excellent compensation package including a competitive salary and comprehensive benefits. For prompt, confidential consideration, we invite you to forward a resume indicating the Dept. Code for your position of interest to: Human Resources-IW, Schering-Plough Research Institute, MS #1295, 2015 Galloping Hill Road, Kenilworth, NJ 07033-0539. We are an equal opportunity employer. We regret we are unable to respond to each resume. Only those selected for an interview will be contacted.

Schering-Plough
Research Institute

USING SCIENCE FOR HUMAN ADVANTAGE
FACULTY POSITION IN MOLECULAR NEUROSCIENCE
WASHINGTON UNIVERSITY
Department of Anatomy and Neurobiology
We seek an individual taking innovative approaches to fundamental questions in molecular, cellular, or developmental neuroscience for a tenure track faculty position in the Department of Anatomy and Neurobiology at Washington University School of Medicine. The department houses 21 active research labs in neurobiology, and it is part of a much larger interdepartmental neuroscience program. The department has state-of-the-art facilities for automated DNA sequencing, confocal microscopy, image processing, and a transgenic mouse facility. Both the department and the neuroscience program offer numerous opportunities for scientific interactions and collaborations. Our focus is on an appointment at the Associate or Full Professor level, but an appointment at the Assistant Professor level will also be considered.

Applicants should send a curriculum vitae, synopsis of research interests, and names (incl. addresses, phone/fax/email) of three references to: Dr. David Van Essen, Head, Anatomy and Neurobiology, Box 8108, Search Committee A, Washington University School of Medicine, 660 S. Euclid Ave., St. Louis, MO 63110, by January 1, 1997. Affirmative Action/Equal Opportunity Employer. Applications from minorities and women are encouraged.

FACULTY POSITION IN SYSTEMS NEUROSCIENCE
WASHINGTON UNIVERSITY
Department of Anatomy and Neurobiology
We seek an individual whose research focusses on non-human primates and who is taking innovative approaches to important questions in systems neuroscience for a tenure track faculty position in the Department of Anatomy & Neurobiology at Washington University School of Medicine. We are particularly interested in applicants working on sensory processing, motor control, or cognitive function and whose research includes a strong computational aspect. Excellent laboratory space is available in a new state-of-the-art primate facility. Our emphasis is on an Assistant Professor appointment, but we will also consider an appointment at a more senior level. The department houses 21 faculty who are actively involved in neurobiological research, and it is part of a much larger interdepartmental neuroscience program. The new primate facility is in close proximity to a new Imaging Center containing superb PET and MRI research facilities. Both the department and the neuroscience program offer numerous opportunities for scientific interactions and collaborations.

Applicants should send a curriculum vitae, synopsis of research interests, and names (incl. addresses, phone/fax/email) of three references to: Dr. David Van Essen, Head, Anatomy and Neurobiology, Box 8108, Search Committee B, Washington University Sch Med, 660 S. Euclid Ave., St. Louis, MO 63110, by January 1, 1997. Affirmative Action/Equal Opportunity Employer. Applications from minorities and women are encouraged.

Associate Staff Scientist
Job Ref.: FLO1096
Cell Biologist/Cellular Pharmacologist
We are seeking an Associate Staff Scientist to join our cyclic nucleotide phosphodiesterase (PED) program. This individual will design and execute experiments to elucidate the role of cyclic nucleotides and PDEs in a variety of cellular processes. Cell types of interest include endothelial cells, neurons, adipocytes, lymphocytes, and smooth muscle cells. In addition, this individual will manage the PDE antibody library and coordinate the production and characterization of novel antibodies.

A Ph.D. in cell biology, pharmacology, physiology, or related field is preferred. The successful candidate will possess the ability to develop and lead projects that connect information about the properties and localization of PDEs with their role in cellular functions. The successful candidate will be skilled in the isolation of mammalian cells and optimization of culture conditions, and will have experience in obtaining biochemical readouts from cell-based assays. A sound basic understanding of signal transduction, as well as excellent communication skills and enthusiasm for highly collaborative work, is essential.

Please send resume to:
ICOS Corporation
Human Resources
Job Ref.: FLO1096
22021 20th Ave. SE
Bothell, WA 98021
www.bio.com/companies/ICOS.html

ST LAWRENCE UNIVERSITY
Canton, New York 13617

The Biology Department of St. Lawrence University invites applications for the following:

Animal Physiologist: A one-year position as a visiting assistant professor to begin Fall of 1997. We are seeking an animal physiologist with a demonstrated competence to teach laboratory courses in introductory and advanced animal physiology along with two other courses within the successful candidate’s area of expertise. A Ph.D. is required along with a commitment to teaching at the undergraduate liberal arts level. Candidates should submit a curriculum vitae, a statement of teaching philosophy and interest, a statement of current research interests, and should have three letters of recommendation forwarded to: Dr. David Hornung, Biology Department, St. Lawrence University, Canton, NY 13617. The search committee will review applications beginning December 15, 1996.

Ecologist/Botanist: A one-year position, with the possibility of renewal, as a visiting assistant professor to begin Fall of 1997. We are seeking an ecologist/botanist with a demonstrated competence to teach laboratory courses in ecology and botany along with two other courses within the successful candidate’s area of expertise. A Ph.D. is required along with a commitment to teaching at the undergraduate liberal arts level. Candidates should submit a curriculum vitae, a statement of teaching philosophy and interest, a statement of current research interests, and should have three letters of recommendation forwarded to: Dr. Karl McKnight, Biology Department, St. Lawrence University, Canton, NY 13617. The search committee will review applications beginning December 15, 1996.

St. Lawrence University, chartered in 1856, is the oldest continuously coeducational institution of higher learning in New York State. An independent, private university firmly committed to undergraduate liberal arts education and cross-cultural opportunities, St. Lawrence University offers a unique learning environment. The University's 1900 students come from most U.S. states and more than two dozen other countries. Canton, the St. Lawrence River valley, the nearby Adirondack State Park, and the cities of Ottawa and Montreal provide the University community many social, cultural, and outdoor recreational activities. SLU’s homepage is at http://www.stlawu.edu. St. Lawrence University is an Affirmative Action/Equal Employment Opportunity employer. Women, minorities, veterans, and persons with disabilities are encouraged to apply.
Track, capabilities, specialization, and Institute for Medicine and Engineering

The School of Engineering and Applied Science and the School of Medicine have defined biomedical engineering as a strategic commitment for the 21st Century. The School of Medicine and Engineering have jointly established the Institute for Medicine and Engineering (IME) to enhance interdisciplinary research and academic programs at the interface of medicine and engineering. The IME will be located in the new Vagelos Research Laboratory Building in the Institute for Advanced Science and Technology complex adjacent to both schools.

Major new research and educational initiatives are planned with several tenure track faculty appointments to be made over the next three years in the Department of Bioengineering in association with the IME, starting with two positions with an expected start date of mid-1997.

Candidates will be qualified in an area of research in bioengineering. Principal criteria for selection will include evidence of creative, fundamental research at the interface between engineering and medicine and a strong indication of research funding potential or record commensurate with the level of appointment. Some appointments will be made at the starting Assistant Professor level. Candidates will be expected to establish new research activities to complement and strengthen existing research areas, and to teach and supervise undergraduate and graduate bioengineering students and participate in interdisciplinary academic programs.

Current priorities of the Department of Bioengineering and IME include strengthening our research and educational programs in their aspects of tissue, cellular, and molecular engineering. The Department and IME have major strengths and interests in the following areas: Biomaterials; Biomechanics with applications in trauma at the system, organ, and cellular levels; Cardiovascular mechano signaling; Cellular and molecular engineering with applications in cell transformations; and protein interactions. Neuroengineering with applications in vision; Neural function and rehabilitation; Neurotrauma; Respiratory system dynamics; and Tissue engineering.

Applicants should send a full curriculum vitae, names and addresses of 3 references, a statement of research interests, and 3 copies of recent publications to: Chair, Faculty Search Committee, University of Pennsylvania, Department of Bioengineering, Hayden Hall, 3320 Smith Walk, Philadelphia, PA 19104-6392.

Consideration of candidates will begin November 1, 1996 and continue until positions are filled.

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

Ecotoxicologist

WILLIAM & MARY
VIRGINIA INSTITUTE OF MARINE SCIENCE
SCHOOL OF MARINE SCIENCE

The School of Marine Science and the Virginia Institute of Marine Science, The College of William and Mary, invites applications for a Tenure Track Position in Ecotoxicology at the Associate or Full Professor rank, with specialization in environmental risk assessment for coastal and estuarine systems.

Applicants possessing the Ph.D. degree with demonstrated capabilities and experience in teaching and research are sought. Research experience should focus on coastal ecology and environmental risk assessment and include application of risk models. Appointment will be in the Department of Environmental Sciences where opportunities for collaboration exist with programs in environmental chemistry and microbiology, organismal and sub-organismal toxicology, immunology, and pathobiology.

The successful applicant will be expected to develop an extramurally funded research program in ecotoxicology and environmental risk assessment, to teach and mentor graduate students, and to participate to advise agencies of the Commonwealth. Interactive experience with regulatory agencies is desirable.

Salary dependent upon qualifications. Send curriculum vita, statement of research and teaching interests, and a list of at least three references (name, address, telephone and e-mail) to:

Dr. Morris H. Roberts, Jr.
Department of Environmental Sciences
Virginia Institute of Marine Science and School of Marine Science
The College of William and Mary
P.O. Box 1346
Gloucester Point, VA 23062

Review will begin on 15 January 1997 and will continue until an appointment is made.

The College of William and Mary is an equal opportunity, affirmative action employer. Members of under represented groups (including people of color, persons with disabilities, Vietnam Veterans and women) are strongly encouraged to apply.

CORNELL UNIVERSITY
GRADUATE SCHOOL OF MEDICAL SCIENCES
Graduate Study Toward the Ph.D. or M.D.-Ph.D 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 medicine.

Successful applicants will be awarded full graduate fellowships covering living expenses and tuition. Subsidized university housing is available for all students, and the student health plan provides ambulatory care and hospitalization for all registered students.

