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*SOURCE: Science Watch, ISI's Hot Papers Database, Jan./ Feb. 2001; papers measured for the period Sept.—Oct. 2000.





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—Brian R. Shmaefsky

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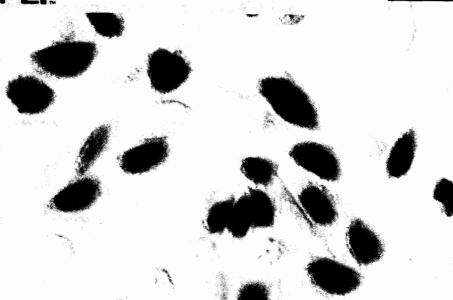
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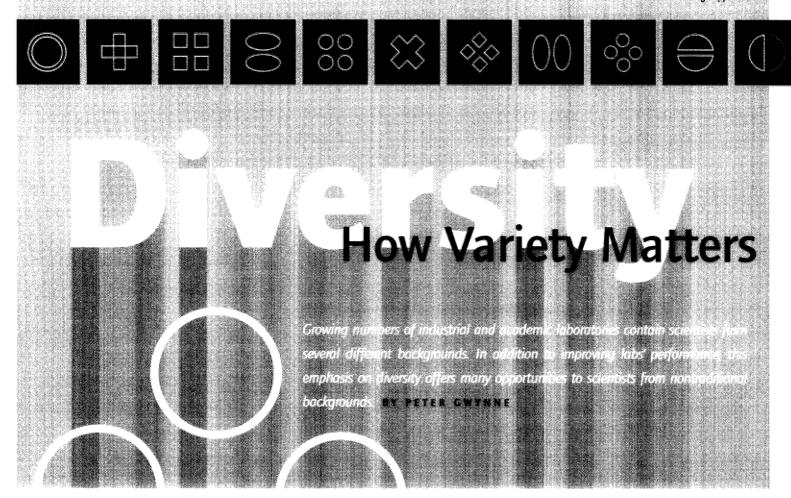
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n recent years, the proportion of women scientists in biomedical and other laboratories has increased significantly. Women have even begun to break through the glass ceiling that kept them from promotions to the top jobs. Now, members of minority groups that have previously had little representation in science have become prime targets for recruiters. African American, Latino, and native American scientists have opportunities previously denied them. So have certain foreign nationals.

Intriguingly, the type of "old-boys' network" approach that used to prevent women and underrepresented minorities from obtaining jobs in research, or promotions once they made it into the lab, now serves to maintain and even increase diversity. Typically, individuals tend to recruit and hire people with whom they are familiar. In the old days that meant that white male scientists recruited other white males. Now women and minorities who have established beachheads in research laboratories encourage people like themselves to apply for jobs. Employee referral programs often offer monetary rewards for

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such recruitment. Having created a critical mass in several labs, non-traditional scientists are now ensuring that they maintain the numbers of members of their groups, and hence solidify their labs' diversity.

The trend benefits institutions as well as individuals. New hires from groups that have not provided a reservoir of scientists in the past bring new ways of brainstorming to the laboratory. Leaders of research groups agree that added diversity increases thinking outside the box.

Scientists who belong to minority groups have plenty of chances to explore opportunities in academic and industrial laboratories. Pharmaceutical companies and other businesses in the life science industry frequently organize programs designed to attract women and minorities from the elementary school level on up to the promise of scientific careers. Several industrial and academic institutions maintain close links to organizations that represent minority scientists. And organizations of all types have developed mentoring programs to advise and monitor the progress of new recruits.

Here representatives of six institutions discuss the ways in which the world of scientific research encourages and benefits from diverse work forces. The institutions include nonprofit organizations that carry out medical research, a university, life science companies, and an advertising agency responsible for recruiting campaigns. Visit our web site and apply electronically

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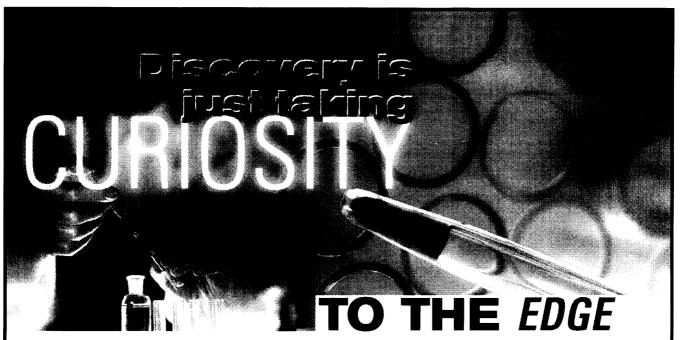
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The Spirit of Discovery

Diversity Matters



LOUIS SIMCHOWITZ

CHEVY CHASE, Maryland: "It is clear that a lot has changed over the past two decades," says Louis Simchowitz, senior program officer in the Graduate Science Education Program at the Howard Hughes Medical Institute (HHMI). "We see increasing participation of women and underrepresented minorities in science. But we still have a long way to go in

that regard. HHMI has a longstanding interest in broadening access to women and minorities underrepresented in the sciences."

The institute puts that interest into practice in several ways. In particular it concentrates on maintaining a strong pipeline through programs that provide support for women and minority scientists at all levels of higher education. "For example, we have supported Xavier University of New Orleans, which has a superb track record in preparing minorities for careers in science and medicine," says Simchowitz.

Simchowitz himself oversees three fellowship programs: for predoctoral students in biological sciences who plan to specialize in biology, for medical students, and for physicians at the postdoctoral level. The programs, which started in the late 1980s, have experienced a gradual increase in participation by women and underrepresented minorities. "In the predoctoral program women constitute about 50 percent of applicants and about 44 percent of all grantees," says Simchowitz. "In the program for medical students about one-third of grantees are women, and in the physician post-doctoral program women account for between one-fifth and one-quarter of applicants. Underrepresented minorities constitute about 11-12 percent of the applicants to the predoctoral and medical student programs and a similar percentage of fellows."

To maintain and increase those percentages, HHMI has increased its profile among minority scientists. "In the past several years at least one member of my group, accompanied by a former fellow, has attended meetings of the Society for the Advancement of Chicanos and Native Americans in Science, the American Indian Science and Engineering Society, and the Annual Biomedical Research Conference for Minority Students," Simchowitz recalls. "We also advertise in a number of journals directed at underrepresented minorities, such as the *Journal of Minority Medical Students, The Black Collegian, Hispanic Times*, and *Winds of Change.*"

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For added impetus the institute plans to create alumni fellowship networks. "If we're trying to induce people to go into the sciences we need to provide them with the kind of mentors and role models they can identify with," Simchowitz explains. "If students feel comfortable with mentors who are sensitive to teaching and tend to their career development, the word gets out very quickly. That's one reason why the Meyerhoff Scholars, an undergraduate training program in biomedical sciences at the University of Maryland, Baltimore County, has been incredibly popular."

How should scientific and medical students from nontraditional backgrounds take advantage of new opportunities? "Talk to as many people as possible," advises Simchowitz. "Word of mouth is very important to students. They need to talk to potential mentors and advisers who have traveled the same paths as the students and who can advise them. The more people you talk to, the more likely you are to learn about career paths that are less well known."



PAMELA TRAIL

WEST HAVEN, Connecticut: Last year Bayer Corporation launched a diversity strategy plan that contained several initiatives for building up a diverse work force. "We're doing a lot of things to create an environment that makes us attractive to diverse groups," explains Holly D'Amato, senior human resources generalist at the company. "We are targeting specific societies: we're

giving local students opportunities for internships and on-site training. We reach into schools from the elementary to the college level to have an impact on how science is viewed."

The effort complements preexisting programs inside the company. "One of our goals is to attract scientists and keep them in a work/life balance," says Pamela Trail, director of cancer research. "It acknowledges that science takes place in different ways. We have scientists participating in job sharing. Flexible hours recognize that you can do bench-level science as effectively early in the morning or late in the day as between 9 and 5. Employees can get on telecommuting schedules to fit both the individual and business need. Here at Bayer we have various types of mentoring programs in place to encourage career growth and provide input from people who have been there and done that."

The effort to diversify is succeeding. "We have made tremendous strides in creating a diverse work force, particularly in our scientific community," says Joanne Byron, senior organization and development specialist. "Overall we have made significant advancements in the proportion of women and minority scientists. We strive to create a work environment in which all employees feel included, valued, and respected. And we use our culture survey to continually monitor the results of our efforts."

Bayer's laboratories benefit from the extra diversity in two ways. "Much of the art of drug discovery and development requires you to have a team basis with different expertise sets. We challenge each



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DePont Pharmaceuticals Research Laboratories in San Diego, California is building a new Discovery Biology Department to complement its world-class mistry capabilities. Join this exciting effort to build a new department and become part of a cutting-edge, integrated teampursuing small molecule drug discovery. The initial emphasis of the Discovery Biology Department will be a gene-family-based approach targeting nuclear receptors.

Lead Discovery

Principal Research Scientist / Group Leader Individual will be responsible for oversight and direction of high-throughput drug discovery operations as part of a gene-family-based effort targeting nuclear receptors.

Duties will include assay development, high-throughput screening, support of lead optimization efforts, management and quality control of screening, support or read opinion efforts, management and quality control of screening operations and identification and implementation of new technologies. The identification of small-molecule nuclear receptor ligands with novel properties will be a major focus. The successful candidate will play an important role in existing drug discovery programs and also provide leadership in establishing new programs in the area of nuclear receptors. The position requires a Ph.D. in a relevant field with 4+ years of biotechnology or pharmaceutical drug discovery experience (or a B.S./M.S. with 8+ years), a demonstrated record of scientific achievement and supervisory experience. Experience with laboratory automation op and implement high-throughput cellular and biochemical assays; and expertise in the particularly nuclear receptors. field of nuclear receptors are strongly desired.

Associate Scientist / Staff Scientist / Sealor Staff Scientist (2 Positions) Individual will be responsible for implementation of high-throughput cellular and biochemical assays. Examples include receptor binding, cell-based reporter gene and protein-protein interaction assays. The successful candidate will identify and char-B.S./M.S. in a relevant field with 3+ years of biotechnology or pharmaceutical drug discovery experience in high-throughput screening and medicinal chemistry support. Expertise in mammalian cell culture and standard molecular biology techniques strongly desired. Experience with laboratory automation and database/informatics tools a plus.

Research Scientist/Senior Research Scientist

Individual will be play an integral rale in high-throughput drug discovery operations. Duties include assay development, management and quality control of screening data and identification and implementation of new technologies. The successful candidate will develop and integrate informatics and automation solutions to carry out high- and medium-throughput screening activities. This position requires a Ph.D. in a relevant field with 2+ years of biotechnology or pharmaceutical drug discovery experience (or a B.S./M.S. with 5+ years) and significant experience with laboratory automation and database/informatics tools (e.g., ActivityBase, Visual Basic). Experience in designing, developing and implementing high-throughput cellular and biochemical assays strongly

Staff Scientist / Sr. Staff Scientist - (Cell Culture / Lab Mgmt)

Individual will be responsible for managing a cell culture facility in support of high-throughput screening operations and cell-based assay development. The successful candidate will integrate cell culture with high-throughput screening and assay development activities. Duties will include the growth and maintenance of cell lines, creation of transfected stable cell lines, development and optimization of novel cell-based assays and general lab management. This position requires a B.S./M.S. in a relevant field with 4+ years of experience in the biotechnology or pharmaceutical industry supporting drug discovery teams with cell culture activities. Strong organizational skills are a must.

Biology / Molecular Sciences

Principal Research Scientist / Group LoaderThis individual will play a leadership role in a gene-family-based effort targeting nuclear receptors and be responsible for applying innovative molecular, biochemical and cellular drug discovery approaches to nuclear receptor programs. There will be an emphasis on the molecular dissection of signal transduction processes governed by nuclear receptors in order to better understand cell, promoter and tissue selectivity. Insights gained through this work will be translated into novel assays capable of detecting and characterizing small molecule modulators of receptor function. Duties will include assay development and implementation, support of medicinal chemistry efforts and identification and implementation of new technologies. This position requires a Ph.D. in a relevant field with 7+ years of relevant post-doctoral work including at least 5+ years of biotechnology or pharmaceutical drug discovery experience, a demonstrated record of scientific and database/informatics tools (e.g., ActivityBase, Visual Basic); ability to design, devel- achievement, supervisory experience and expertise in mammalian signal transduction,

Senior Research Scientist

Individual will play an integral role in a gene-family-based effort targeting nuclear receptors and be responsible for applying innovative molecular, biochemical and cellular drug discovery approaches to nuclear receptor programs. There will be an emphasis on the molecular dissection of signal transduction processes governed by nuclear receptors. acterize lead compounds in primary and secondary cell-based and biochemical assays Insights gained through this work will be translated into novel assays capable of detecting in order to identify nuclear receptor ligands with novel properties. Duties will include and characterizing small molecule modulators of nuclear receptor function. Duties include Insights gained through this work will be translated into novel assays capable of detecting both assay development and employing automated/robotic assay systems to carry out assay development and identification and implementation of new technologies and screening and support medicinal chemistry optimization efforts. This position requires a approaches that will enable the identification of small-molecule nuclear receptor ligands with novel properties. Gaining a detailed molecular understanding of nuclear receptor modulators will also be a focus. This position requires a Ph.D. in a relevant field with 3+ years of relevant post-doctoral work and a demonstrated record of scientific achievement in the field of nuclear receptors.

Stuff Scientist / Senior Stuff Scientist

(2 Positions) Individual will be responsible for the design, development and validation of novel cellular and biochemical assays capable of identifying and characterizing small molecule modulators of nuclear receptor function. The successful candidate will perform research aimed at understanding the processes governing cell, promoter and tissue selectivity and help identify compounds with potential therapeutic utility. Duties will include assay development and validation, support of medicinal chemistry/lead aptimization efforts and implementation of new technologies. These positions require a B.S./M.S. in a relevant field with 5+ years of biatechnology or pharmaceutical drug discovery experience and broad expertise in standard molecular biology, mammalian cell culture and biochemical techniques. Protein purification skills are a plus.

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CLINICAL SCHOLARS TRAINING PROGRAM IN BIOMEDICAL RESEARCH- Richard A. Rifkind, MD-

Director (stevensl@mskcc.org)

This program provides training for a select group of physicians who have completed their clinical training and demonstrate a commitment to careers in biomedical research. Training opportunities are available in molecular biology, cell biology, genetics, cellular biochemistry and biophysics, immunology and molecular pharmacology and therapeutics.

SURGICAL ONCOLOGY RESEARCH TRAINING

PROGRAM - Murray F. Brennan, MD - Director (freedmal@mskcc.org)

The program seeks to strengthen academic surgical oncology research by training surgical fellows in laboratory research related to biology of human cancer. Research opportunities include areas such as metabolism, neurophysiology, molecular biology, cell biology, immunology, immunopathology and genetics.

PSYCHIATRIC AND PAIN RESEARCH TRAINING IN CANCER - Jimmie Holland, MD - Director

(ostroffi@mskcc.org)

This program addresses the urgent need for a cadre of investigators with expertise in the supportive areas of pain, psycho-logical distress, supportive/palliative care, psychoneuro-immunology and behavioral medicine. The training program is open to psychologists and physicians with training in psychiatry, neurology, medicine and oncology. Curriculum includes didactic seminars, apprenticeship with clinical investigators in pain, psychiatry, psychology and neurology and supervised independent research.

UROLOGIC ONCOLOGY TRAINING PROGRAM - SURGERY AND RESEARCH - Joel Sheinfeld, MD -

Director; James A. Eastham, MD - Assistant Director (sheinfej@mskcc.org)

This 42-year-old program prepares qualified individuals with a 2- or 3-year training program in research and clinical care in all areas of urologic oncology, including cancers of the prostate, bladder, testis, and kidney. Individuals should be graduate urologists who have completed residency training and are board-eligible. The individual can spend 2 years in laboratory research directed by a preeminent scientist and 1 clinical year with Department of Urology faculty. The program is enhanced by a didactic lecture series in surgical and urologic oncology, a course in biostatistics, grand rounds integrating basic and clinical oncology, a research conference, a journal club, and learning opportunities at the nearby Weill Medical College of Cornell University and Rockefeller University.

HEAD AND NECK TRAINING PROGRAM - SURGICAL

ONCOLOGY - Jatin Shah, MD - Director (bennettn@mskcc.org) This is a two-year program with dedicated clinical and research opportunities in head and neck oncology. A specific focus will be placed on cancer prevention and detection strategy for tobacco-induced cancer.

CANCER CHEMOTHERAPY TRAINING PROGRAM

George J. Bosl, MD and Dean F. Bajorin, MD - Co-Directors (mohrj@mskcc.org)

This program supports training of promising candidates for certification in Hematology and/or Medical Oncology for academic laboratory or clinical research careers. Available laboratory cancer research opportunities include molecular biology, genetics, cell biology, immunology, cellular biochemistry, and molecular pharmacology. Clinical research training encompasses phase I, II and III trials of chemotherapy and immunologic agents, pharmacology and pharmacokinetics, correlative studies with molecular markers, and combined modality trials with medical, surgical, and radiation components.

IMMUNOLOGY RESEARCH TRAINING PROGRAM

Alan Houghton, MD - Director (crespot@mskcc.org)
The program offers training in areas of modern immunology.
These include T cell development and selection, decisions about life and death of lymphocytes, signals involved in lymphocyte activation and inhibition, new lipid-based signaling pathways and human immunogenetics. The program also has strong efforts in cancer immunology with an emphasis on understanding immunity and immune tolerance to cancer antigens and development of new therapies.

TRAINING IN RADIATION ONCOLOGY SCIENCES

Zvi Fuks, MD and C. Clifton Ling, PhD - Co-Directors (lingc@mskcc.org)

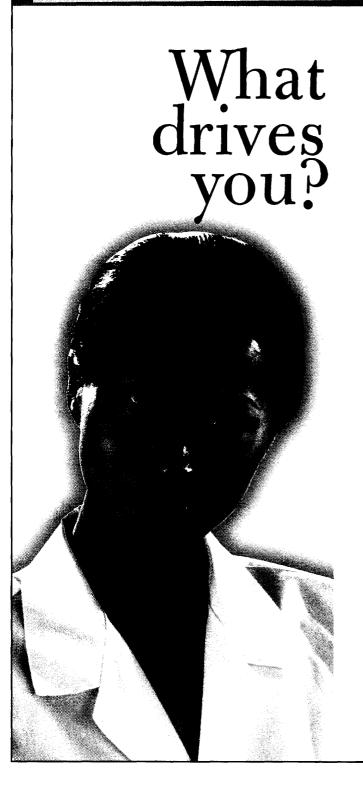
The program's objective is to promote development of full-time academic careers integrating clinical, biological and physical investigations with clinical radiation oncology. For radiation oncologists, this program will provide a two-year research rotation; for PhD biological scientists, the two-year training will be laboratory-based with interface to clinical oncology; medical physics trainees will participate in radiotherapy research for two years.

CANCER GENETICS TRAINING PROGRAM - Pier Paolo

Pandolfi, MD, PhD - Director (collettm@mskcc.org)
The focus of this training grant is in cancer genetics, and research training will be available in the areas of oncogenesis, the cell cycles and cell biology of cancer, genetic susceptibility to cancer, animal models of human cancer, and gene transfer for cancer gene therapy.



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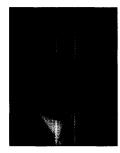


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Diversity matters

others' thinking," says Trail. "And there's no better way to attract talented scientists than making them aware of scientists at a company who are very happy with the team atmosphere."

Trail's advice to scientists with nontraditional backgrounds who wish to join the world of drug discovery: "Realize that there are many programs that reach out to the community. And attend scientific meetings as a very good way to get exposure. We are always looking for talented people."



JAMES RIEHL

DULUTH, Minnesota: "We're not aiming at a specific proportion of minorities, but we do have a specific hiring program for diversity," says James Riehl, dean of the College of Science and Engineering at the University of Minnesota Duluth. "We have a diversity hiring program for new faculty that includes African-Americans, Hispanics, and native Americans. We have a reasonable proportion

of native Americans on our faculty. And we have financial incentives in place for departments to support minority hires."

Minority scientists do not always come from the United States. Riehl finds that increasing numbers of foreign-born scientists apply for faculty positions in his college and at others throughout the United States. "I did a search at Michigan Tech [from which Riehl recently moved to Duluth] in which almost three-quarters of the candidates were trained abroad," he says. "In the past, many scientists from abroad would take postdoctoral fellowships in the U.S. and then apply for faculty positions. Now they apply directly from abroad."

Minnesota Duluth has succeeded in attracting members of groups not traditionally associated with science. "We've done a good job recently of recruiting female engineers and scientists. The women candidates meet women faculty who have been successful and see that we have a supportive environment," Riehl says. "In terms of minority hiring, our faculty contains about five percent minorities."

Increasing that percentage is a chicken-and-egg problem that demands attention at the earliest levels of scientific training. "It's very difficult to find African-American scientists for faculty positions," says Riehl. "For many years the proportion of African-Americans studying in science and engineering graduate programs was only about 3 percent. In my own discipline of chemistry only about 1.5 percent of graduates at the Bachelor's level were African-American. So sitting around and waiting for Ph.D.s of color to graduate and apply for faculty positions is simply not going to work."

To obtain a diverse faculty, therefore, an academic institution must work backward, by concentrating on making science and engineering appealing to minority undergraduates. "At high school you have a reasonable number of minority students who are interested in science, but the number falls off at the undergraduate level," Riehl says. "Why? I'm convinced that we do a terrible job as educational professionals in universities and colleges of having high school students understand what a scientist is and what a scientist does. The role model issue is part of the difficulty of getting undergraduate students through to faculty positions."

However, Riehl warns minority students against taking on the responsibilities of role models too early in their training. "We make such demands on the few minority students we have," he says. "My advice to students whom I mentor is to try not to get distracted at the undergraduate level. Be a student and work hard."



JENNIFER RIPKIN

ROCKVILLE, Maryland: The Institute for Genomic Research, a nonprofit institution that specializes in analyzing genomes and gene products, faces a situation increasingly common in regions with large clusters of bioscience companies. "The growth of biotechnology in the Washington, D.C., area has caused a shortage of scientists," says human resources generalist Jennifer Ripkin.

TIGR has largely solved the problem by hiring scientists from non-traditional backgrounds. The organization's gender breakdown is about 50-50 and minority employees are represented in proportions similar to those in the geographic area. In addition a woman, Claire Fraser, has run the institute since she was elected president and director in September 1998.

Several programs exist to encourage the recruitment of minorities. "We work with outside organizations that help foreign nationals to find jobs," says Ripkin. "We recruit several individuals with overseas M.D. degrees that they cannot use in the U.S. A lot of them have excellent lab skills." Meanwhile an internal program encourages existing employees to refer individuals whom they believe qualified for positions in the institute. The referrers receive cash rewards for successful hires.

TIGR also offers individuals the opportunity to improve their technical skills. It provides a training program for entry-level employees, who are predominantly African-American. It offers additional technical training that exposes employees to such areas as computing and bioinformatics. And it provides tuition assistance for employees undertaking formal education, in the well-regarded biotechnology program at Johns Hopkins University, for example. "We try to make sure that our internal training program can help people technically," says Ripkin. "We encourage promotion and allow individuals to move to other scientific areas through their training." As a result, she adds, "We have a very low turnover rate."