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, The New York Hospital, Memorial Sloan-Kettering Cancer Center, The Hospital for Special Surgery, and 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 under-represented 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
NEUROBIOLOGY AND IMMUNOLOGY

Two full-time, tenure-track ASSISTANT PROFESSOR positions scheduled to begin fall term 1997.

Neurobiologist: Teach upper-level undergraduate courses in human and/or animal neuroscience, history of brain research, behavioral neuroscience, and laboratory in either general genetics, cell biology, or comparative animal physiology. May teach introductory biology and participate in an interdisciplinary course (Science in Action, from the Department of Physical Sciences). A Ph.D. with postdoctoral experience in neuroscience and an interest in animal behavior is preferred.

Immunologist: Teach upper-level undergraduate course in immunology and a junior-level course with laboratory in either cell biology or microbiology. May teach introductory biological sciences and participate in an interdisciplinary course (Science in Context). Ph.D. with appropriate background in and experience in cell biology and immunology. Postdoctoral experience preferred. Send application materials to: Neurobiology Search.
DEPARTMENT OF RADIATION & CELLULAR ONCOLOGY AND COMMITTEE ON CANCER BIOLOGY
Division of Biological Sciences
University of Chicago

The Departments Radiation & Cellular Oncology and Committee on Cancer Biology in the Division of Biological Sciences, University of Chicago, seek candidates for a full time tenure track faculty position at the Assistant or Associate Professor level available July 1997. Applicants should have a Ph.D. or equivalent degree, postdoctoral experience, and expertise in molecular biology, molecular carcinogenesis, or experimental therapeutics. The candidate will be expected to develop an innovative, externally funded research program in the carcinogenesis of malignancies of the upper aerodigestive tract including the esophagus and head and neck. A successful candidate will be joining an established group of faculty. Applicants should be interested in developing a program that can lead to successful translational cancer research. Integration with a large multispecialty clinical program is expected. The development of an integrated cancer program in this area has been made possible by a recent donation to the University of Chicago. These funds will be used to provide start-up and salary support, commensurate with experience. Modern research facilities are available. Applications should include curriculum vitae, representative reprints, a statement regarding research interests and future plans as well as three letters of recommendation. Send all materials to: Dr. Craig Thompson, University of Chicago, 5841 S. Maryland Avenue, MC 2115, Chicago, IL 60637-1470.

THE UNIVERSITY OF CHICAGO
An Affirmative Action/Equal Opportunity Employer.
POSITIONS OPEN

**CLINICIAN SCIENTISTS HUMAN GENETICS PROGRAM**

Geisinger Clinic, the Henry Ford Research Program, is seeking recently trained ARNS in Internal Medicine, Obstetrics/Gynecology, or Pediatrics to practice human genetics in the Pediatrics and Obstetrics/Gynecology division and to do laboratory research in molecular genetics. The primary appointment is to the research faculty, and the main aim of the position is to isolate and clone proteins involved in this process.

Requirements: Ph.D. in biochemistry, molecular biology, or equivalent, with expertise in protein purification experience and expertise in cloning. Experience in microbiology is beneficial. The position is available for three years and can be converted to tenure-track status. The salary range is $50,000 to $80,000.

Expectations include a strong commitment to research development of a productive research program, and participation in graduate student education. Candidates should send their complete curriculum vitae, a statement of their research experience, and three letters of reference to: Prof. Dr. H. Hauer, Department of Biochemistry, Iowa State University, 4291 Station Drive, Ames, Iowa 50010.

**ASSISTANT RESEARCH SCIENTIST**

Department of Internal Medicine, Pulmonary Division The University of Iowa

The Department of Internal Medicine, Pulmonary Division, is seeking an ASSISTANT RESEARCH SCIENTIST to perform research in the function and biochemistry of Cystic Fibrosis transmembrane conductance regulator (CFTR). This position includes an understanding of theories and methods required to address problems in the function and cell biology of this protein in epithelial and non epithelial cells and a combination of pharmacology, biochemistry, and recombinant DNA techniques.

Requires a Ph.D. or M.D. degree or equivalent combination of education and experience. Applicants should have experience in microbiology/immunology and possess the ability to plan and manage a research through independent research. Postdoctoral experience in microbiology and/or physiology, research experience in the area of Cystic Fibrosis, research experience in the biochemistry of membrane proteins and recombinant DNA techniques, and ability to obtain funding for own demonstrated work are all desirable.

Please send resume indicating Number 39024 to: Michelle Connery, Department of Internal Medicine, E400 GH, 200 Hawkins Drive, Iowa City, IA 52242-1081.

**RESEARCH SCIENTIST**

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

**PROTEIN BIOTECHNOLOGIST**

Seeking individual with experience in the expression of recombinant proteins to join a drug development group. The position involves vector construction, site-directed mutagenesis, E. coli and baculovirus expression of protein, tyrosine kinase screening, and purification. Experience should have a Ph.D. or M.S. with experience. Please send curriculum vitae and names of three references to: Raymond Buddle, Ph.D., Department of Neuro-Oncology, Box 316, M.D. Anderson Cancer Center, 1515 Holcombe Blvd., Houston, TX 77030. Email: rrbudde@utmdc.mda.uth.tmc.edu. The University of Texas M.D. Anderson Cancer Center is an Equal Opportunity/Affirmative Action Employer. Women and minorities are encouraged to apply.

**AQUACULTURE SPECIALIST**

Ph.D. scientist is needed to initiate and direct operation of a large tilapia tank culture facility. Additional duties include research and education for the University’s aquaculture program. Experience in tilapia (Oreochromis) and fish programs. Review of applications will begin November 10, 1996, and continue until the position is filled. For confidential consideration, send letter of application, résumé (including salary history), and three letters of reference to: Dr. Richard Dodge, c/o Nova Southeastern University, Human Resource Department (DSF), 3301 College Avenue, Fort Lauderdale, FL 33214. Equal Opportunity Employer/Affirmative Action/Smoke-free Campus.

**SCIENTIFIC SOFTWARE ENGINEER**

Affymetrix, located in the heart of Silicon Valley, seeks a SCIENTIFIC SOFTWARE ENGINEER to develop algorithms and visualization tools for the interpretation of DNA hybridization data. The specific application is mutation screening in the BRCA1 gene, including the detection of heterozygous mutations. For this one-year appointment, we seek an independent, inquisitive thinker who can provide a key component of a high-performance program. Requirements include a B.S./M.S. in computer science or equivalent and strong background in mathematics and statistical analysis with three years’ related experience. Experience with Linux, C++ application programming and user interface development essential; Windows/MAC experience desirable. Travel will be required between Affymetrix and the collaborator’s site. For consideration, please send letter of interest, current curriculum vitae, and three letters of reference to: Tech Hire, Affymetrix, Human Resources, 3380 Central Expressway, Santa Clara, CA 95051. FAX: 408-481-0422. Equal Opportunity Employer.

**MANAGER**

**MOLECULAR BIOLOGY CORE FACILITY**

The Plant Molecular Biology Center of Northern Illinois University is seeking an individual to run a core facility providing automated DNA sequencing and custom oligonucleotide synthesis. Minimal requirements: B.S. (M.S. preferred) in biological sciences or related field, and appropriate laboratory skills and experience. Competitive salary, commensurate with experience; full benefits. Send letter of interest, current curriculum vitae, and three letters of reference to: Director, Plant Molecular Biology Center, Northern Illinois University, DeKalb, IL 60115. Telephone: 815-753-7841; FAX: 815-753-8585; E-mail: jmills@niu.edu. Position is available immediately. Application deadline: November 27, 1996. Affirmative Action/Equal Opportunity Employer.

**LENSON MICROSCOPY TECHNICIAN II**

Requirements include a Bachelor’s degree in a biological science and one year of experience in a research laboratory with some experience operating electron microscopy (transmission/TEM/microscopy and scanning/SEM). Excellent communication skills. Some experience with transmission electron microscopy and scanning electron microscope tissue preparation protocols and ultramicrotomy required. Excellent benefits and salary. Apply to: Texas Tech University Health Sciences Center, Office of Human Resources, 3601 4th Street, Room 1B110, Lubbock, TX 79430. Telephone: 806-743-2865 for application and job description. Texas Tech University Health Sciences Center is an Equal Employment Opportunity Employer.

**RESEARCH SCIENTIST**

The United States Department of Agriculture (USDA), Agricultural Research Service (ARS), Pollinating Insect Biology, Management, Systems Research, Logan, Utah, is accepting applications for a permanent, full-time RESEARCH SCIENTIST. Entomologist. This position will develop a program to identify chemophysiological traits responsible for gregarious nesting behavior of bees that nest in the soil. Candidates should have expertise in foraging behavior, ecology, and physiology. Responsibilities as Laboratory Leader require managerial and leadership experience in areas of crop pollination, biology of pollinator species, greenhouse management, and employee supervision. Experience with related discipline with emphasis in physiology is desired. Experience with statistical methods and computer programs is essential. Applicants must be U.S. citizens. Salary range is $51,915 to $79,764. For a copy of announcement, contact: ARS-DW-007 and application forms, please call: John Watson, USDA, ARS, Location Administrative Office, Telephone: 801-797-3071. Specific questions regarding the position may be directed to: Philip F. Torechio, Telephone: 801-797-2520. The closing date for this announcement is November 4, 1996. USDA is an Equal Opportunity/Affirmative Action Employer.

**RESEARCH CHEMISTS**

CombiChem, Inc. engages in collaborations with pharmaceutical organizations to accelerate the research phase of drug development. Their unique approach relies on the integration of medicinal chemistry expertise, laboratory automation, and informatics-based small library design. As our continued growth, we now have opportunities for synthetic organic and analytical chemists at the following levels:

1. **SENIOR RESEARCH CHEMISTS.** The successful candidate will have an excellent academic record and three or more years of experience in medicinal chemistry. Experience in combinatorial chemistry and/or solid phase synthesis is preferred.

2. **RESEARCH CHEMISTS.** These positions require a B.S., M.S., or Ph.D. in chemistry with a minimum of five years of postgraduate experience in organic synthesis.

All positions require B.S. or M.S. in chemistry, and for positions as Lead Chemists or Masters in chemistry with relevant laboratory experience will be considered for these appointments.

**ANALYTICAL CHEMISTS.** Separation scientists/analytical chemists at the B.S., M.S. level with research and/or industrial experience in preparative-scale column chromatography and pharmaceutical molecular analysis. Experience in mass spectrometry a plus. All candidates must have excellent communication and interpersonal skills, be computer literate, and be able to work independently or as part of a team as required. Salaries and benefits will be commensurate with experience. Applicants should submit a cover letter, CV, and salary history, and please send your resume to: Ms. Bobbie Bosley, CombiChem, Inc., 9050 Camino Santa Fe, San Diego, CA 92121. FAX: 619-530-9998 to the attention of Ms. Bosley. CombiChem is an Equal Opportunity Employer.

**RESEARCH PLANT GENETICIST**

USDA/ARS is seeking applications for a GS-13/12 Research Plant Geneticist position in the Horticulture and Breeding Research Unit, U.S. Horticultural Research Laboratory, Orlando, Florida. Incumbent conducts both basic and applied research as part of an interdisciplinary research team, which is designed to provide fundamental knowledge on the genetic, morphological, and biological inherent traits necessary to produce horticulturally superior trees. Primary focus is on developing crops that improve citrus tree performance in sustained production, quantity and quality of fruit, resistance to biotic/abiotic stresses, variable fruit maturing dates, enhanced resistance, and fruit growth and development. A degree in genetics or other biological sciences that included genetics plus specialized research experience or graduate level related education and experience is required. Salary will be commensurate with experience.

Contact: Dr. George Yelenosky, Telephone: 407-897-7352 for program/postion information. For application forms and procedures contact: C. Wayne Moore, Telephone: 407-897-8300. Within 30 days of receipt of this advertisement this should be marked ARS-D56-999, posted November 25, 1996, and submitted to: Vickie Taber, USDA, ARS, Southern Operations Branch, 6305 Ivy Lane, Room 570, Greenbelt, MD 20770-1435. ARS is an Equal Opportunity Employer.
RESEARCH SCIENTISTS
Korea Kumu Life and Environmental Science Labo-
ratory is currently seeking candidates in Kwangju, Korea, supported by Kumu Petrochemical Co. and Kumu Group, one of the major industrial conglomerates in Korea, has immediate openings for junior and senior RESEARCH SCIENTISTS, with a particular emphasis on biol-
yology/biotechnology and bio-remediation. Candidates must have a Ph.D. degree. Postdoctoral experience preferred. Postdoctoral fellowships are also available. Preference is given to candidates with experience in human physiology, biochemistry, molecular biology. Interested candidates are encouraged to apply. For more information, please contact: Dr. Bong H. Kim, Department of Biotechnology, Korea Kumu Life and Environmental Science Laboratory, c/o Kwangju Institute of Science and Technology, Kwangju, Korea.
FAX: 82; country code+62; dry code 953-5085; Email: pmkim@kumu.ki.

POSTDOCTORAL POSITIONS are available immediately to study the action of endogenous and exogenous agents utilizing whole animal studies and molecular techniques, including the yeast two hybrid system, cDNA cloning, and cell transfections. The applicant should have a Ph.D. and experience in molecular and cellular biology. Send curric-
ulum vitae; brief statement of research interests; and names, addresses, and telephone numbers of three references to: Kenneth P. Nephew, Ph.D., Indiana University School of Medicine, Medical Sciences Programs, Myers Hall, Bloomington, IN 47405-4401. Email: knephew@indiana.edu.

ECOLOGICAL MODELER—San Francisco Bay area. The Tuibron Laboratory of the National Marine Fisheries Service, a NOAA research facility, invites appli-
cants to apply for a permanent position to develop and implement population models of calico salmon, with emphasis on possibly threatened or endangered stocks. Salary $38,119 to $70,628. Announcement RN96-4221IN closes Decem-

POSTDOCTORAL FELLOW/RESEARCH AS-
SOCIATE positions available January 1, 1997 and April 1, 1997, to study Hepatitis C virus and/or rotavirus pathogenesis. The laboratory is well-equipped in molecular biology or viral immunology and should have a broad interest in viral pathogenesis. Send curriculum vitae and letters of reference to: Harry Greenberg, Depart-
ment of Medicine, Stanford University Medical School, Stanford, CA 94305-5487. FAX: 415-852-3259; Email: hbgreen@liland.stanford.edu.

POSTDOCTORAL POSITION to study sequence selective DNA damaging agents in vitro and in vivo. Ph.D. in biochemistry or related discipline required. Experience in DNA damage repair and DNA methylation is highly desired. Send resume, including the names, addresses, and telephone numbers of three references, to: Dr. Barry Gold, Department of Chemistry, University of Nebraska Med-
cal Center, Omaha, NE 68198-6805. Email: bgold@umnmc.edu.

The University of Nebraska Medical Center is an Equal Opportu-
nity/Affirmative Action Employer.

FEFELLOWSHIPS
Mathematics and Molecular Biology
The Program in Mathematics and Molecular Bi-
ology has graduate and postdoctoral FELLOW-
SHIP available to support research at the inter-
face between mathematics and molecular biology. Some current topics include topology and se-
quence analysis of DNA, molecular dynamics of proteins and nucleic acids, phylogenetic compari-
sion, RNA structure, and algorithms for molecular structure prediction. Other areas are also appropri-
ate. Fellowships can be held at any university, col-
lege, or research institute in the United States. Non-U.S. citizens are eligible to apply. Application deadline: February 3, 1997. Request application packet from: PMMB, 1800 Waverly Lab, Number 3206, University of California at Berkeley, Berkeley, CA 94720-3206. Complete packet available via Email: sylvia@berkeley.edu. Women and minorities are encouraged to apply.

POSTDOCTORAL AND RESEARCH FACULTY
Chemical Physics and Experimentalists and Theorists
FIVE POSITIONS for exceptionally talented scientists in the following areas: quantum control of chemical reactions, tailored ultrashort pulses, ultrashort rad-
diffraction and absorption, dynamics of biomolecular and biological processes imaged with light pulses, and high intensity light driven physics, including x ray lasers, high harmonics generation and laser acceleration. For more information about these positions and the group, see our web site: http://www.wilson.ucsd.edu.
Salaries and positions commensurate with experience and qualifications. Please send curriculum vitae, state of research interests, and one letter of recom-
men
t to: Prof. Kent R. Wilson and C. P. J. Barty, Department of Chemistry, University of Cali-
ifornia, Santa Barbara, La Jolla, CA 92093-0359. Equal Opportunity Employer.

Two POSTDOCTORAL POSITIONS in cellular and molecular hematology. To study: adhesion-mediated signal transduction, cell biology and assembly of plazd cell adhesion receptors and mouse models of adhesion deficiency disor-
ders. Background in gene knockout and transgenic mice, molecular and cellular biology, and protein chemistry are desire-
able. Must be M.D. or Ph.D. applicants. Send curriculum vitae, summary of research interest and experience, and names of three references to: José A. López, M.D., University of California Hematology-Oncology Section (111H) 2002 Holcomb Boulevard Houston, TX 77030-4298 FAX 713-798-8008 Baylor College of Medicine is an Equal Opportunity/Affirmative Action/Equal Access Employer.

BRIGHAM AND WOMEN’S HOSPITAL HArVArd Medical School
Applications are invited for a POSTDOCTORAL pos-
tion immediately to characterize intracellular transport processes in the hepatocyte, with a focus on the identification, cloning, and regulation of proteins in the endoplasmic reticulum involved in glucuronidation. The position requires a Ph.D. and experience in molecular and cellular biology. Send curriculum vitae, statement of research experience, and names of three references to: Dr. John Gollan, Division of Gastroenterology, Brigham and Women’s Hospital, 77 Francis Street, Boston, MA 02115. Affirmative Action/Equal Opportunity Employer.

PLANT VIROLOGY
POSTDOCTORAL POSITION in engineered resis-
tance and molecular characterization of a new luteovirus infecting sugarcane. Experiments will be conducted in a well equipped molecular laboratory. Send resume, including the name, addresses, and telephone numbers of three references, to: Dr. Barry Gold, Department of Chemistry, University of Nebraska Medical Center, Omaha, NE 68198-6805. Email: bgold@umnmc.edu.

The University of Nebraska Medical Center is an Equal Opportu-
nity/Affirmative Action Employer.

EQUATION PRIMATOLOGY
POSTDOCTORAL POSITION
The American Museum of Natural History (AMNH) seeks a postdoctoral candidate to comple-
ment the research of and work with one or more mem-
erers of its staff for one year beginning summer 1997. This position is offered under the auspices of the New York Consortium for Graduate Education in the Life Sciences and is funded by a graduate training program in all aspects of the behavioral and evolutionary biology of primates, and is funded by an NSF Research Training Grant. The NYCEP faculty in-cludes: Dr. Novacek, AMNH, Cay, 10021; Dr. Greenberg, University of New York, Columbia University, New York University, and the Wildlife Conservation Society. NYCEP faculty at the AMNH (Eric Delson, Rob DeSalle, Richard MacPhee, Jan Tattersall, John Van Couwen, and Ward Wheeler) are responsible for teaching and supervision. NSF limits eligibility to U.S. citizens, nationals, and perma-

nent residents. Obtain application forms and information from: Dr. E. Delson, Department of Vertebrate Pale-
ontology, AMNH, New York, NY 10024.