The Institute for Genomic Research (TIGR) is a not-for-profit research institute founded in 1992. The scope of research at TIGR includes structural, functional, and comparative analysis of genomes and gene products in viruses, eubacteria, pathogenic bacteria, archaea, and eukaryotes, both plant and animal, including the mouse, the rat and the human. Additionally, bioinformatics based research projects encompass investigations into genome composition, gene-finding algorithms, sequence assembly and alignment, and modeling of protein structure. TIGR's pioneering approach to genome based analysis produced the first-ever genome sequence of a free living organism in 1995, and TIGR scientists have completed 61% of the genomes and chromosomes in the public domain, making it the world's premier center of whole genome sequencing and analysis. TIGR currently has a staff of 250 including 30 faculty. Please visit our web site at http://www.tigr.org.

A Post-Doctoral Fellowship is available to participate in two NIAID-funded human parasite (*Trypanosoma brucei* and *Trypanosoma cruzi*) sequencing projects. The successful candidate will participate in the sequencing, data analysis and annotation of large portions of the genomes of these human pathogens. Other responsibilities will include comparative analysis of the annotation results in the context of sequence data from different trypanosomatid species. Candidate should have experience working with existing bioinformatics tools. Knowledge of relational databases and proficiency in PERL are desirable. For more information about the two projects please visit http://www.tigr.org/tdb/mdb/tbdb and http://www.tigr.org/tdb/mdb/tcdb.

A Post-Doctoral Fellowship is available on a NIAID-funded project to sequence a portion of the *Schistosoma mansoni* genome. This individual will be responsible for data collection, analysis, and annotation of genome sequences. Proficiency in UNIX, SQL, and Perl is highly desirable. Please reference job code: 1082

A Post-Doctoral Fellowship is available on a ruminal and pathogenic bacteria project. Responsibilities will include day-to-day processes of genome closure, assisting in annotation and analysis of the genomes, publication of genome data and comparative genomic analyses. Candidates should be highly self-motivated and willing to work in a team-oriented collaborative environment. Please reference job code: 1083

A Post-Doctoral Fellowship is available to participate in genome sequencing and functional genomics of Bacillus anthracis. The project involves genomic and microarray data analysis. Proficiency in UNIX operating systems is preferred. Please reference job code: 1084

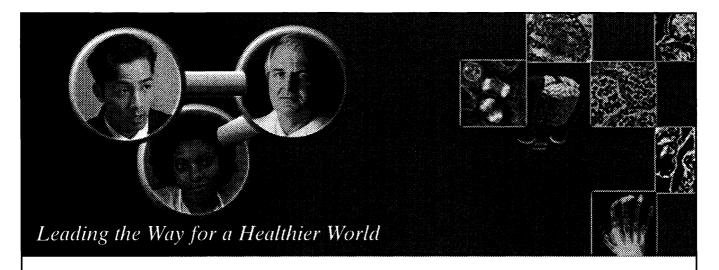
A Post-Doctoral Fellowship is available to participate in functional genomics of *Neisseria meningitidis*. The project aims at the characterization of the heme-uptake pathway using molecular biology approaches and microarray expression experiments. Strategies designed to interfere with this pathway could constitute an effective therapy to control meningococcal infections. Qualified candidates will possess experience with existing bioinformatics tools. Please reference job code: 1085

A Post-Doctoral Fellowship is available to participate in genome sequencing of *Plasmodium spp.*, *Theileria* parva, and other lower eukaryotes. This individual will be responsible for data collection, analysis, and annotation of genome sequences, and may also participate in functional genomics studies using microarrays. Proficiency in UNIX, SQL, or Perl is highly desirable. Please reference job code: 1086

A Collaborative Investigator position is available on an NHLBI-funded project to study gene expression in rodent models of human heart, lung, blood and sleep disorders using microarrays. A strong computational background, including experience with PERL, SQL, and NT and UNIX operating systems is preferred but not required. Responsibilities will include data generation, analysis, and publication of novel results as well supervision of junior laboratory personnel. Candidates should be highly self-motivated and willing to work in a team-oriented collaborative environment. Please reference job code: 1087

A Post-Doctoral Fellowship is available on an NCI-funded project to study gene expression in human colon tumor metastasis using microarrays. A strong computational background, including experience with PERL, SQL, and NT and UNIX operating systems is preferred but not required. Responsibilities will include data generation, analysis, and publication of novel results as well supervision of junior laboratory personnel. Candidates should be highly self-motivated and willing to work in a team-oriented collaborative environment. Please reference job code: 1088

Qualified candidates will have a PhD in Cancer Genetics, Human Molecular Biology, Genetics, Molecular Biology or a related field or the equivalent, experience with standard molecular biology laboratory techniques. Please send a curriculum vitae with the names, phone numbers, and e-mail addresses of three references to: The Institute for Genomic Research, Attn: Human Resources, 9712 Medical Center Drive Rockville, MD 20850 E-mail: jobs@tigr.org Fax: (301) 838-0208 EOE



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3-Dimensional Pharmaceuticals, Inc. is a post-genomics drug discovery company which has developed DiscoverWorks™, a proprietary technology platform uniquely integrating structure-based drug design, combinatorial chemistry, and high-throughput screening for the cost-effective discovery of novel pharmaceuticals. Our growth and success depend on each member of our dynamic team working together to advance medical science through the discovery of novel drug therapies.

Discovery Biology - Asst. Director/ Group Leader (Ph.D.)

Molecular/Cellular Biology, Biochemistry, Pharmacology background or a related field with 5+ years experience in the development of cellular disease models and/or drug discovery. Will lead cross-functional research group(s) and develop leadership position responsible for pre-clinical evaluation of novel candidates identified from ongoing small molecule drug discovery programs (e.g., Oncology/ Cardiovascular/Metabolic/ Inflammatory/CNS Diseases. Significant publication record required.

Discovery Biology - Molecular and Cellular Pharmacology (Ph.D./M.S./B.S.)

Expertise in one or more of the following areas: molecular biology, receptor pharmacology, cellular physiology, signal transduction, assay development, protein biochemistry. Will join multidisciplinary teams working to develop novel small molecule therapeutic agents directed against relevant genomic targets (e.g., Oncology/Cardiovascular/Metabolic/Inflammatory/CNS Diseases). Job code: BCM101

Discovery Biology - Molecular Biology/ Protein Expression (Ph.D./M.S./B.S.)

2+ years experience in molecular biology and recombinant protein expression, including prokaryotic and baculovirus-based insect cell expression systems. Familiarity with protein purification methods a plus. Will become integral members of outstanding, cross-functional drug discovery teams. Job code: BCM102

Discovery Biology - Enzymology (B.S./M.S.)

Candidates should have at least one year industry experience in enzymology/biochemistry/assay development. Participation in multidisciplinary teams expected. Job code BCM103

With sites in Cranbury, NJ and Exton, PA, a suburb of Philadelphia, 3DP offers a comprehensive compensation and benefits package. Qualified individuals are invited to send their cover letter and resume with contact data for three references to:

GPCR Biochemists and Pharmacologists (Ph.D./M.S./B.S.)

Minimum of 2 years experience working with membrane proteins and demonstrated expertise working with G-protein Coupled Receptors. Will join a multidisciplinary team working to elucidate the structure and function of G-protein coupled receptors (GPCRs). Expertise in more than one of the following areas: ligand-receptor binding interactions and assays, GPCR function, receptor pharmacology, GPCR high-throughput screening, membrane protein purification, protein and lipid biochemistry and spectroscopic characterization of proteins. More senior level candidates are also encouraged to apply for leadership positions in the same area. Job code: BBS100

Fermentation and Cell Culture Specialists (Ph.D./M.S./B.S.)

Minimum of 2 years experience in one or more of the following fields related to recombinant protein expression: E. coli and yeast fermentations, baculovirus-based insect cell expression systems, mammalian cell expression systems, and the ability to efficiently optimize protein expression yields in all systems. Demonstrated expertise in using quantitative methods to solve protein expression problems and a sound knowledge in analytical protein biochemistry preferred. Senior level candidates encouraged to apply for leadership roles in the same area. Job code: BBS101

Protein Expression and Purification (Ph.D./M.S./B.S.)

Individuals experienced in cloning, expression, purification and characterization of novel protein targets for drug discovery and structural biology. Successful track record in expressing and purifying multi-milligram quantities of protein with sufficient quality for crystalization and biophysical analyses is essential. Strong protein analytical skills required. Competence with recombinant DNA methodologies, ligand binding and enzyme assays is a plus. Job code: BBS102

Biophysical Chemistry (Ph.D./M.S./B.S.)

Experienced in the biophysical analysis of proteins, with demonstrated expertise examining the effect of ligands on protein folding, protein structure, or in structural biology analysis of ligand binding. Expertise in the following areas preferred: calorimetry, fluorescence spectroscopy, or CD spectroscopy. Individuals desired who can exploit both equilibrium and kinetic approaches to characterize stability, folding, and binding in order to optimize interactions between drug targets and lead molecules. Job code: BMT100

High-Throughput Screening/ Biophysical Chemistry (B.S./M.S./Ph.D.)

Background in Protein Biochemistry with experience in HTS environment desirable. Will be utilizing proprietary ThermoFluor HTS assay for small molecule discovery and Functional Genomics, i.e., identification of unknown proteins. Experience with spectrophotometry (absorbance, fluorescence, CD), calorimetry, laboratory robotics; managerial experience a plus. Must be MS Excel proficient. lob code: BGP100

Laboratory Robotics (B.S./M.S.)

Extensive experience in liquid handling robotics necessary. Experience in HTS environment necessary. Will be responsible for programming liquid handling routines for liquid handling robots and for routine maintenance of instrumentation.

Proficiency in programming a plus, e.g., Visual Basic. Proficiency with one or more of the following necessary: Tecan Genesis, Robbins Tango, Beckman/ Sagian robotic workbench, CRS articulating arm, Hudson PlateCrane. Job code: BGP101

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Diversity Matters

How has the diverse work force helped TIGR? "It has definitely allowed everyone to interact and learn about different cultures," says Ripkin. "People from all over the world want to come here. Because our people think about things in different ways, you get cultural exchange that helps brainstorming. Diversity has provided our employees a mechanism for thinking outside the box. We have really enjoyed and benefited from our diverse work force. I encourage anyone to look at our website and apply for our positions."



RICHARD KURTZ

DEERFIELD, Illinois: Alltech Associates, Inc., a manufacturer and distributor of chromatography products, has become a diverse organization almost by default. "It has just happened in the natural course of events," says president Richard Kurtz. "Without any particularly disciplined approach to achieving diversity, we have a remarkable amount of diversity in our organization. We probably

have gender parity among our 250 worldwide employees. We have a large number of women in high management positions. And we have scientists from several different countries. I'm not sure whether this is a happenstance of geography, because we are located in the Chicago area. What is clear is that, if you don't put up any conscious or unconscious barriers to achieving diversity, it's probably going to happen on the basis of selecting the best people for each position."

Equally clear to Kurtz is the advantage of a diverse work environment. "You get a much richer workplace," he says. "It makes the company and the culture far less insular and parochial. It exposes us to a wealth of backgrounds and experiences that we would not have if we had tried to keep a traditional group of scientists in the organization."

Kurtz has learned one key lesson: Diversity begets diversity. "When we made a serious commitment to developing e-commerce for our business we found a Russian computer specialist who had emigrated to this country," he recounts. "When we looked for more members of the group, she made contact with a young man still in Russia who came over, sponsored by us. That paradigm is replicated in our science group. Our head of ion chromatography is Malaysian; she came from a graduate program in Ohio. When we wanted to add to her group we asked her sponsoring professor for more people. He came up with a female scientist from India."

Alltech faces one problem. "Job retention is not as complete as I would like," says Kurtz. "A small company has by definition a limited number of career channels. After people spend time with us they become visible to both our 10,000 customers and to larger organi-

zations." However, Kurtz continues, departing employees do not reduce the company's diversity. Indeed, he says, "I find that a lot of people prefer a small company culture where they can have more versatility and work in a less hierarchical environment. For scientists from nontraditional minorities, that environment often provides a sense of comfort and belonging."

Kurtz has simple advice for job-seeking scientists from underrepresented groups. "Prepare as carefully and appropriately for your career choice via education," he says. "Don't use diversity as a trump card to play into employment, but don't back off from your diverse nature. Employers recognize that a different life and educational experiences are assets that enrich the organization."