POSTDOCTORAL POSITION
POSTDOCTORAL POSITION available for an NCI training program in molecular and cellular mechanisms of carcinogenesis at The University of Texas M.D. Anderson Cancer Center, and involvement in NIH-funded work in the following areas: DNA repair and mutagenesis, carcinogen metabolism and addiction formation, tumor promotion, role of oncogenes and tumor suppressor genes/multistage car-

cinogenesis, normal and tumor differentiation, retrovi-

r

tology, chemoprevention and nutrition in cancer. Applicants must be U.S. citizens or permanent residents and must have a Ph.D. M.D. or D.D.S. To apply, send letter of interest, vitae, and three references to: Thomas Slaga, Director, U.G. Science Park—Research Division, P.O. Box 389, Smithville, TX 78751. Tele-

phone: 512-257-2403. We are an Equal Opportunity/Affirmative Action Employer. Women and minorities are encouraged to apply.

POSTDOCTORAL POSITION
This position is now available to study a pool of APT, contained within the cytoskeletal/membrane complex of red blood cells, that is used directly to fuel the preeclamptic transport of Na, K, and Ca. Send curriculum vitae and three references prior to December 15, 1996 to: Joseph E. Hoffman, Department of Cellular and Molecular Physiology, Yale University School of Medicine, 333 Cedar Street, New Haven, CT 06520.

POSTDOCTORAL POSITION
POSTDOCTORAL POSITION in crystallography available immediately to study the structure of proteins associated with signal transduction pathways. Strong background in biophysical research is preferred. Send curric-

ulum vitae and three letters of recommendation to: Dr. Jan Feng, Institute for Cancer Research, The Fox Chase Cancer Center, Human Resources, 7701 Burholme Avenue, Philadelphia, PA 19111. Email: feng@guanin, fccc.edu. Equal Opportunity Employer.

POSTDOCTORAL position is available immediately. NIH-funded work involves the study of the quantitative structure-activity relationships (QASAR) of free radicals on cellular toxicity. Strong training in medicinal chemistry/ cell culture/biochemical techniques required. Send resume, one letter of recommendation, and names and addresses of two other references to: Professor C. Selslie, Chemistry Department, Post Office Box 8307, North College Avenue, Claremont, CA 91711-6338. Pomona College is an Affirmative Action/Equal Opportunity Employer.

The Animal Reproduction and Biotechnology Labora-
tory at Colorado State University has openings for PRE-

and POSTDOCTORAL FELLOWS. Successful applic-

ants must have a strong background in mammalian production, with a focus on reproductive issues of males and/or females, regulation of reproductive hormone gene expression, oocyte matura-

in vitro fertilization, gamete and oocyte preservation, and production of transgenic animals. Send curriculum vitae and three letters of recommendation to: Dr. Gordon Niwender, ARBL, Colorado State University, Fort Collins, CO 80523-1683.
POSTDOCTORAL POSITION

Department of Pharmacology
Duke University Medical School

A POSTDOCTORAL POSITION is available to study the molecular mechanism of action of steroid hormone receptors. The successful candidate will use a combination of biochemical and molecular approaches to define the mechanisms that permit endocrine target cells to distinguish between hormone- and non-hormone-activated estrogen and progesterone receptors.

Applicants should have a background in molecular biology or protein chemistry. Interested individuals should submit a curriculum vitae and three letters of reference to:

Dr. Donald P. McDonnell
Department of Pharmacology
Box 3813
Duke University Medical School
Durham, NC 27708-0313

Email: McDonD01@acpub.duke.edu

Duke University is an Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL RESEARCH FELLOW

POSTDOCTORAL RESEARCH FELLOW (PDF) training positions are available in the laboratories of the Atlantic Research Centre (associated with the Departments of Biochemistry and Biophysics, Dalhousie University and the IWK-Grace Health Centre), Halifax, Nova Scotia, Canada. Laboratory-based research at the Centre is focused on two interrelated areas:

1) Signal transduction, cell signaling, and calcitonin signaling.
2) Membrane lipid turnover including regulation of phospholipid biosynthesis.

We are seeking individuals with a Ph.D. or M.D. degree in biochemistry, molecular biology, or a related discipline. Experience relevant to the Centre's Centres of Excellence in Developmental Biology, and/or Molecular and Cellular Aspects of Neurological Disease is desirable. Applicants should submit a complete resume and three letters of recommendation to:

Dr. Harold W. Cook
Atlantic Research Centre
Dalhousie University
5849 University Avenue
Halifax, Nova Scotia, B3H 4V3 Canada

Telephone: 902-494-1394
Facsimile: 902-494-1394
Email: hcook@dal.ca

POSTDOCTORAL NIH TRAINEESHIP

MAMMARY CARCINOGENESIS

Available spring/summer 1997 to study cellular and molecular mechanisms by which preneoplastic or neoplastic treatments prevent rat mammary gland carcinogenesis. Broad experience in molecular biology, particularly in the analysis of gene expression, is required. Send curriculum vitae and references to: Steven M. Swanson, Ph.D., Department of Nutrition Sciences, Room 224 Webb Building, University of Alabama at Birmingham, Birmingham, AL 35294-3360. Email: swanson@uab.edu

POSTDOCTORAL POSITION

Department of Pharmacology
Duke University Medical School

A POSTDOCTORAL POSITION is available immediately for an individual with expertise in biochemistry, pharmacology, cell biology, and molecular biology to study the effects of substances that modify the expression of genes. The successful candidate will use techniques such as transfection and luciferase assays to modify in vitro expression of genes. The project involves the study of the effects of substances that modify the expression of genes. The successful candidate will use techniques such as transfection and luciferase assays to modify in vitro expression of genes. The project involves the study of the effects of substances that modify the expression of genes.

The successful candidate will have a Ph.D. in biochemistry, pharmacology, cell biology, or molecular biology, with experience in these areas. A strong background in molecular biology and cell biology is essential. Application of these techniques to studies of the effects of substances that modify the expression of genes is desirable. The position is available immediately and is funded by a grant from the National Institutes of Health.

Send curriculum vitae and the names of three references to: Dr. J. Potashkin, Finch University of Health Sciences/The Chicago Medical School, Pharmacology and Molecular Biology, 3333 Green Bay Road, North Chicago, IL 60064.

POSTDOCTORAL ASSOCIATE POSITION

PLANT MOLECULAR GENETICS

National Institutes of Health/University of California, Berkeley

A new POSTDOCTORAL ASSOCIATE POSITION is available immediately for a person with a Ph.D. in molecular biology, genetics, or a related field. The successful candidate will be involved in the laboratory of Dr. K. J. Potashkin, who is currently developing a program to study the effects of substances that modify the expression of genes. The position is available immediately and is funded by a grant from the National Institutes of Health.

Send curriculum vitae and the names of three references to: Dr. K. J. Potashkin, Finch University of Health Sciences/The Chicago Medical School, Pharmacology and Molecular Biology, 3333 Green Bay Road, North Chicago, IL 60064.

POSTDOCTORAL POSITION

The Centre de Recherche Gué-Bernier, Hôpital Mason- roche, Research Institute (University of Montreal) invites applicants for a tenure-track position at the level of ACADÉMIE RESEARCHER. The successful candidate is expected to have a Ph.D. degree and to have completed at least two years of postdoctoral training in a specialized research area. He or she will have had superior training in organic synthesis, as well as extensive experience in employing in vitro approaches for studying DNA replication and/or DNA repair (particularly nucleotide excision repair). The candidate is expected to establish a strong, independently funded research program, and to be committed to training young students.

Closing date for this application is December 6, 1996. Applicants should submit a detailed statement of research interests, and three letters of recommendation to:

Dr. E. A. Drobozy, Research Center, 5415 boulevard L’Assomption, Montréal, Québec H2T 2M9 Canada. The successful candidate will be expected to combine English and French, or will be expected to attain proficiency in both languages within three years. In accordance with Canadian immigration requirements, this advertisement is directed mainly to Canadians and residents of Canada. The University of Montréal is committed to employment equity.

Two POSTDOCTORAL POSITIONS are immediately available to study biosynthesis and processing of histone and core histone proteins (H2A, H2B, H3, and H4) and their role in nucleosome assembly.

Applicants should have a Ph.D. in biochemistry and/or molecular biology. They must have experience in cloning and expressing proteins in bacteria, hamster cells, and yeast. They should be familiar with standard molecular biological techniques, and have a strong interest in the field of histone biosynthesis.

Closing date for applications is December 6, 1996. Applicants should submit a detailed statement of research interests, and three letters of recommendation to:

Dr. M. Drobozy, Research Center, 5415 boulevard L’Assomption, Montréal, Québec H2T 2M9 Canada. The successful candidate will be expected to combine English and French, or will be expected to attain proficiency in both languages within three years. In accordance with Canadian immigration requirements, this advertisement is directed mainly to Canadians and residents of Canada. The University of Montréal is committed to employment equity.

CORNELL UNIVERSITY

Biogeochemistry and Environmental Change

We seek a POSTDOCTORAL FELLOW to assist in development and coordination of a new NSF-funded research and training program in Biogeochemistry and Environmental Change at Cornell University. This interdisciplinary program coordinates research and training activities among several departments and units at Cornell, and includes a new laboratory for stable isotope analysis. We also offer GRADUATE STUDENT FELLOWSHIPS for the Ph.D. degree program. The postdoctoral fellow will assist with team-taught courses, workshops, seminar series, and other training activities for graduate students and postdocs. We expect the successful candidate to maintain an active research program in Biogeochemistry and/or Environmental Change, and to have strong interests in interdisciplinary research and teaching. Please send a statement of qualifications, curriculum vitae, and three letters of reference to:

Robert W. Howarth, Director
Biogeochemistry and Environmental Change, Corson Hall, Ithaca, NY 14850. Information on graduate fellowships can be obtained from the same address, or via Email: biogeochem@cornell.edu. We will review applications for the Postdoctoral Fellow on February 1, 1997 and will continue until we find a suitable applicant. Cornell University is an Equal Opportunity/Affirmative Action Employer. Applications from women and minorities are encouraged.

POSTDOCTORAL FELLOW OR ADVANCED LABORATORY TECHNICIAN

POSTDOCTORAL POSITION

Gene Targeting to Disrupt Astrocytic Properties
University of North Carolina at Chapel Hill

We are seeking a POSTDOCTORAL FELLOW or RESEARCH ASSOCIATE to participate in studies designed to elucidate the role of astrocytes in brain. Knockdown constructs (e.g., dominant-negatives) and knock-out strategies will be employed to disrupt specific astrocytic properties and to compare and contrast approaches. Requirements: recent Ph.D., American citizenship or permanent residency. Contact: Dr. A. Schönthal, University of Southern California, School of Medicine, 2041 San Vicente Boulevard, Los Angeles, CA 90033. Email: schonthal@usc.edu. Equal Opportunity Employer.

The Laboratory of Molecular Immunology, Division of Basic Sciences, National Cancer Institute, has three openings. One POSTDOCTORAL POSITION is available. Candidate should have a Ph.D. and/or M.D. with current technical expertise in molecular biology. A strong background in signal transduction and/or transcription factors is preferred. Experience in transgenic mouse analysis is required. This position involves discovery research based in the area of cell lineage differentiation. A Ph.D. M.D. SCIENTIST with molecular biology, biochemistry, and immunology is needed to pursue investigations aimed at developing and identifying antagonists to chemokines. A POSTDOCTORAL or POST DOCTORAL POSITION is available. Candidate is needed with training experience in the development and human biological evaluation of transgenic and knockout mice.

Salary range: $25,000 to $40,000 per annum. Candidates must degree or equivalent in the sciences and have eight years or less of relevant research experience. Please submit your applications to: Dr. Joseph J. O'Connor, Building 560, Room 21-859, Frederick, MD 21702-1201. Telephone: 301-846-1551; FAX: 301-846-7042. NIH is an Equal Opportunity Employer.

POSTDOCTORAL POSITION

University of North Carolina, Chapel Hill
Departments of Anesthesiology and Pharmacology

A POSTDOCTORAL POSITION in anesthesia and pharmacology is available. Experience is required in signal transduction and molecular biology techniques. Send curriculum vitae and three letters of recommendation to: Dr. G. Scott Worthen, Department of Medicine, National Jewish Center for Immunology and Respiratory Medicine, 1400 Jackson Street, Denver, CO 80206. FAX: 303-398-1851; Email: worthenlab@njc.org.

POSTDOCTORAL POSITION

University of Colorado, Denver, Anschutz Medical Campus

A POSTDOCTORAL POSITION in molecular virology is available to work on NIH-funded studies investigating the molecular basis of virus latency, pathogenesis, and other persistent or slow viruses. Experience in molecular biology or molecular/cellular virology is desirable. Send curriculum vitae and names, addresses, and telephone numbers of three references to: Dr. Steven L. Wechsler, Director, Virology Research, Davis Building, Room 5069, CEDARS-SINAI Research Institute, UCDMC, 10801 Euclid Avenue, Los Angeles, CA 90024-1333.

POSTDOCTORAL POSITION

Medical College of Ohio, Toledo

A POSTDOCTORAL POSITION in molecular virology is available to work on NIH-funded studies investigating the molecular basis of virus latency, pathogenesis, and other persistent or slow viruses. Experience in molecular biology or molecular/cellular virology is desirable. Send curriculum vitae and names, addresses, and telephone numbers of three references to: Howard C. Rosenberg, M.D., Ph.D., Department of Pharmacology, Medical College of Ohio, Toledo, OH 43699-0008. Email: rosenberg@vortex.mco.edu.

POSTDOCTORAL RESEARCH ASSISTANT

Muscle Research

Position is available immediately to candidates with recent Ph.D. in biochemistry or molecular biology (or equivalent) to study contractile proteins. Experience in protein chemistry and some with cloning and protein expression is required. Salary depending on experience ($25,000 to $30,000 per year). Applicants should send curriculum vitae, summary of research experience and interests, and names of three references to: Dr. J. Borendal, Department of Biochemistry, University of North Texas Health Science Center at Fort Worth, Fort Worth, TX 76107. FAX: 817-735-2133. An Equal Employment Opportunity/Affirmative Action Institution.
POSTDOCTORAL POSITION/BIOCHEMISTRY UNIVERSITY OF MICHIGAN

Postdoctoral position available immediately for work on RNA regulation of Caenorhabditis elegans with a strong interest in molecular biology and prior experience working with RNA, and will be able to work independently. Curriculum vitae, cover letter describing research interests, and three letters of recommendation should be sent to E. G. Harlow, Department of Biochemistry, MCB Room 5405, University of Michigan, Ann Arbor, MI 48109-0060. Email: gdharlow@umich.edu.

POSTDOCTORAL POSITION with Gerald Holmquist at the City of Hope for a molecular biologist to study DNA repair. Knowledge of mutagenesis is desirable, but the position does not require previous experience in this area. In our program we are interested in determining the mechanisms of DNA damage and repair. We are particularly interested in the repair of DNA strand breaks induced by ionizing radiation. The position is immediately available and applications should be sent to Dr. C. W. Slaughter, Department of Biological Chemistry, MCB Room 5405, University of Michigan, Ann Arbor, MI 48109-0060. Email: gholm@umich.edu.

POSTDOCTORAL POSITION available immediately for work on RNA regulation of Caenorhabditis elegans with a strong interest in molecular biology and prior experience working with RNA, and will be able to work independently. Curriculum vitae, cover letter describing research interests, and three letters of recommendation should be sent to E. G. Harlow, Department of Biochemistry, MCB Room 5405, University of Michigan, Ann Arbor, MI 48109-0060. Email: gdharlow@umich.edu.

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POSTDOCTORAL POSITION available immediately for work on RNA regulation of Caenorhabditis elegans with a strong interest in molecular biology and prior experience working with RNA, and will be able to work independently. Curriculum vitae, cover letter describing research interests, and three letters of recommendation should be sent to E. G. Harlow, Department of Biochemistry, MCB Room 5405, University of Michigan, Ann Arbor, MI 48109-0060. Email: gdharlow@umich.edu.
FACULTY POSITION IN CHEMISTRY/BIOLOGY
The University of Texas Southwestern Medical Center
Ryburn Cardiology Center

Applications are sought from outstanding scientists with research interests at the chemistry-biology interface. We are interested in chemists who apply chemical approaches to studying complex biological systems and who have an interest in developing new technologies for this purpose. Areas of study might include the chemical basis of binding specificity in macromolecular complexes or the mechanisms of activity of protein machines. This position complements a general commitment of Southwestern to develop the chemistry/biology frontier in a new Biochemistry Department chaired by Dr. Steve McKnight. Excellent facilities are available as well as opportunities to collaborate with biochemists, molecular biologists, and cell biologists working in DNA replication, gene expression, gene therapy, muscle development, and other areas. Applications at assistant to full professor will be considered for this tenure-track position.

Please contact Dr. R. Sanders Williams (email: williams@ryburn.swmed.edu) or send c.v. and research interests statement to: Ryburn Cardiology Center, The University of Texas Southwestern Medical Center, 5323 Harry Hines Blvd., Dallas TX 75235-8573.

UT Southwestern Medical Center is an equal opportunity employer/affirmative action employer.

ASSISTANT PROFESSOR
OF GENETICS
Applications are invited for a tenure-track position in the Department of Genetics with primary research and teaching interests in the molecular genetics of fungi. The candidate will be expected to develop a strong creative research program and to have a commitment to teaching at the undergraduate and graduate levels. The appointment could begin as early as September 1, 1997. Women and minority candidates are especially encouraged to apply. Apply before January 1, 1997 by sending a curriculum vitae, publica-
tions, a statement of research interests, and three letters of recommendation to: Search Committee, Department of Genetics, Life Sciences Building, University of Georgia, Athens, GA 30602-7223. The University of Georgia is an Equal Opportunity/Affirmative Action Employer.

Fellowships at the Smithsonian Tropical Research Institute
The Smithsonian Tropical Research Institute (STRI), a division of the Smithsonian Institution headquartered in the Republic of Panama, offers fellowships for research based at its facilities. Disciplines include ecology, anthropology, paleontology, conservation biology, evolution, systematics, behavior, and physiology of tropical plants and animals.

Predoctoral fellowships are available through the Smithsonian’s Office of Fellows & Grants, Washington, DC. Deadline: Jan 15. For more information contact the Office of Fellows & Grants at 955 L'Enfant Plaza, Suite 7000, Washington DC 20560 or e-mail sj@si.edu.

Three-month fellowships (deadline: Feb 15, May 15, Aug 15, and Nov 15) are available through STRI. For information write to: Smithsonian Tropical Research Institute, Unit 0948, APO AA 34002-0948 or e-mail stritvoll.dealbag@ic.si.edu. Two postdoctoral fellowships are also available for work in molecular approaches to marine biodiversity. For information on these positions email: Nancy Knowlton: knowlton@ubach.uniba.ch or strit01.naos.knowlton@ic.si.edu, or fax 0041 61 267 3457.

The Department of Biology at Texas A&M University seeks to fill TWO FACULTY POSITIONS AT ANY RANK in the general area of microbiology. Competitive applicants will be expected to have demonstrated research excellence in any area related to microbiology, with some preference given to individuals taking molecular genetic approaches to examine basic biological questions in fungi, bacteria, or viruses. Successful candidates will be expected to take an active role in the undergraduate and graduate microbiology teaching programs. All applicants should submit a curriculum vitae and statement of research and teaching interests; junior level applicants should also arrange to have three letters of reference sent to: Microbiology Search Committee, Department of Biology, Texas A&M University, College Station, TX 77843-3258. More information about our department can be found at http://bio-www.tamu.edu. Applications will be screened until the positions have been filled, but should be received by December 15, 1996, for full consideration. Texas A&M University is an Equal Opportunity/Affirmative Action Employer.
Join a worldwide leader - Bayer Corporation, currently has exciting opportunities in the field of Biotechnology as a...

Formulation and Stability Scientist

Conveniently located in Berkeley, CA, Bayer is one of the largest biotechnology, chemical and imaging companies in the world. As a Senior Research Scientist with experience in formulation and delivery of mammalian glycoproteins, your responsibilities will include protein stability estimation via biophysical techniques, viz. FTIR, DSC, CD, etc.; evaluation of novel delivery modalities for drug targeting; and implementation of drug delivery options under CGMP environment.