OAKLAND, California: The Hamel Group puts together advertising campaigns to help attract candidates for jobs, **amon**g them jobs in scientific laboratories. According to Pam Hamel, the group's owner and principal, the number of science-based companies looking for diverse work forces is increasing. Her clients define diversity quite broadly. "On the West Coast the work forces are very blended, not just in color but in philosophical backgrounds, religions, and other factors," she says. "This brings in new ways of thinking — a diversity of ideas. The more diversified the work force, the richer the ideas."

Hamel's clients approach recruitment of diverse teams in two ways. "Some companies do an advertisement here and there to meet their diversity requirements," she says. "Others allocate ongoing resources to look for candidates. There's a very big difference. Those really committed to hiring a diversified work force will look for every opportunity to do so, using a consistent message all the time."

That message involves more than conventional advertising strategies. Companies aim for direct interaction with minority groups. "A lot of clients are more interested in sponsoring communities. For example, they underwrite the websites of minority organizations," says Hamel. Firms also promote science to minorities and women at the high school level. Some of Hamel's clients even sponsor programs in elementary schools that introduce science to girls.

Hamel notes that campaigns to recruit women and minorities will work effectively only when the company is fully committed to diversity. "If the organization is not truly diversified, it might be hard to come into it as a minority," she says. Individual scientists have several ways to discover potential employers' level of commitment. "Use employee referral and word of mouth," she advises. "Talk to your friends about what companies really want a diversified work force. When you see ads about diversity, find out if the firm is really diverse. And use the power of the web in your search for opportunities."

Scientific Program Managers NIH Extramural Research Administration

The National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK) is seeking scientists (M.D., Ph.D. or equivalent) for three extramural scientific management positions in the Division of Diabetes, Endocrinology and Metabolic Diseases (DDEM). Each position includes responsibility for planning, developing, directing, and evaluating program activities for a portfolio of research grants. The program director will also provide scientific expertise within the Division, the NIDDK and the NIH.

Signaling: Expertise is sought in molecular endocrinology and/or cell biology for a position to manage a program of grants focused on concepts of cell signaling, with emphasis on cell surface receptors, specifically including the insulin receptor, G-protein coupled receptors, and growth/cytokine receptors.

Proteomics: Expertise is sought in protein chemistry, molecular biology, quantitative biology, computational chemistry, pharmacogenomics, molecular analysis and/or bioinformatics to develop programs to foster the application of the wealth of knowledge emerging from ongoing genomics efforts to development of new understanding and treatments of diabetes and other endocrine and metabolic diseases.

Animal Models: Expertise is sought in genetics, model organisms, and molecular/physiological phenotyping to develop programs designed to enhance the use of model organisms and animal models for improved understanding and treatment of diabetes and other endocrine and metabolic diseases.

Each of these positions involves close interaction with leading researchers, scientific administration of grants and contracts, program planning and development, and the opportunity to organize and attend scientific meetings. The successful candidate will have independent research experience, with a track record of publications in areas of biomedical science relevant to the objectives of each program, excellent interpersonal and written communications skills, the ability to identify research priorities and opportunities, and the ability to track and analyze the success of initiatives and programs.

Salary and benefits will be competitive and commensurate with experience.

This position is located in the Division of Diabetes, Endocrinology, and Metabolic Diseases, at NIDDK. An overview of areas of science encompassed within the Division and current initiatives to expand research can be found at

http://www.niddk.nih.gov/fund/divisions/DEM/DEMintro.htm.

The vacancy announcements and related qualification information can be obtained by calling (301) 496-4231 or by accessing the NIH Jobs page (http://job.nih.gov). The job announcements for each of these positions may be found on the Career page at http://careerhere.nih.gov/ and go to current vacancies. See also citizenship and resident alien requirements for appointment discussed in the online announcement.

The deadline for applications is June 11, 2001. Submit a CV, bibliography, and supplemental qualifications statement to: Mr. Ronald Sleyo, HR Consultant, Office of Human Resource Management; NIDDK, NIH; II Democracy Plaza, 6701 Democracy Blvd., Suite 700N, MSC 5451, Bethesda, MD 20892. Email: sleyor@extra.niddk.nih.gov

U.S. Citizenship is Required

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Center for Advanced Research in Biotechnology University of Maryland Biotechnology Institute

The Center for Advanced Research in Biotechnology (CARB) is seeking highly qualified applicants for the position of Director. CARB is a joint research center of the University of Maryland Biotechnology Institute (UMBI) and the National Institute of Standards and Technology (NIST). Its mission is to carry out basic research in emerging areas of biotechnology, and to foster the growth of the biotechnology industry in the State of Maryland through transitional research and technology transfer.

The Director, who is expected to have a world-class scientific reputation, reports directly to the President of UMBI. Major responsibilities include providing leadership in program development, technology transfer, and interaction with other UMBI research centers, the University System of Maryland the State Government, NIST and other relevant agencies.

CARB is located in modern facilities on the University System of Maryland's Shady Grove Campus, in the heart of a life sciences and biotechnology community that includes The Institute for Genomic Research, Celera, and Human Genome Sciences. Construction will begin shortly on a new 150,000 SF building, more than doubling the currently available research space. In conjunction with this facility expansion, the Director will be responsible for expanding current programs to include major new programs in functional genomics, bioinformatics, and integrated proteomics. These new programs will build on CARB's strong tradition of outstanding experimental and computational research on the structure and function of macromolecules.

Applicants with a doctorate in a relevant scientific field, an outstanding research record and at least 5 years of leadership experience in academia, industry or government should submit a letter of introduction and curriculum vitae to

> **Director Search** % Dr. James Lovelace. University of Maryland Biotechnology Institute 9600 Gudelsky Drive Rockville, MD 20850-3479

Review of applications will begin 15 June 2001 and will continue until a suitable candidate is identified. The University of Maryland is an equal opportunity/affirmative action employer. Women and minorities are encouraged to apply. Please visit our website at www.umbi.umd.edu



Department of Biological Sciences Extracellular Matrix Biology Assistant Professor

The Department of Biological Sciences at the University of Delaware invites applications for a tenure-track faculty position at the ASSISTANT professor level in support of our newly established extracellular matrix (ECM) biology program. Outstanding candidates are sought for a microbiologist, immunologist, developmental biologist, neurobiologist, or cell biologist. Likely areas of research specialization include cell-matrix interactions, matrix turnover, and matrix remodeling. Molecular and/or genetic techniques must be used, although the specific experimental system is open.

Requirements for the position include a Ph.D. or equivalent degree, a minimum of two years postdoctoral experience, and a strong commitment to both research and education at the graduate and undergraduate level. The person hired will be expected to develop an active research program, pursue extramural funding, and participate in undergraduate and graduate education.

The successful candidate will occupy a newly built laboratory and receive a competitive salary and startup package. The Department of Biological Sciences (www.udel.edu/bio/) consists of 38 faculty with research interests ranging from molecular biology to ecosystems studies and currently has 35 students in its M.S/Ph.D. program. Departmental resources include confocal microscopy, transgenic animals, antibody production, DNA sequencing, and flow cytometry and are supplemented by access to core facilities in the Delaware Biotechnology Institute (www.dbi.udel.edu/).

Please submit a complete curriculum vitae, a description of research interests, and the names of three references with contact information to: Dr. Dan Carson, Chair, Department of Biological Sciences, University of Delaware, Newark, DE 19716-1590. Review of applications will begin upon receipt, but the application deadline is July 1, 2001. The starting date for these positions is January 1, 2002 or later. For additional information concerning this position, the department, and community resources, please go to http://www.udel.edu/bio/news/facultysearch/. The UNIVERSITY OF DELAWARE is an Equal Opportunity Employer which encourages applications from Minority Group Members and Women.



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For additional information, please contact Lennart Mucke, M.D., at lmucke@gladstone.ucsf.edu or visit the web at http://gladstone.ucsf.edu/gind

Equal Opportunity/Affirmative Action Employe



MAYO CLINIC SENIOR RESEARCH ASSOCIATE

Mayo Clinic Rochester is recruiting a senior research associate, or research associate, to study the effects of educational interventions on the clinical outcomes of patients. The successful candidate must possess

- A strong background in qualitative and quantitative methods, psychological and educational theory related to health outcomes research, and health
- High-level skills in research design, grant writing, and statistical methods Enthusiasm for building a research program related to evaluating educational interventions with patients, and in assuming a leadership role in developing research protocols in the Section of Patient Education.
- A Ph.D. in Psychology, Public Health, Health Education, Adult Education or Nursing. Special preference given to applicants with a strong history of scientific writing, independent funding and publication.

Salary will be determined by the successful candidate's experience. There is an attractive benefit package. Mayo Clinic, Rochester is a non-profit physician led clinical practice integrated with education and research in a unified multi-campus system

Applications including a curriculum vitae and bibliography, a summary of past accomplishments and the names of three references should be sent to:

Ms. Julie Hathaway

Research Coordinator, Section of Patient Education Siebens Building Subway Mayo Clinic 200 First Street SW Rochester, MN 55905

E:mail: hathaway.julie@mayo.edu Phone: 507/284-4106 Fax: 507/284-9849

Screening of applicants begins July 1, 2001

Mayo Foundation is an Affirmative Action and Equal Opportunity Employer and Educator.

ASSOCIATE DIRECTOR



Princeton University seeks to fill an important leadership position to develop proposals for corporate and foundation funding, with an emphasis on support for the sciences and engineering. Responsibilities include identifying, cultivating, soliciting, and stewarding gifts, and preparing and presenting proposals to corporations and foundations. The successful candidate must be able to work closely with faculty, senior administrators, and alumni volunteers for capital and programmatic needs. This position would be ideal for a scientist looking for a career change in an academic environment.

Requirements include: bachelor's degree (advanced degree preferred); minimum of two years of relevant professional experience; excellent oral and written communications skills; willingness to travel.

Please submit resumé and cover letter to: Dr. Mary W. Baum, Director, Corporate & Foundation Relations, P.O. Box 39, Princeton University, Princeton, New Jersey 08544, (609) 258-5955; email mbaum@princeton.edu. For more information or to apply online go to http://www.princeton.edu/hr/emp.



Princeton University





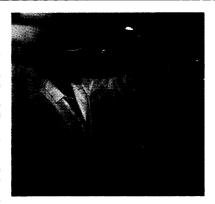
The U.S. Department of Agriculture, Agricultural Research Service, Plant Sciences Institute, Fruit Laboratory, in Beltsville, Maryland, is seeking applications for a Research Geneticist (Plants), GS-0440-12/13. Salary is commensurate with experience (GS-12 - \$53,156 - \$69,099; GS-13 - \$63,211 - \$82,180 per annum), plus benefits. Candidates must be U.S. Citizens. The incumbent will be responsible for conducting research on the genetics of small fruit germplasm for disease and stress tolerance using traditional and molecular methods. Specific objectives include (1) development of strawberry cultivars resistant to red stele root rot and anthracnose fruit and crown rot for the Eastern United States; (2) breeding strawberry cultivars compatible with production in new sustainable production systems; (3) widening the genetic base available for strawberry breeding; and (4) molecular level characterizations of strawberry genome to facilitate precise cultivar identification, localization and tagging of horticulturally significant genes for marker assisted selection.

Candidates must request a copy of the vacancy announcement (ARS-X1E-1342) by either calling 301-504-1482 or by copying the full text announcement from the ARS Homepage at www.ars.usda.gov. Candidates must submit specific information as outlined in the vacancy announcement. Applications must be postmarked by the closing date of June 11, 2001.

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Applied Molecular Evolution, Inc. (AME) is a leader in the application of directed evolution for the improvement of the clinical properties of human therapeutic proteins. Our proprietary AMEsystem technology has been applied both to currently marketed, FDA-approved biopharmaceuticals and to the development of novel therapeutics. The technology permits the discovery of molecules with increased efficacy and decreased side-effects, while keeping potentially immunogenic changes to a minimum. AME seeks Scientists/Senior Scientists (Ph.D.) who can work independently to achieve critical project goals in the following areas:



Recombinant Protein Expression, Purification, Characterization

We are building a group devoted to the production of a wide range of proteins, including antibodies, both as small-scale tools for *in vitro* research and at larger scale for animal efficacy studies. Relevant industry experience is preferred.