A PhD is an appropriate discipline with a minimum of 4 years of formulation/delivery of proteins is required. Bayer offers attractive compensation and generous benefits.

Send your resume to:
BAYER CORPORATION
HR Department
Attn: Graduate Research Program
P.O. Box 1986
Berkeley, CA 94701

EOE/AA/ID

AACR Minority Scholar Awards in Cancer Research are offered to the Annual Meeting and Special Conferences of the American Association for Cancer Research (AACR). The awards are supported by a generous grant from the Comprehensive Minority Biomedical Program of the National Cancer Institute (NCI). Those eligible for these awards are graduate and medical students, physicians-in-training, and postdoctoral students from minority groups considered underrepresented in cancer research by the NCI, i.e., African Americans, Hispanic Americans, Native Americans, Native Pacific Islanders, and Alaskan Americans. Please call the AACR for an application form. Deadline for receipt of applications for the annual meeting awards is December 2, 1996. Applications for special conference awards are due approximately two months before the date of the meeting.

For Further Information:

AMERICAN ASSOCIATION FOR CANCER RESEARCH
Public Ledger Building, Suite 816
150 South Independence Mall West
Philadelphia, PA 19106-3483
Telephone: (215) 440-9300
FAX: (215) 440-9313
http://www.aacr.org

HUMAN PATHOLOGIST

This investigator will provide leadership and expertise in histopathology in the context of gene-based human disease research. Principal responsibilities will be to: (1) lead tissue-based research efforts in conjunction with ongoing MPI disease programs, including oversight of the molecular histology core laboratory; (2) interface with collaborating academic pathologists in establishing and maintaining human tissue banks; and (3) establish liaisons with consulting pathologists with special human disease or veterinary expertise. An MD or MD/Ph.D., residency and research training in pathology, and an understanding of molecular techniques is required. Familiarity with murine pathology would be desirable.

Millennium Pharmaceuticals is a rapidly growing company using expertise in genetics and molecular biology to identify and elucidate the function of genes involved in a variety of diseases.

Please send or fax C.V. to Shani Stickney, Millennium Pharmaceuticals, Inc., 640 Memorial Drive, Cambridge, MA 02139; FAX (617) 225-0884. EOE.

THE WIRGLEY CHAIR IN ENVIRONMENTAL STUDIES

For this tenured full professorship, we seek an active researcher with a distinguished record in marine environmental biology. The successful candidate will be expected to maintain a quality research program as well as participate in our undergraduate and graduate educational program and play an influential role in the Wrigley Institute. Ideally, this individual would have a broad, global perspective, and a vision for the role of his or her science in society.

ASSISTANT PROFESSOR. The specific area of research is open with respect to approach or taxa, with special interest in the following areas: trophic interactions, biochemical and physiological adaptations, systematics, ecology, biodiversity studied with molecular biological approaches, biomechanics and functional morphology, and genetics (quantitative, population, or molecular). Teaching on both the USC campus and the Catalina Island facility at the undergraduate and graduate levels is expected.

Applications should include a letter describing their teaching and research interests; up to three recent publications; and the names, addresses, telephone/FAX numbers, and e-mail addresses of at least three references to:
Chair, Wrigley Search Committee, Department of Biological Sciences, University of Southern California, Los Angeles, CA 90089-0371
Applications will be considered beginning 1 December 1996, and will be accepted until the positions are filled. For more information on the Institute and these positions, see: http://www.usc.edu/dept/LAS/WIES/index.html

USC is an Equal Opportunity/Affirmative Action Employer. We particularly encourage women and minorities to apply.

TWO FACULTY POSITIONS IN MARINE ENVIRONMENTAL BIOLOGY AT THE UNIVERSITY OF SOUTHERN CALIFORNIA

(1) WIRGLEY ENDOWed CHAIR
(2) ASSISTANT PROFESSOR, TENURE TRACK

The USC Department of Biological Sciences announces two openings for faculty to be affiliated with the newly formed USC WIRGLEY INSITUTE FOR ENVIRONMENTAL STUDIES. The Institute will take a leading role in conducting research and education in the marine and environmental sciences, building upon the existing strengths at USC and creating novel programs for interdisciplinary research, education, and outreach. The initial development includes renovation of USC’s existing laboratories and teaching facilities on Santa Catalina Island (20 miles offshore), establishment of new programs, and hiring of new faculty. For both positions, primary office and laboratory will be on the USC campus, with additional facilities on Catalina Island. Preference will be given to scholars who can take advantage of the special opportunities afforded by the Catalina laboratory and the new Wrigley Institute.

THE WIRGLEY CHAIR IN ENVIRONMENTAL STUDIES: For this tenured full professorship, we seek an active researcher with a distinguished record in marine environmental biology. The successful candidate will be expected to maintain a quality research program as well as participate in our undergraduate and graduate educational program and play an influential role in the Wrigley Institute. Ideally, this individual would have a broad, global perspective, and a vision for the role of his or her science in society.

ASSISTANT PROFESSOR: The specific area of research is open with respect to approach or taxa, with special interest in the following areas: trophic interactions, biochemical and physiological adaptations, systematics, ecology, biodiversity studied with molecular biological approaches, biomechanics and functional morphology, and genetics (quantitative, population, or molecular). Teaching on both the USC campus and the Catalina Island facility at the undergraduate and graduate levels is expected.

Applications should include a letter describing their teaching and research interests; up to three recent publications; and the names, addresses, telephone/FAX numbers, and e-mail addresses of at least three references to:
Chair, Wrigley Search Committee, Department of Biological Sciences, University of Southern California, Los Angeles, CA 90089-0371
Applications will be considered beginning 1 December 1996, and will be accepted until the positions are filled. For more information on the Institute and these positions, see: http://www.usc.edu/dept/LAS/WIES/index.html

USC is an Equal Opportunity/Affirmative Action Employer. We particularly encourage women and minorities to apply.
Geneva Biomedical Research Institute
Glaxo Wellcome Research and Development S.A.

The Geneva Biomedical Research Institute (formerly the Glaxo Institute for Molecular Biology) is a state-of-the-art centre of scientific excellence. Its research is directed toward the discovery of novel molecular mechanisms that can be used as drug targets to treat serious diseases. Outstanding opportunities have arisen for

Three Postdoctoral Fellows

Yeast Molecular Biology
The candidate should have expertise relevant to a multidisciplinary team working on the potential importance of oxidative metabolism in the normal and abnormal functioning of cells. Experience in working with mitochondria in relation to ion and/or free radical homeostasis would be an asset. A proven track record for original and independent research is essential.

Informal enquiries can be directed to Dr Kinsey Maundrell (kgm0304@ggr.co.uk; phone +41 22 706 9666).

Molecular Basis of Nicotine Dependence
The candidate should have experience in the field of drug addiction, in particular in drug self-administration or related techniques. The project will study the neurobiological basis of nicotine self-administration using modern molecular technology, including molecular neuro-anatomy, genetics, and gene targeting. This project will be part of a European Community research collaboration.

Informal enquiries can be directed to Dr Emilio Merlo Pich, MD (emp15105@ggr.co.uk; phone +41 22 706 9853; fax +41 22 794 6965).

Molecular Biology of Glutamate Receptors
The candidate should have experience in standard molecular biology techniques. This project will study the physiological function of metabotropic glutamate receptors using transgenics and gene targeting in addition to the establishment of new strategies for generating knockouts. Previous experience with transgenic techniques will be an advantage. This project will be part of a European Community research collaboration.

Informal enquiries can be directed to Dr François Conquet (fc22770@ggr.co.uk; phone +41 22 706 9666; fax +41 22 794 6965).

The Geneva Biomedical Research Institute is part of the Glaxo Wellcome group, one of the world's most successful healthcare companies, which has an outstanding reputation for the quality of both its research and products.

If you are interested, please quote the position applied for and send your curriculum vitae with a list of publications and the names of three referees to: Personnel Department, Geneva Biomedical Research Institute, Glaxo Wellcome Research and Development S.A., 14, chemin des Auix, 1228 Plan-les-Ouates/Geneva, Switzerland.
**HITACHI Advanced Research Laboratory**

As one of the leading companies in the world, Hitachi explores frontiers of science and technologies. Since 1985, the Advanced Research Laboratory (ARL) has been concentrating its efforts on electron/radiation beam physics, software science, biotechnology, and materials science with a long-term perspective.

Now ARL invites applications for **RESEARCH JOB POSITIONS** in the following areas. **Postdocs:** (1) **COMPUTATIONAL NANO TECHNOLOGY**, A nano-designer in computational physics; first-principle band/cluster calculation of electronic, magnetic, and optical properties of artificial nanostructures on solid surfaces. (2) **THERAPEUTIC APPLICATIONS OF ULTRASONIC**, An ultrasonic expert with interests in biophysics or a biophysicist capable of ultrasonic engineering. (3) **NATURAL LANGUAGE PROCESSING**, Text analysis and user interface for information access. Target languages are English and/or Japanese. **Research group leader:** (1) **ALLERGY** and **MOLECULAR IMMUNOLOGY**, A scientist to lead a research group devoted to innovating highly sensitive measurements of allergic processes by using novel biophysical and immunological techniques.

The posts are for maximum of 3 years on an annual contract basis. Applicants should submit a curriculum vitae, a list of publications, several reprints of their most significant work, a statement of research interests, and the names of three references willing to write letters of recommendation. A detailed description of the positions is available on the web page [http://www.harl.hitachi.co.jp/job.html](http://www.harl.hitachi.co.jp/job.html) or contact by e-mail [jinji@harl.hitachi.co.jp](mailto:jinji@harl.hitachi.co.jp).

**Administration Section, Advanced Research Laboratory, Hitachi Ltd., Hatoyama-machi, Hiki-gun, Saitama, 350-03 JAPAN.**

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**Postdoctoral Research Fellowship - Electrophysiology**

**School of Biological Sciences**

**Vacancy UAC.794**

Applications are invited for a postdoctoral position in the School’s Biochemistry and Molecular Biology section. It is available now, until December 1998.

We seek an individual with practical experience in electrophysiology and an interest in the molecular biology of membrane channels. The successful candidate will apply patch clamp and microelectrode techniques to study the role of membrane channels in ocular disease, with emphasis on diabetic lens cataractogenesis. Facilities are state-of-the-art and include a double whole cell patch clamp station and an oocyte station.

The salary will be NZ$44,250 per annum for the first year; NZ$45,750 per annum for the second.

Further information can be obtained from Associate Professor Joerg Kistler, telephone 64-9-373 7599 ext 8250, fax 64-9-373 7414, email j.kistler@aucl.ac.nz.

Applications in the form of a detailed CV, including the contact details for two or more referees and their fax numbers, close with the Registrar, The University of Auckland, Private Bag 92019, Auckland, New Zealand on **29 October 1996**.

*Please quote Vacancy Number UAC.794 in all correspondence.*

W 8 NICOLL, REGISTRAR

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**Announcement**

**Association for Chemoreception Sciences Minority Travel Fellowships and Clinical Travel Fellowships**

The Association for Chemoreception Sciences (AChemS) is pleased to announce the availability of travel fellowships for individuals interested in the chemical senses. Students, postdoctoral fellows, and faculty who identify themselves with a minority group can apply for the minority fellowship, and resident clinicians (dentists and physicians) can apply for the clinical fellowship. The awards are funded by the National Institute on Deafness and Other Communication Disorders to defray cost of travel, meals, lodging, and registration to attend the Twelfth International Symposium on Olfaction and Taste, ISOT XII, which will take place jointly with the annual meeting of AChemS in San Diego, California on July 7–12, 1997.

For the minority fellowships, members of African-American, Hispanic-American, Native-American, Pacific Islander, or other ethnic or racial groups under-represented in chemosensory research will be considered. Applicants need not be AChemS members, but must be U.S. residents. Awardees will be selected according to their academic background, experience, and research interests.

Applicants are requested to submit a brief statement of research interests, their curriculum vitae, two letters of recommendation, and, for the minority fellowship, an indication of the minority group with which they identify, by **February 15, 1997** to:

**Travel Fellowship Committee**
AChemS Business Office
744 Duparc Circle
Tallahassee, FL 32312-1409

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**The State University of New Jersey**

**RUTGERS**

Rutgers University Graduate School of Education, Department of Learning and Teaching.

The department anticipates vacancies for Assistant Professors, Tenure-track (9/1/97), in the following areas:

**SCIENCE EDUCATION:** Expertise in K-12 science education and evidence of ability to work collaboratively with research scientists in a variety of disciplines.

**INSTRUCTIONAL TECHNOLOGY:** Applications of technology in education and content expertise in science or mathematics education.

Applicants should have a demonstrated commitment to teaching, an orientation toward work with teachers, and research interests in the learning and teaching that occur in classrooms. Questions can be addressed to: W.D. Crown 908-932-7496, ext. 102 or wcrown@rci.rutgers.edu.

**REQUIREMENTS:** Doctoral degree from major research university, established program of research supported by scholarly publications, and commitment to excellent teaching. Responsibilities: Teaching graduate/undergraduate courses, conducting research, publishing, and advising students. Salary and rank commensurate with candidate's background and experience. Send cover letter, current vita, and three letters of reference no later than December 20, 1996 to: GSE Search Committee, Rutgers University: Graduate School of Education, 10 Seminary Place, New Brunswick, NJ 08903-5050.

*Rutgers University is an Equal Opportunity, Affirmative Action Employer.*

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**New Zealand**

The University of Auckland

The University has an equal opportunities policy and welcomes applications from all qualified persons.
Director, Whitney Laboratory
University of Florida

Applications are invited for the position of Director of the Whitney Laboratory, a marine research institute of the University of Florida. The Whitney Laboratory uses the advantages of marine models to solve problems in basic biology, primarily applying the techniques of molecular and cell biology. Applicants for Director should have an earned doctorate, an active research program in some aspect of the molecular or cell biology of marine animals, and demonstrated ability to provide administrative and scientific leadership for a multidisciplinary marine biological laboratory. The Whitney Laboratory is located 18 miles south of St. Augustine, Florida. The Director will have a faculty appointment in an academic unit of the University of Florida. The twelve-month state supported salary is negotiable and dependent upon qualifications. Applicants should send their curriculum vitae and the names of three professional references by December 31, 1996 to: Dr. M. Ian Phillips, Chairman of Search Committee, Department of Physiology, P.O. Box 100274, University of Florida, Gainesville, FL 32610-0274. The University of Florida is an Affirmative Action/Equal Employment Opportunity Employer. The selection process will be conducted under the provisions of Florida's “Government in the Sunshine” and Public Records laws.

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CNS DISCOVERY RESEARCH
at Schering-Plough

Schering-Plough Research Institute has several opportunities for talented scientists at all levels to join our expanding multidisciplinary group which focuses on molecular targets for CNS disorders.

NEUROPHARMACOLOGIST

This is a unique opportunity for a senior level Scientist to establish a new neurosciences laboratory and direct a team of neuroscientists devoted to the development of in vitro and in vivo approaches to the identification and evaluation of new drug discovery targets in the CNS. The successful candidate will have a PhD in Neurosciences and 2-10 years of experience in an academic or industrial drug discovery environment demonstrating an established record of scientific achievement. Applicants will be expected to have the scientific skills necessary to lead a diverse group of neuroscientists, while contributing to new and ongoing drug discovery programs.

We offer an excellent compensation package including a competitive salary and comprehensive benefits. For prompt, confidential consideration, we invite you to forward a resume indicating Dept. Code and salary requirements to: Human Resources-BG, Dept. TED, Schering-Plough Research Institute, 2105 Galloping Hill Road, Kenilworth, NJ 07033-0539.

We are an equal opportunity employer. We regret we are unable to respond to each resume. Only those selected for an interview will be contacted.

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GLOBAL CAREER OPPORTUNITIES

THE UNIVERSITY OF SHEFFIELD AND THE YORKSHIRE CANCER RESEARCH CAMPAIGN

INSTITUTE FOR CANCER STUDIES

DIRECTOR OF THE INSTITUTE FOR CANCER STUDIES

The Institute was established in 1993 as a joint venture between the University and the YCRC. It is underpinned by an endowment of £5m and covers an area of 800 m² of newly refurbished space on the Medical School site. There are close links with the Academic Department of Clinical Oncology (Professor B Hancock), which is leading the North Trent Cancer Institute in the Calman Cancer Services Initiative and has interests in lymphoma, breast cancer and bone metastases and a Clinical Trials Unit. The new Director will also be appointed as a University Professor in Cellular Genetics and in addition to four posts in the Institute will have the opportunity to make up to 4 new Lecturer appointments. In addition it is expected that he or she will establish new directions for the Institute, particularly taking account of the University’s major initiative, making up to 20 new linked appointments between the Medical School and the School of Biological Sciences, in the areas of Developmental Genetics, Cell Biology and Medical Genetics. As part of this initiative Professor Philip Ingham will be joining the University to head a new programme in Developmental Genetics. The University and the YCRC intend this initiative to underpin the application of modern molecular genetics to cancer mechanism, therapy and prevention.

Closing date for applications: 14 November 1996. (Ref: R1006)

Further particulars from the Director of Human Resource Management, The University of Sheffield, Western Bank, Sheffield S10 2TN, Tel: 0114-279 9800.

An Equal Opportunity Employer

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ANNOUNCEMENT

NEW DEADLINE

U.S. Civilian Research & Development Foundation
for the Independent States of the Former Soviet Union

announces that the deadline has been extended for the TRAVEL GRANT PROGRAM FOR SELECTED STATES OF THE FORMER SOVIET UNION

New application deadline: October 31, 1997
Travel must be completed by December 31, 1997

Applications are being accepted from applied scientists and engineers in the non-Russian countries of the former Soviet Union for grants of up to $2,500 for short-term travel to the United States. Travel must be to attend meetings of industry associations or scientific and engineering societies and to confer with U.S. scientists about research collaborations that have potential for commercial applications. Applicants must be making their first visit to the United States.

For eligibility guidelines and application materials, please contact:

Travel Grant Program
U.S. Civilian Research & Development Foundation
1800 North Kent Street, Suite 1106
Arlington, VA 22209 USA
Tel: 703-526-9720 • Fax: 703-526-9721
E-mail: information@crdf.org
WWW: http://www.crdf.inter.net
Join Nycomed, Inc., the worldwide leader in diagnostic imaging agents. Ranked among the Top 20 Most Productive Companies in the world with over 40 international facilities, Nycomed focuses on the research, development, manufacturing and sale of diagnostic imaging contrast media along with therapeutics and consumer health products. The scientists at our suburban Philadelphia Research and Development facility, the Torsten Alman Research Center, concentrate their efforts in areas that have the most research potential, such as imaging of the central nervous system, lymph nodes and cardiovascular system.

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To become a part of our future and learn more about the opportunities Nycomed has to offer, please forward all inquiries to: Nycomed R&D, Human Resources Div., 466 Devon Park Drive, P.O. Box 6630, Wayne, PA 19087-8330, or FAX to (610) 225-4404. Equal Opportunity Employer, M/F/D/V.