- Expression (Job Code 41154)
 Requires knowledge of bacterial, insect and mammalian expression systems and the ability to evaluate and implement novel expression procedures and strategies.
- Purification (Job Code 412S4)
 Responsible for the purification of soluble and insoluble recombinant proteins from a variety of expression systems.

 Requires hands-on knowledge of standard chromatography procedures and instrumentation and the ability to design and implement project-specific purification protocols.
- Characterization (Job Code 41354)
 Responsible for the chemical and physical characterization of proteins including the determination of microheterogeneity and post-translational modification. Preferred candidate will also have familiarity with analytical concerns relating to IND filing.

Animal Models (Job Code 41454)

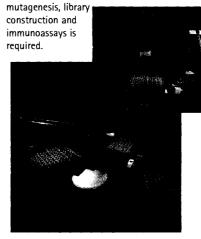
The successful candidate will establish and lead our animal facility. Requires significant prior experience in the development of small animal models of human disease, the ability to support multiple projects and familiarity with IND submissions. This will entail both in-house activity and the identification of appropriate contract organizations or collaborators. Preference will be given to scientists comfortable working in a variety of therapeutic areas.

Reporter Assays (Job Code 415S4)

This position will assume primary responsibility for the development and implementation of cell-based assays. Requires a strong background in molecular biology, biochemistry or cell biology with previous experience in signal transduction and cellular receptor biology, preferably in a biotechnology or pharmaceutical environment.

Protein Engineering (Job Code 416S4)

Responsible for the design, construction and screening of libraries of engineered protein variants. Previous experience in protein engineering or a strong molecular biology/biochemistry background with expertise in





Send cover letter and resume to:

HR Department - Applied Molecular Evolution, Inc. 3520 Dunhill Street, San Diego, CA 92121 careers@AMEvolution.com

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Visit us at www.orchid.com for a detailed listing of opportunities.





Marine Molecular Biologist UNIVERSITY OF DELAWARE College of Marine Studies/Center for Marine

Environmental Genomics

The Graduate College of Marine Studies and the Center of Marine Environmental Genomics at the University of Delaware invite applications for a tenure-track Assistant Professor/Associate Professor of Marine Molecular Biology. The candidate must have a Ph.D. and demonstrated ability to develop a rigorous externally funded research program.

Please send a statement of research goals and teaching philosophy, curriculum vitae and contact information (e-mail addresses) for three references to J. S. Boyer, College of Marine Studies, University of Delaware, 700 Pilottown Road, Lewes, DE 19958. Visit our Web site www.udel.edu/udjobs/faculty.html for additional information. The curriculum vitae and letters of reference shall be shared with departmental faculty.

The UNIVERSITY OF DELAWARE is an Equal Opportunity Employer that encourages applications from Minority Group Members and Women.





Research Chemist (Plant Biochemist) USDA/ARS, Madison, Wisconsin

The U.S. Department of Agriculture, Agricultural Research Service, Cereal Crops Research Unit in Madison, Wisconsin is accepting applications for a Research Chemist (Plant Biochemist) to investigate phytochemicals in cereal grains that may have health promoting or disease preventing properties. The successful candidate will be able to extract, identify, and characterize biologically active phytochemicals, such as antioxidants, using modern biochemical techniques, and will be able to characterize enzymes and pathways involved in synthesis of these compounds in developing or germinating grain. The incumbent will collaborate with unit scientists and others working to improve cereal germplasm for human food. A Ph.D. in biochemistry or a related field or equivalent experience is required. Salary range: \$43,326 to \$67,500 per year is commensurate with experience. Candidate must be a U.S. citizen. For more information about the research program, contact Dr. David M. Peterson, 608-262-4482, dmpeter4@facstaff.wisc.edu. For a copy of the vacancy announcement and application forms, contact Jean Weinbrenner, 608-264-5357, jweinbr@facstaff.wisc.edu or visit website http://www.ars.usda.gov/opportun.htm. Applications should be marked ARS-X1W-1228 and must be postmarked by June 4, 2001. USDA is an Equal Opportunity Provider and Employer. Women and minorities are encouraged to apply.

Laboratory of Molecular Biology, Cambridge

Postdoctoral Position in Structural Biology

An EU funded postdoctoral position is available for two years in the group "Structural Biology of Molecular Machines" at the MRC Laboratory of Molecular Biology, Cambridge, UK (http://www2.mrc-lmb.cam.ac.uk/groups/JYL/index.html).

The successful candidate will employ X-ray crystallography and electron microscopy to investigate bacterial cell division at the molecular level. We are particularly interested in understanding the structure and function of the divisome, a large protein complex involved in all major functions required for cell division in bacteria. Projects at all stages are available. The salary will be in MRC pay Band 4 and is likely to be in the range of £20,000 to £21,800 depending on qualifications and experience, plus a scientific supplement of 3% (rising to 9% by 2002).

For further information contact Jan Löwe, Laboratory of Molecular Biology, Hills Road, Cambridge CB2 2QH, UK, +44 (0)1223 252969, or e-mail:jyl@mrc-lmb.cam.ac.uk

Applications should include a full C.V. and the names and addresses of two professional referees who can be contacted prior to interview. Please quote job reference SS/401/6 and send preferably by e-mail to: recruit@mrc-Imb.cam.ac.uk or alternatively post to Michelle Nowosad, Personnel Assistant, MRC Centre, Hills Road, Cambridge CB2 2QH.

Closing date: 25 May 2001.

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For more than 58 years, Los Alamos has proudly served the nation. The Laboratory is dedicated to meeting new challenges and strengthening its role as a key national resource, applying the best in science and technology to stockpile stewardship and other problems of global importance. A diverse workforce has always been, and continues to be, a key element in the Laboratory's achievements and plans for future success.

Diversity is valued at Los Alamos, and the Laboratory has demonstrated its commitment to diversity through its Diversity Office, seven diversity working groups and steadfast commitment to the values of open communication and collective problem solving. This commitment is exemplified in research organizations across the Laboratory, from physics, bioscience and computing, to engineering, materials science technology, and earth and environmental sciences.

Opportunities are available for Graduate and Undergraduate Internships, Postdoctoral Fellowships and Career Employment.

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www.lanl.gov/jobs

For more information about the Laboratory, visit us at:

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Los Alamos NATIONAL LABORATORY

Operated by the University of California for the Department of Energy's National Nuclear Security Administration

NISA

DIRECTOR OF RESEARCH PROGRAMS

Shriners hospitals for children

Shriners Hospitals, a system of 19 pediatric orthopaedic and four pediatric burn centers located throughout North

America, seeks an experienced scientist for a full time position as Director of Research Programs to administer the \$24.5 million program in neuromusculoskeletal and burns research at the Shriners International Headquarters in Tampa, Florida. The successful candidate should have a Ph.D. and/or an M.D. degree. Candidates should have a strong background in basic or applied biological research. Duties include coordination of peer review of research proposals and multicenter clinical trials, oversight of the conduct of individual projects, organization of periodic site visits to the seven principal research centers, approval of informed consents, and supervision of intellectual property matters. Superior administrative and interpersonal skills are essential.

For a complete position description and other information, please contact:

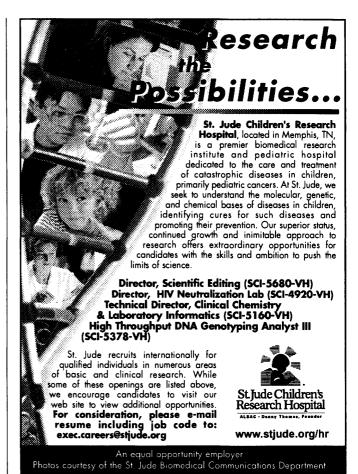
Elwood W. Speckmann, Ph.D. Director of Research Programs Shriners Hospitals for Children 2900 Rocky Point Drive Tampa, Florida 33607-1460 phone: 813-281-8137

e-mail at especkmann@shrinenet.org

eoe• m/f/v/d • dfw

www.shrinershq.org





GLOBAL OPPORTUNITIES



RIKEN BRAIN SCIENCE INSTITUTE, JAPAN LABORATORY HEAD OF NEUROINFORMATICS

RIKEN, the Institute for Physical and Chemical Research (http://www.riken.go.jp) launched the Brain Science Institute (BSI) in October 1997. The Institute has established three research areas: understanding, protecting and creating the brain.

A new laboratory for Neuroinformatics will be opened in 2001. Neuroinformatics is a new research paradigm integrating neuroscience and informatics. The laboratory will develop databases of brain science, related models of the brain, and advanced tools for analysis of brain data, which are essential for elucidation of the structures and functions of the brain.

The laboratory head will be generously supported and should organize a team by recruiting 5-10 staff scientists and/or technical staffs. The laboratory head will be reviewed every 5 years by an international panel of experts and can continue the laboratory when a good evaluation is given.

Applicants should submit a proposed project (not more than 2,000 words), along with curriculum vitae, list of publications and the names and addresses of three references to:

Search Committee #15, Brain Science Institute, RIKEN 2-1 Hirosawa, Wako, Saitama 351-0198, Japan FAX: +81-48-467-9687 e-mail: search15@brain.riken.go.jp

Deadline for application: July 31, 2001

DEPARTMENT of PHYSICS and ASTRONOMY

POST-DOCTORAL FELLOWSHIP/LECTURESHIP IN FAST LASERS, IMAGING OR OPTICALTWEEZERS

Collaborative Optical Spectroscopy Micromanipulation and Imaging Centre (COSMIC) combines advanced ultrafast laser systems, imaging and optical micromanipulation for applications in chemistry, physics, biology and biomedical sciences including R&D projects with industrial partners. You will contribute to one or more aspects of the following research activities: imaging (confocal, multi-photon, fluorescence lifetime), laser tweezers and timeresolved spectroscopy. Experience with pulsed lasers and familiarity with applications in either physical or biological sciences is desirable. You will pursue your own research, participate in collaborative projects, as well as contribute to the successful running of the Centre as a whole. The fellowship role is available for a fixed term of 5 years. For an exceptional candidate, an open-ended Lectureship appointment will be considered.

Salary range: £16,775 - £30,967 p.a. (under review). Please quote REF: 316334SI. Closing date: 15 June 2011

For further particulars and an application pack visit our web site or telephone the recruitment line on 0131 650 2511.

Committed to Equality of Opportunity



www.ed.ac.uk

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Consider a research scientist position with the Agricultural Research Service (ARS), USDA's principal in-house research agency.

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- discovering ways to make industrial products from renewable resources, and
- helping ensure that we always have a safe, nutritious, abundant food supply and quality environment.

Vacancy announcements and application procedures at

www.ars.usda.gov/afm/hrd/resjobs

ARS offers a challenging, scientific research environment, excellent benefits, and opportunity for advancement. Openings exist in many disciplines at locations throughout the United States.







GMP Vector Production Facility

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

Mayo Clinic in Rochester, MN has established a **Molecular Medicine Program** with several groups working on gene therapy using different viral systems. Production personnel are sought to operate a new, academic GMP Vector Production Facility established to support preclinical and phase I clinical gene therapy studies. A range of different viral gene therapy vectors will be produced and purified in the facility. We currently have the following positions available:

• Production Manager - job posting #01-1721.SCI

Must have experience in GMP production, molecular biology, tissue culture and laboratory management. Requires a Master's degree in biology, chemistry, or relevant sciences with extensive experience in research project design and development or a Ph.D. Previous experience in the production and purification of viruses is highly desirable.

• Senior Research Technician - job posting #00-3132.SCI

Experience in virology, molecular biology, tissue culture and laboratory management is required. Bachelor's degree in a biological science required; Master's degree preferred. Five years directly related experience in two or more of the following areas: generation and use of viral gene transfer vectors, GMP production of biologics, quality control of biologics, documentation systems/controls, process development for large scale tissue and virus culture, and process development for large scale purification of biologics.

For additional information on these Mayo Clinic opportunities, visit our web site: www.mayo.edu.

Mayo Clinic offers an excellent salary and benefits package including relocation assistance. To apply, send current curriculum vitae and bibliography, a summary of past accomplishments, and three references to:

Mayo Clinic, Human Resources Ozmun East 200 1st Street SW | Rochester, MN 55905

Mayo Clinic uses optical scanning technology. Please use a 12 point font in your resume with minimal use of bullets, italics, underlining and bolding.

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ph 800-562-7984 email careers@mayo.edu

www.mayo.edu



UNIVERSITY OF NORTH DAKOTA

VICE PRESIDENT FOR RESEARCH

Applications and nominations are invited for the new position of Vice President for Research at the University of North Dakota. The chief research officer of the university reports directly to the president and is responsible for the promotion, administration and service of the research program. We seek an energetic, creative, people-oriented individual to enhance our efforts for external funding in support of research, scholarship and technology transfer. The individual selected will develop strategic relationships, long term strategies, and mechanisms to facilitate a successful enterprise. He/she will work closely with the vice presidents, deans, department chairs, faculty and the university's liaison in Washington. The Vice President for Research will supervise existing compliance and support areas related to research.

The University of North Dakota, founded in 1883, has more than 11,000 students in physical and natural sciences, humanities, social sciences, aerospace sciences, engineering, medical sciences, nursing, fine arts, business, law, education and human development. The graduate student enrollment is 1,500 per semester with 350 masters and 40 doctoral degrees awarded per year and is expected to grow as directed by UND's strategic plan. The university currently acquires over \$40 million annually in external research programs with an initial goal of \$100 million. UND is a vibrant, comprehensive institution with a rich history located in a safe and friendly community of 60,000 people.

Qualifications include experience in administration, a substantial record of research, success in securing extramural funding, and a Ph.D. or equivalent degree with credentials for a tenured faculty position in a department. Strong commitments to interdisciplinary research, to undergraduate and graduate research, and to building partnerships with government, industry, professions, and the community are especially desirable.

Additional information is available at www.und.edu.vpresearch

Review of applications will begin immediately and continue until the position is filled. Nominations are strongly encouraged. The anticipated date of appointment is October 1, 2001. A letter of application, curriculum vitae, a statement of the applicant's philosophy of university-based research, and names and addresses of three references should be sent to:

H. David Wilson, M.D., Dean, Chair, Vice President for Research Search Committee
UND School of Medicine & Health Sciences, P.O. Box 9037, Grand Forks, ND 58202-9037
e-mail: hdwilson@medicine.nodak.edu (701)777-2514

Women and minorities are strongly encouraged to apply. Applicants with special needs or disability accommodation requirements should make the request with the Search Committee Chair. The University of North Dakota is an Equal Opportunity, Affirmative Action Employer.

Senior Faculty Position in Molecular Biology

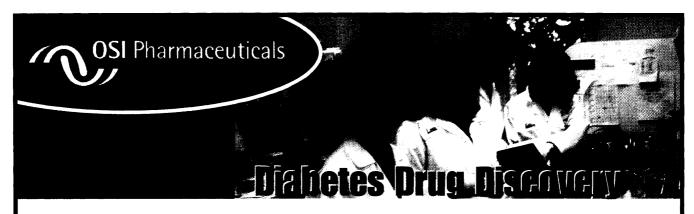
The Department of Biochemistry and Biophysics at Texas A&M University invites applications for a senior faculty position in any area of Molecular Biology, Cell Biology, or Molecular Genetics. The appointment will be at the level of Associate Professor or Professor. The successful candidate will be expected to continue an active, established research program, participate in the teaching missions of the Department, and contribute vision and leadership to the rapidly developing life science endeavor at the University. The department has a collegial, energetic, and broad-based faculty an excellent graduate program, and modern research facilities. With a student population of over 40,000, Texas A&M is an outstanding university centrally located between Dallas, Austin, San Antonio, and Houston. For more information about the Department, see http://www.tamu.edu/biobio/. Applicants should send curriculum vitae, reprints of significant publications, and a statement of research interests to

Ry Young Chair, Senior Faculty Search Committee Department of Biochemistry and Biophysics Texas A&M University

2128 TAMU College Station, TX 77843-2128 phone: 979-845-2087 fax: 979-862-4718 email: ryland@tamu.edu

Review of applications will begin September 30, 2001, and continue until the position is filled.

Texas A&M University is an Affirmative Action/Equal Opportunity Employer committed to diversity.



OSI Pharmaceuticals is expanding its internal diabetes drug discovery program as we prepare to move to our new facilities in Farmingdale, Long Island. We are looking for a number of talented individuals (Ph.D., MS and BS), experience in diabetes drug discovery preferred, in the following areas:

- Molecular Biology
- Biochemistry
- Cell Biology
- *In Vivo* Pharmacology

OSI is a leading biopharmaceutical company with a substantial portfolio of product opportunities for commercialization. OSI utilizes a comprehensive drug discovery and development capability to facilitate the rapid and cost effective discovery and development of novel, small molecule compounds. OSI offers a superb benefits package, including 3 weeks vacation, stock options, 401

(K) and opportunities for career development. Qualified candidates may send resumes to:

Human Resources
OSI Pharmaceuticals, Inc.
106 Charles Lindbergh Boulevard
Uniondale, NY 11553-3649
Fax: (516) 222-0114
E-mail: employment@osip.com

Additional details about these positions can be found on our website, **www.osip.com**

Associate Professor/Professor Brain Tumor Research Program Department of Neurosurgery

We are seeking individuals at the Associate/Full Professor levels (M.D. or Ph.D.) to join a team of basic and clinical scientists dedicated to understanding the biologic and molecular mechanisms of nervous-system-based tumors and translating the findings into novel and improved diagnosis, therapy and prevention. The successful individual will be a nationally and internationally accomplished scientist with an active extramurally-funded research program and a solid publication record.

The University of Texas M. D. Anderson Cancer Center is a busy (450 in-patient bed), actively growing, premier comprehensive cancer center with more than 20,000 new patient registrations and 368,000 outpatient treatment visits per year. The Neurosurgery service is one of the world's largest and most respected programs, with more than 23,500 clinic visits registered and 8,188 surgical procedures performed over the past decade alone. A vibrant research environment and an outstanding interactive clinical and basic research faculty and state-of-the-art research facilities provide a unique opportunity for outstanding research. A competitive salary with an excellent compensation and benefits package will be provided, as well as, a generous start-up package.

Please forward inquiries and curriculum vitae to: Raymond Sawaya, M.D., Professor and Chairman, Mary Beth Pawelek Chair, Department of Neurosurgery, UTM.D. Anderson Cancer Center, 1515 Holcombe Blvd., Box 442, Houston, TX 77030. Phone: (713) 792-2400. Fax: (713) 792-5562. E-mail: teverett@mdanderson.org.

THE UNIVERSITY OF TEXAS MID ANDERSON CANCER CENTER Making Cancer History

The University of Texas M. D. Anderson Cancer Center values diversity in its broadest sense. Diversity works at M. D. Anderson. EEO AA Smoke-free environment.

Postdoctoral Fellowships Experimental Therapeutics and Pathophysiology Branch Mood and Anxiety Disorders Program National Institute of Mental Health Bethesda, MD

The Experimental Therapeutics and Pathophysiology Branch at the National Institute of Mental Health NIMH Intramural Program on Mood and Anxiety Disorders invites applications for two Postdoctoral Fellowship positions in psychophysiology of emotions. The research program will focus on brain/behavior relationship in human subjects as it relates to anxiety and mood disorders, combining various methodological approaches including, but not restricted to, psychophysiological, neuropsychological, and psychopharmacological approaches. Candidates must have experience in psychophysiology and strong research interest in investigation of emotional processes, associative learning, and memory. The NIMH Intramural Research Program on Mood and Anxiety Disorders is a new program that emphasizes neurobiological studies of fear, anxiety, and mood disorders using a multidisciplinary approach ranging from molecular, to pharmacological, to clinical, and to developmental. Fellowship will include training in state of the art brain imaging techniques (fMRI, PET, MEG). Successful candidates must have a Ph.D. in Psychology or a related discipline with less than five years postdoctoral experience, Screening of applications begins immediately. Position open until filled. Submit curriculum vitae, statement of research interests, representative publications, and two letters of references to: Dr. Christian Grillon, NIMH/MADP, Neurophysiology & Behavior Unit, 9000 Bethesda Avenue, Building 10, Room 3N212, MSC 1279 Bethesda, MD 20892-1279, grillonc@intra.nimh.nih.gov.

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If interested please contact: MJ Research, Inc. 590 Lincoln Street, Waltham, MA 02451 Fax: 617-972-8085 Email: hr@mjr.com

Please visit our web site at www.mjr.com for more information on these and other opportunities.

MJ Research is an Equal Opportunity Employer.

FACULTY OPPORTUNITIES

The University of Texas M. D. Anderson Cancer Center, ranked the #1 cancer center and nominated in four other categories by U.S. News & World Report, is the world's largest treatment facility for oncological diseases. Located within the Texas Medical Center campus in Houston, our location provides access to a world renowned medical community and the splendid cultural and recreational diversity of a sophisticated, metropolitan area that is the country's fourth largest city.

Opportunities available in the following:

- · Biochemistry & Molecular Biology
- Biomathematics
- · Cancer Biology
- · Carcinogenesis · Experimental Therapeutics
- ·Immunology
- Molecular Genetics
- · Molecular & Cellular Oncology
- · Molecular Pathology
- Molecular Therapeutics
- · Veterinary Medicine & Surgery

The University of Texas M. D. Anderson Cancer Center provides competitive salaries and generous benefits. Interested BC/BE candidates are invited to send a copy of their CV and a letter describing their clinical and academic interests to: Glenda C. Johnston, Faculty Academic Affairs, 1515 Holcombe Blvd., Box 201, Houston, TX 77030; or e-mail: gljohnston@mdanderson.org. For additional information please call (713) 792-4238.

THE UNIVERSITY OF TEXAS MID ANDERSON CANCER CENTER Making Cancer History

The University of Texas M. D. Anderson Cancer Center values diversity in its broadest sense. Diversity works at M. D. Anderson. EEO/AA Smoke-free environment.

ROBERT WOOD JOHNSON MEDICAL SCHOOL

Senior Associate Dean for Research

The University of Medicine and Dentistry of New Jersey - Robert Wood Johnson Medical School seeks applications and nominations for the position of Senior Associate Dean for Research. Candidates must have academic credentials that would qualify for an appointment at the level of Professor or Associate Professor. A successful track record as a funded researcher with experience in research administration, and the leadership qualities and vision to promote and enhance excellence and diversity in all aspects of basic and clinical research throughout the school are desired. The Senior Associate Dean for Research reports directly to the Dean of the Medical School.

Review of applications will begin immediately and continue until the position is filled. Please send nominations and/or applications, including a brief statement of the attributes and qualities of the individual, and curriculum vitae to:

Susan G. Palma
Executive Assistant to the Dean
UMDNJ - Robert Wood Johnson Medical School
125 Paterson Street, Suite 1400
New Brunswick, NJ 08901
E-Mail: palmasg@umdnj.edu

Robert Wood Johnson Medical School is one of eight schools of the University of Medicine and Dentistry of New Jersey (UMDNI). The Medical School is dedicated to the pursuit of excellence in the education of health professionals; in the conduct of biomedical, clinical and public health research; in the delivery of health care; and in the promotion of community health for the residents of the state. With twenty basic science and clinical departments, and 2.500 full-time and volunteer faculty, the school has active research programs on its three campuses in Piscataway, New Brunswick and Camden. In addition to its departments, the School hosts eighty-five institutes and centers. UMDNJ is an Affirmative Action/Equal Opportunity Employer, MF/D/V, and a member of the University Health System of New Jersey. Women and minorities are encouraged to apply. Visit our website at: http://www.umdnj.edu/hrweb/



The Center for Biologics Evaluation and Research is soliciting applications for current and future vacancies in the following positions and program:

Laboratory Technicians in the following disciplines: biochemistry, biology, cell biology, microbiology, molecular biology, and virology to perform laboratory research. A BS degree in a relevant field is desirable. You may also have a combination of at least 30 semester hours of courses in a relevant scientific field and additional education or experience. U.S. Citizenship is required. Civil service salary range is GS-9 to GS-12, \$36,656 to \$69,099 plus an excellent benefits package and flexible work schedules. Salary and level of responsibility are commensurate with education, training and experience.