FACULTY POSITIONS
The Department of Pediatrics of the Medical University of South Carolina invites applications for two positions:
1. ENDOWED CHAIR in molecular genetics at the rank of Associate/Full Professor for an individual with an outstanding record of research accomplishments and research funding. We are seeking an M.D. or M.D., Ph.D. who is utilizing transgenic approaches to study neurogenetic diseases. The main responsibility of this individual is to establish a vigorous research program. Collaboration possibilities with other investigators working in the field of neurogenetics. Attractive salary accompanies the endowed chair, with generous start-up funds available to the successful candidate.
2. INSTRUCTOR/ASSISTANT PROFESSOR for a Ph.D. with experience in molecular and cellular biology, preferably with transgenic animals, to participate/collaborate in ongoing projects investigating the pathobiology of neurogenetic diseases. The candidate should have a record of successful graduate and post-doctoral training and published work. Interested applicants should send a curriculum vitae and a statement of research interests, and should arrange to send three letters of recommendation to:
C.P. Darby, M.D.
Chairman, Department of Pediatrics
Medical University of South Carolina
171 Ashley Avenue
Charleston, SC 29425

AMERICAN MUSEUM OF NATURAL HISTORY FELLOWSHIPS AND GRANTS
FELLOWSHIPS - Research Fellowships are available to postdoctoral researchers and established scholars starting in summer and fall 1997. The fellowships support independent research in association with the resident staff. Areas include vertebrate and invertebrate zoology, paleozoology, anthropology, and earth and planetary sciences. This year we are offering the Lincoln Ellsworth Research Fellowship, which is dedicated to Arctic, Nearctic, or Antarctic research. All fellowship applications, including Chapman (ornithology), should be postmarked by January 15, 1997.
GRANTS - Research grants are available to advanced postdoctoral candidates and recent postdoctoral researchers in the fields of zoology and paleontology. Awards average $700.
Postmark dates vary for each grant program:
Frank M. Chapman (Ornithology) - January 15, 1997
Theodore Roosevelt (North American Fauna) - February 15, 1997
Lerner-Gray (Marine Zoology) - March 15, 1997
Request information and application forms from: The Office of Grants and Fellowships, American Museum of Natural History, Dept. L., Central Park West at 79th Street, New York, NY 10024. ANNH is an Equal Opportunity/Affirmative Action Employer.

Recruitment Advertisers
Highlight your recruitment message in the following special issues of SCIENCE:

- **15 November**: Editorial Feature: Developmental Neuroscience.
  - Bonus Distribution: Neuroscience Meeting, 17-20 November, Washington, DC
  - Space reservation deadline: 29 October
- **22 November**: Editorial Feature: Gordon Research Conference Program.
  - Space reservation deadline: 5 November
- **29 November**: Bonus Distribution: Biochemical Society and British Society Immunology, 11-13 December, Harrogate, UK
  - Space reservation deadline: 12 November
- **6 December**: Editorial Feature: Cell Cycle.
  - Bonus Distribution: American Society for Cell Biology, 8-11 December, San Francisco, CA
  - Space reservation deadline: 19 November
- **13 December**: Advertising Supplement: Statistical Software.
  - Space reservation deadline: 26 November
- **20 December**: Editorial Feature: Breakthrough of the Year.
  - Space reservation deadline: 13 December

http://www.sciencemag.org
Assistant Professor
PLANT MOLECULAR BIOLOGY/BIOTECHNOLOGY
The Ohio State University

Two 9-month, tenure-track ASSISTANT PROFESSOR positions are available in the Plant Molecular Biology/Biotechnology (PMBB) group at The Ohio State University. It is anticipated that the appointments will be in the Departments of Plant Biology and Horticulture and Crop Science. These positions include competitive salaries, significant start up funds, and access to excellent research facilities. The PMBB group currently includes over twenty faculty with interdisciplinary research programs investigating basic molecular mechanisms in plant development, plant productivity, and plant-microbe interactions, and their potential applications to crop improvement.

The successful applicants will be expected to develop internationally recognized research programs that use modern methods to investigate significant questions in plant biology, and to participate in graduate and undergraduate teaching. Applicants should have a Ph.D. and postdoctoral experience. One position is expected to be filled by a plant developmental biologist while the second position is open to candidates working in any research area related to the PMBB mission.

Interested candidates should forward a curriculum vitae including a list of publications, a summary of research interests, a summary of teaching philosophy and interests, and the names of three references to:

PMBB Search Committee, Plant Biotechnology Center, 1060 Carmack Rd., Columbus, OH 43210-1002. Review of applications will begin December 1, 1996 and continue until the positions are filled.

The Ohio State University is an Equal Opportunity-Affirmative Action Employer. Qualified women, minorities, Vietnam-era veterans, disabled veterans, and individuals with disabilities are encouraged to apply.

TWO POSTDOCTORAL POSITIONS

The National Institutes of Health, National Institute of Neurological Disorders and Stroke, is seeking two postdoctoral fellows (U.S. citizens, permanent residents or non-U.S. citizens) who have a Ph.D., M.D., or equivalent degree in molecular biology, biochemistry, neuroscience, or a related field and less than five years postdoctoral experience. The positions include being involved in projects focused on molecular mechanisms directing neurotransmitter release.

Position I: A strong background in molecular biology and biochemistry, and familiarity with molecular cloning (yeast two-hybrid system), and/or in vitro protein-protein interaction assays, immunocytochemistry, protein expression and purification are required. Candidates should have a strong desire to learn new techniques.

Position II: A strong background in electrophysiology and neuroscience, familiarity with and interest in voltage-clamp and other electrophysiological techniques to record neurotransmission in cultured neurons are preferred.

The appointments will be for two (2) years with a salary range between $25,000 and $38,000 per year, depending upon experience and qualifications. Please submit a curriculum vitae and names of three references by December 31, 1996 to:

Dr. Zu-Hang Sheng
National Institute of Neurological Disorders and Stroke
NIH
Building 36, Room 2B24
Bethesda, MD 20892-4130

SYMPOSIUM

MAX-PLANCK-INSTITUT
FÜR EXPERIMENTELLE MEDIZIN

Im Rahmen der Umorientierung des Max-Planck-Instituts für experimentelle Medizin in Göttingen in Richtung Neurobiologie veranstalten wir ein Symposium


Wissenschaftler, die auf dem Gebiet international, methodisch und thematisch Anerkennung gefunden haben und sich für das Fach Neurobiologie interessieren, können sich um eine Teilnahme bewerben. Es wird geboten, einen Vortragstitel, eine kurze Zusammenfassung der bisherigen Arbeiten, eine Bibliographie sowie einen Lebenslauf innerhalb von 4 Wochen nach Erscheinen dieser Anzeige an folgende Adresse zu richten:

Kollegium des Max-Planck-Instituts für experimentelle Medizin
z. Hd. Prof. Walter Stühmer
Hermann-Rein-Str. 3
D-37075 Göttingen
Germany

GLOBAL CAREER OPPORTUNITIES

Request for Proposals from the International Spinal Research Trust

The ISRT is a grant-giving charity (number 281325) with the purpose of funding research aimed at resolving the non- or partial-functioning of the injured spinal cord.

The field of spinal cord repair has developed to the stage at which we now have demonstrable regeneration of damaged nerve fibres in the adult mammalian cord. Accordingly, we feel that we have sufficient knowledge to plan a research strategy that will guarantee genuine progress. To proceed further it is recommended that ISRT funding is restricted to projects that are conducted in adult mammalian spinal cord and concentrated on three main research foci:

- Early Trauma and Inflammation: Prevention of the generation of obstacles to future regenerative repair, including aspects of scarring
- Trophic Stimulation of Neurite Outgrowth: Identification of the pattern and possible temporal cascade of the different factors required to achieve long-distance regeneration
- CNS Inhibitory Molecules: Masking of intrinsic mechanisms that are inhibitory to axonal regrowth in the CNS.

Besides these three main foci, ISRT will, in due course, support a complementary programme to address the hurdles that prevent a proper evaluation of the progress made on each project.

The Trust does not, at this time, have the resources to begin every aspect of the three-year programme. Accordingly, applications are invited for projects in the area of identifying differential gene expression between neuronal systems with growth potential and those lacking such capabilities (e.g. adults versus embryonic neurons, central versus peripheral nervous system, regenerating versus non-regenerating neurons in experimental models). We are also interested in analogous comparisons for non-neuronal support cells. Applicants should submit five copies of a letter of intent (c. two sides) summarizing the proposed research and background of the laboratory. Five copies of an approximate budget and the curriculum vitae of the principal investigator(s) should be appended. All letters should arrive by first post on 25th November. No faxed or electronic letters of intent will be accepted. Awards will average up to £250,000 over three years and, following a preliminary review, detailed proposals will be requested from a limited number of applicants.

Address letters of intent to: The International Spinal Research Trust, Unit 7 Bramley Business Centre, Station Road, Bramley, Guildford, Surrey GU5 0AZ. Email: isrtdialpipex.com.
JUNIOR FELLOW in Experimental Neurobiology to study mechanisms underlying visual perception and sensorimotor integration in the cat. Applicants should have a background in neurophysiological techniques and data analysis. Fellows will receive stipends appropriate to their qualifications and experience. Submit a curriculum vitae, statement of research interests, and names of three references to Dr. Peter König, The Neurosciences Institute, 10640 John Jay Hopkins Drive, San Diego, CA 92121. FAX: 619-626-2099.

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Call 1-800-325-5832, 314-771-5750 or e-mail sigma-techserv@sial.com.
Using the Human Transcript Map

Now you can place almost any human sequence in one of the 1,000 genetically anchored bins on the recently published radiation hybrid-based human transcript map\(^1\). Armed with this knowledge, you can look up all of the transcripts that have been mapped to that bin and simply purchase transcript-specific STS primer pairs, cDNA clones, and YAC clones for most of the transcripts. BAC clones containing the transcripts can be determined by PCR-based or hybridization-based screening.

Over the course of the next year, tens of thousands of additional transcripts will be added to this resource which is being updated and released over the world wide web by Mark Boguski, Greg Schuler, and the staff at NCBI\(^2\). Most of these new transcripts will be based on the invaluable cDNA resource made possible by the I.M.A.G.E. Consortium\(^3\), the end-sequencing of which is being performed by Washington University and has been made possible by the generous support of Merck & Company\(^4\). The expansion of the transcript map is being accelerated by a significant donation from Sandoz to map 10,000 brain related transcripts\(^5\).

The resources needed to make the maximum use of this new tool are available from Research Genetics. Visit our web site at http://www.resgen.com or call and ask for Kay Swanson or Jim Hudson for more information.

References
5. Research Genetics Resources, Vol. 3, No. 2, pg.1