The Service Fellowship Program provides for the employment and development of promising research/regulatory review scientists to accelerate and enhance scientists' careers through close associations with lead authorities in health-related research. Initial appointments are for 2 years with possible extensions up to a maximum duration of 7 years. Candidates must possess a Ph.D. or equivalent degree in a bio-medical, behavioral, or related science or have been certified by a university as meeting all the requirements leading to such a doctorate. Applicants other than US citizens must have valid working visas. In addition, candidates should have training and/or experience in one or more of the following or related areas: cell biology, cytokines, cytokine biology, growth factors, molecular biology, microbiology, immunology, cellular immunology, molecular immunology, immunochemistry, biochemistry, protein chemistry, protein biochemistry, and virology. Candidates should also have highly developed analytical, written and oral skills. Salary range is \$36,656 to \$114,224 plus an excellent benefits package and flexible work schedules.

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

How to apply: Send a CV/resume, letter of interest, and transcripts to the following address:

Food and Drug Administration Center for Biologics Evaluation and Research 1401 Rockville Pike, HFM-123 Rockville, Maryland 20852-1448 Attn: Recruitment Staff (Science-2001-Diversity)

Be sure to include the following information in your letter of interest: laboratory techniques, knowledge, skills, ability and date of availability.

This Agency Provides Reasonable Accommodations to Applicants with Disabilities. Equal Opportunity Employer. Smoke Free Environment.



MAYO CLINIC POSTDOCTORAL POSITIONS

NIH-funded postdoctoral positions are available immediately to work in the area of DNA damage-signaling pathways and cancer biology. The lab currently focuses on the biochemical and molecular aspects of breast/ovarian cancer and the roles of tumor suppressor genes p53, Chk2, BRCA1/BRCA2 and the DNA damage-signaling pathway in tumorigenesis. The approaches we are using range from mammalian cell culture, molecular biology to mouse and yeast genetics. A strong background in molecular and cellular biology is essential. We are seeking candidates who are self-motivated and careeroriented. The research environment at Mayo Clinic is excellent. Prospective applicants are encouraged to contact me by e-mail at Chen.junjie@mayo.edu or letter to:

Junjie Chen, Ph.D.
Department of Oncology
Guggenheim Building, Room 1342
Mayo Clinic
200 First Street, SW
Rochester, MN 55905

See also: http://www.mayo.edu/research/

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

MONTEREY BAY AQUARIUM RESEARCH INSTITUTE

Founded in 1987 by the late David Packard, Monterey Bay Aquarium Research Institute is a private oceanographic research institute, uniquely dedicated to the development of state-of-the-art equipment, instrumentation, systems and methods for scientific research in the deep waters of the ocean. Located in Moss Landing, California, MBARI's research center includes science and engineering laboratories, as well as an operations facility to support our research vessels, remotely operated vehicles, and autonomous underwater vehicles. For more information on MBARI, including current employment opportunities, please visit our web site at http://www.mbari.org. MBARI considers all applicants for employment without regard to race, color, religion, sex, national origin, disability, or veteran status.





Biotechnology Profiles

Who we are

The Vitamins and Fine Chemicals Division of F. Hoffmann-La Roche Ltd is a world-leading supplier of vitamins and other natural products to the feed, food, pharmaceutical and cosmetic industries. The Division discovers, develops, produces and sells ingredients that play important roles in the nutrition, maintenance of health and prevention of disease in humans and animals. The department of Biotechnology is seeking talented and enthusiastic Ph.D. scientists as lab leader or group leader. Both positions are based at Roche's Research Center near Basel, Switzerland. The scientists will be part of a multidisciplinary team and require excellent ability to communicate and collaborate.

Biochemistry / Metabolic Engineering

This position requires a Ph.D. in biochemistry or related field and a minimum of 2 years of relevant post-doctoral experience. A strong background in microbiology and microbial physiology preferably related to biochemical pathway manipulations and broad experience in analytical methodologies is necessary. Your main duties will be biochemical analysis of carbon flow through metabolic pathways using all necessary analytical methods (e.g., HPLC, GC), enzyme activity measurements, immunoblots, characterization of mutants, etc., and characterization and improvement of enzymes. Job Code BC/ME.

Biotransformation / Biocatalysis

This position requires a Ph.D. in bioorganic chemistry, biochemical engineering or related field with 7–10 years of research experience in applied catalysis and bioprocess development, preferably gained in an industrial setting. In-depth hands-on experience in the application of microbial cells and isolated enzyme catalysts in organic synthesis are essential. You will lead a multidisciplinary team to develop large-scale biocatalytic technology to access chiral intermediates and you will work closely with process development and engineers to implement the technology on an industrial scale. Job Code BT/BC.

Who to contact

Please send your application and CV to: F. Hoffmann-La Roche Ltd, Mrs Susanne Kenel, VH, Building 241/703, P.O. Box, CH-4070 Basel, quoting reference: Ke4318. For further information on the positions, please contact Mr Luis Pasamontes, Head of Biotechnology, via e-mail: luis.pasamontes@roche.com.



POSTDOCTORAL POSITIONS Mayo Clinic Rochester Rochester, MN

Mayo Clinic Rochester has established a Molecular Medicine Program with several groups working on gene therapy using different viral systems. Postdoctoral positions are available immediately in the laboratory of Mark J. Federspiel, Ph.D., a faculty member of the Molecular Medicine Program. Research projects are focused on fundamental studies of the cellular entry mechanisms of a model retrovirus, avian leukosis virus, and include structure/function analysis of the envelope glycoprotein/receptor interactions and the evolution of host range. Some of our current research is described in recent publications [*J. Virol.* 75:726-737 2001; *Virology* 273:111-123 2000; *J. Virol.* 73:10051-10060 1999].

Applicants must have a recent Ph.D. degree, be highly motivated, and be proficient in advanced molecular biological and tissue culture techniques. Research experience in virology, especially retrovirology, is highly desirable. Salary will be determined by the successful candidates' experience. There is also an attractive benefit package. Mayo Foundation is a non-profit physician led clinical practice integrated with education and research in a unified multi-campus system. To apply, send a current curriculum vitae and bibliography, a summary of past research accomplishments, and the names and contact details of three references to:

Mark J. Federspiel, Ph.D. Mayo Clinic Rochester Molecular Medicine Program Guggenheim 18 200 First Street, SW Rochester, MN 55905

E-mail: federspiel.mark@mayo.edu See also: http://www.mayo.edu/research/mmp/

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

DuPont Haskell Laboratory



Haskell Laboratory is a full-service toxicology laboratory with over 65 years of experience in all aspects of health and safety testing and research. We are looking for dedicated scientists who can skillfully address complex issues in toxicology to help our customers make sound science-based decisions.

Postdoctoral Fellow - Inhalation Sciences

A researcher is needed to investigate the pulmonary toxicity of ultrafine (<100 nm) particles from fluoropolymer combustion aerosols and elucidate their biochemical/toxicological interactions with the lung. Expertise in aerosol generation, bronchoalveolar lavage and lung histopathology and biochemistry are highly desirable. Applicants should possess a Ph.D. in pulmonary toxicology or biochemistry with an interest in analytical chemistry, aerosol mechanics, inhalational exposure techniques, and occupational health.

Postdoctoral Fellow - Biochemical Toxicology/Proteomics

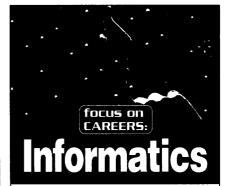
This position requires a recent doctoral degree in chemistry, biochemistry, or related biomedical sciences and will be responsible for self-directed research in the area of protein/small molecule interactions, including experimental design, implementation and data interpretation. The candidate should be capable of evaluating qualitative/quantitative protein-binding kinetics, including protein separation and analysis. Preference will be given to candidates with strengths in a broad range of bioanalytical tools such as LC/MS (Micromass TSQ and ToF) and NMR. Expertise in proteomics and innovative approaches for separating and studying noncovalent protein complexes in their native state using SEC, GCP or CE is also desirable.

Research Toxicologist - Inhalation Sciences

The primary responsibility is for the design, conduct, interpretation, and reporting of inhalation toxicology tests and providing consultation to DuPont businesses. Another responsibility is to improve the technical capabilities of inhalation testing through original research and method development. The successful candidate will have an MS or Ph.D. degree and 2-5 years experience. Proficiency in the use of GC and LC techniques, exposure chamber design and operation is essential, and experience generating and analyzing dusts, vapors, aerosols and particulates is highly desirable. Experience in automated control and monitoring systems is particularly helpful.

Candidates should send curriculum vitae to:

Mary Jane Hudson Haskell Laboratory DuPont Company P.O. Box 50 Newark, DE 19714



A Science Ad Supplement

Issue date 1 June 2001

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For information call Daryl Anderson:



THE NIH ACADEMY

A few examples of Health Disparities

 Hispanics and Latinos are nearly twice as likely as whites to have diagnosed diabetes; American Indians nearly three times

•Sudden Infant Death Syndrome (SIDS) occurs 2.5 times more often in African Americans and 3-5 times more often in Native Americans than in the majority population

 Minority populations have shorter life spans than the majority population in the United States

for recent college graduates

Spend a year engaged in biomedical investigation at the National Institutes of Health as a participant in the NIH Academy, which is located in Bethesda, Maryland. The NIH Academy's focus is on research training of a diverse cadre of biomedical researchers dedicated to the elimination of domestic health disparities.

Domestic health disparities are the differences in the incidence, prevalence, mortality, and burden of disease and other adverse health conditions that exist among specific population groups in the United States. In addition to hands-on research training, the program offers two educational components: seminars and workshops on topics related to health disparities, as well as skills development and general knowledge workshops. Trainees in this program receive an annual stipend of \$21,000.

Prospective candidates are required to apply electronically at www.training.nih.gov. Applications for 2002 will be accepted as of November 1, 2001 and close on April 2, 2002.

National Institutes of Health



Office of Education Building 2, Room 2E06 2 Center Drive MSC 0240 Bethesda, Maryland 20892-0240 (800)445-8283

The NIH is dedicated to building a diverse community in its training and employment programs.

EDITOR-IN-CHIEF THE JOURNAL OF IMMUNOLOGY

The American Association of Immunologists (AAI) seeks applicants for the position of Editor-in-Chief (EIC) for its official publication, *The Journal of Immunology (The JI)*. The term of service is from July 1, 2002 to June 30, 2007, with a required transition period starting January 1, 2002. This position is considered to be part-time for which a stipend and associated expenses are provided.

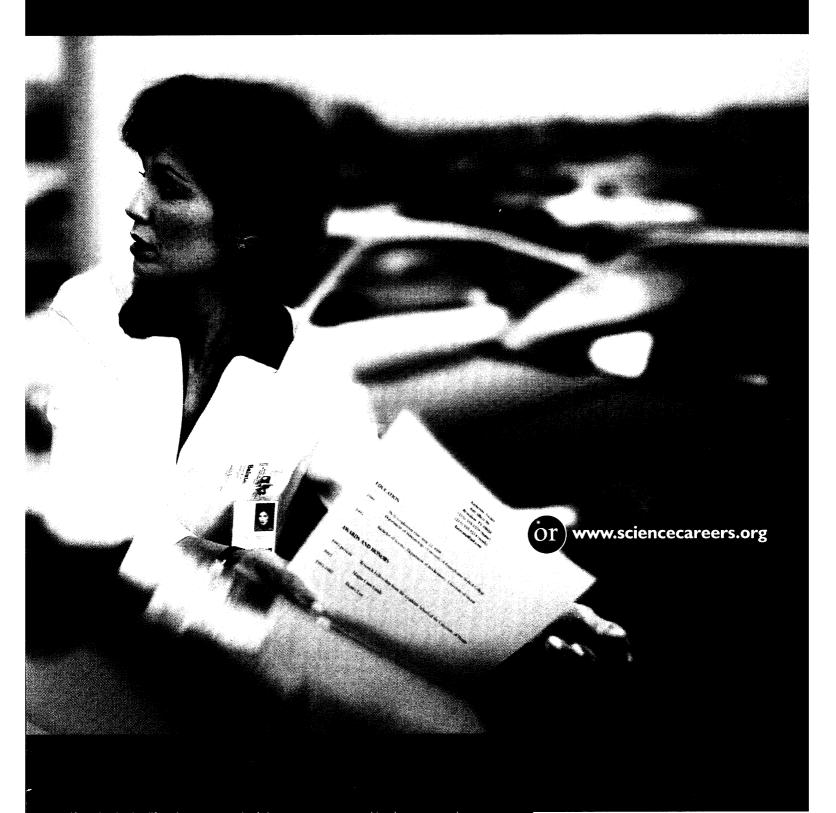
Applicants are expected to have an accomplished scientific career with a significant publication record and appropriate editorial experience. Candidates should possess strong leadership qualities, intellectual vision, and outstanding interpersonal skills. The primary responsibility of the EIC is to maintain the role of *The JI* as a definitive resource for immunology research by ensuring the scientific excellence of the content and the integrity of the peer-review process.

Interested individuals are invited to submit an application package that includes a curriculum vitae; a succinct letter of interest and qualifications; a statement on the conceptual direction of *The JI* in its pursuit of scientific excellence; and innovations that may be considered. Applicants must be members in good standing with the AAI and are required to reside within the continental US. A more detailed description of the position may be obtained by contacting the AAI Executive Office at infoaai@aai.faseb.org or the address below.

Applications will be received through **June 31, 2001**. Please address them to: Chair AAI Publications Committee c/o AAI

9650 Rockville Pike Bethesda, MD 20814





If you're in the life sciences, you don't have to canvas a parking lot to spread your name in the job market. Go to ScienceCareers.org. Every week you'll find hundreds of new job postings, employer profiles, a resume/CV database and an e-mail alert service that will deliver jobs directly to you. With ScienceCareers.org you'll have all the tools you need to blanket the industry and leave a good impression.



www.sciencecareers.org

Tenure Track Investigator

The National Institute on Aging (NIA), Intramural Research Program, Laboratory of Clinical Investigation is recruiting a Tenure Track Investigator to develop an independent research program in the area of neurodegenerative disease. Candidates should have an MD or MD/PhD with at least 3 years post doc experience and an exceptional publication record. It is desired that the candidate may be a neurologist, psychiatrist, or other related medical specialty and have experience in patient-oriented neurodegenerative disease research with a focus on Alzheimer's disease. As new therapeutic targets are identified, the individual should have appropriate training and experience to exploit them with the development of strategies for clinical exploration of the target. Interested candidates should send curriculum vitae and bibliography, two-page statement of research interests, and three letters of recommendation. Send to

LCI/Search Comm. Chair c/o Pat Boyce, Rm 1D09, Box 26, Human Resources Office, National Institute on Aging, Gerontology Research Center, 5600 Nathan Shock Drive, Baltimore, MD 21224-6825. State Announcement # NIA-01-008(GRC) on address. Applications must be received by August 1, 2001.



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POSTDOCTORAL POSITIONS

Genome Technology Branch National Human Genome Research Institute

National Institutes of Health

Postdoctoral research position available for an individual interested in vertebrate genetics and developmental biology at the National Human Genome Research Institute (NHGRI).

- Identification and Characterization of Genes Associated with Ear Development in Zebrafish and Their Potential Relationships to Human Diseases
- Characterizing Existing Mutations Affecting Zebrafish Ear Development
- Establishing New Technologies Using Retroviruses As a Molecular Genetic Tool for Studying Vertebrate Development

Candidates should possess an MD and/or PhD and have less than five years of postdoctoral experience. Please send a letter, CV, and three letters of reference to: Dr. Shawn Burgess c/o Ms. Dana Jordan, NHGRI/NIH, 49 Convent Dr., Bldg. 49, Rm. 2C-72, MSC 4431, Bethesda, MD 20892 (or gtbapply@nhgri.nih.gov).

The NIH is an Equal Opportunity Employer and applications by women and minorities are strongly encouraged.



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or disability.

Faculty of Medicine, Dentistry, **Nursing and Pharmacy**

Medeval Chair of Pharmacogenomics

Ref: 315/01

Applications are invited for this new Chair established in the School of Pharmacy and Pharmaceutical Sciences, in conjunction with the Paterson Institute and Christie Hospital:

- to develop and deliver a programme of research on genetic factors affecting the variation in response of patients to medicines, with special relevance to oncology;
- ii) to establish Manchester as a recognised centre for training researchers specialising in the subject;
- iii) to provide leadership and co-ordination in teaching and research for academic and research staff within the School, and University-wide, on the genetic basis for variation in human drug response.

The School of Pharmacy and Pharmaceutical Sciences is an internationally regarded School with an outstanding record of research (5A in RAE' 96) and teaching (max. 24 points in QAA Subject Review), embedded within a University with a large and successful biomedical/bioscience community engaged in genomic and post-genomic research.

The Christie Hospital NHS Trust is a dynamic research organisation with particular expertise in cancer biology, translational research and clinical trials. It is closely associated with the Paterson Institute for Cancer Research, a multidisciplinary research institute that receives core funding from the Cancer Research Campaign to support a range of basic and translational research programmes in cell and molecular biology

Applications, including details of three referees, should be sent to arrive no later than 30 June 2001.

Potential candidates are welcome to make informal contact with either Professor Malcolm Rowland, Dean of the School of Pharmacy and Phamaceutical Sciences. Tel: +44 (0)161 275 2348; Fax: +44 (0)161 273 8196; E-mail: malcolm.rowland@man.ac.uk or Professor Ian Stratford, Professor of Pharmacy (Experimental Oncology). Tel: +44 (0)161 275 2487; Fax: +44 (0)161 273 8196; E-mail: ian.stratford@man.ac.uk or Professor Nic Jones, Director of the Paterson Institute. Tel: +44 (0)161 446 3101; Fax: +44 (0)161 446 3038; E-mail: njones@picr.man.ac.uk

Application forms and further particulars are available from the Office of the Director of Personnel, The University of Manchester, Oxford Road, Manchester M13 9PL. Tel: +44 (0)161 275 2028; Fax: +44 (0)161 275 2471; Minicom (for the hearing impaired): +44 (0)161 275 7889; E-mail: personnel@man.ac.uk Web Site: http://www.man.ac.uk

Please quote reference number.

Faculty Position in Quantitative Biology Department of Physiology University of California, San Francisco

The Department of Physiology and Program in Biological Sciences at the University of California, San Francisco, search for a professor at any level, tenured or tenure-track, with a broad range of accomplishment in theoretical approaches to biology, including but not limited to areas of biophysics, bioinformatics, cellular biophysics and theoretical neuroscience. A successful applicant will be expected to mount an exciting research program, to participate in graduate and postdoctoral training, to teach in graduate and professional school courses, and to assume a position of leadership in UCSF's research and teaching programs in quantitative biology. The search will remain open until an appointment is made, but complete applications should be received by June 12, 2001, to ensure full consideration. Please send a curriculum vitae, reprints of one or two key publications, a two-page summary of past research and future goals, and have three letters of recommendation sent to:

Professor Lily Jan Chair, Quantitative Biology Search Committee Department of Physiology, Box 0444 513 Parnassus Ave, Room S-762 University of California

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Aptus Genomics, Inc., a pre-IPO genomics company located in Rockville, Maryland, is currently seeking talented individuals to join our dynamic research team. If you have an entrepreneurial spirit, and would enjoy the challenge of building a highly successful enterprise in a dynamic and exciting environment, we would like to speak with you about the following opportunity:

Scientist/Senior Scientist - GPCR Cell Biology/Protein Chemistry

Highly motivated scientist to develop systems for cell based assays of G-protein coupled receptors for the purpose of drug screening and lead compound optimization. Requires a PhD with 3-5 years of experience in GPCR cellular biology, pharmacology or related discipline. Demonstrated productivity and creativity is critical. Experiences in receptor ligand binding, second messenger assays, and assay validation are highly desirable. Ability to work independently as well as with other team members is essential.

Associate Scientists - Cell Biology and Protein Chemistry

Selected candidates will take part in selecting and preparing cell lines and recombinant proteins. Additional responsibilities include functional assays and cell line maintenance. Requires a BS/MS degree with 2 years of experience in cell biology or protein chemistry.

At Aptus we offer a very competitive compensation package including comprehensive benefits and generous stock options. Interested candidates should send their resume with cover letter to Recuiting@aptusgenomics.com, or Fax to (240) 453-9409. See our website at Aptusgenomics.com

Aptus Genomics, Inc. is an equal opportunity employer.

Postdoctoral fellowships and Research Associates

Postdoctoral fellowships and positions as Research Associates are available immediately in our NIH-funded research programs in Transfusion Medicine and Training Grants in Transfusion Medicine and Hemostasis/Thrombosis. Projects include the investigation of:

- (1) Modulation of human immune responses to auto- and alloantigens. Under the direction of Dr. D. Siegel (siegeld@mail.med.upenn.edu), antibody and peptide phage display technologies and antibody engineering are used to study the genetic and immunological properties of human pathogenic antibodies in the settings of autoimmune cytopenias, transfusion reactions, and hemolytic disease of the newborn and to develop novel methods to control their expression.
- (2) Pathogenesis of heparin-induced thrombocytopenia and thrombosis. Under the co-direction of Drs. D. Cines (dcines@mail.med.upenn.edu) and M. Poncz (poncz@email.chop.edu) the molecular basis of antigen expression, antibody development, and murine models of the disease will be explored.
- (3) Structure: function analysis of the urokinase receptor. Under the codirection of Drs. Cines and A. Higazi (higazi@mail.med.upenn.edu), the molecular basis of receptor function will be examined using a combination of biophysical approaches, protein expression libraries and transgenic mouse models of thrombosis, atherosclerosis and cancer.

Interested candidates with graduate and fellowship training in immunology, biochemistry, molecular or cell biology should send a cover letter and c.v. by email to the respective project leader or by Fav (215-573-2012) by Fax (215-573-2012).



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CNS NEUROBEHAVIOR Research Associates

These entry-level positions provide support in the development/validation of research models of psychoses and anxiety, testing *in vivo* models of anxiety, depression, and others. Requires a minimum AS/BS degree in Biology, Neuroscience, or Pharmacology and 0-2 years experience. Strong computer skills, including Word and Excel, and the ability to work on a team are necessary. Animal handling skills are preferred. Job Code: 1432/34-SCI

CNS MOLECULAR BIOLOGY Research Associates

Perform transfections of mammalian cells, establish stable cell lines, clone and characterize tissue distribution of selected genes, design experiments, and identify/characterize novel gene targets for psychiatric disorders. Requires a BS/MS in Molecular or Cell Biology, Biochemistry, or Genetics, with coursework in Neurobiology and 0-4 years experience. Molecular biology and recombinant DNA cloning techniques, PCR, FPLC, HPLC, Western blot analysis, and

computer analysis of DNA and protein sequences are required. Experience with TaqMan PCR, including design of primers and probes, and skills in baculovirus and heterologous expression systems (mammalian/yeast/bacterial) are preferred. Job Code: 1410/15/33-SCI

Opportunities also exist for Research Scientists in our CNS group.

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POSTDOCTORAL POSITION

SCHOOL OF MEDICINE

A postdoctoral position is available immediately to investigate the function of novel bHLH genes (Genes & Development (1997), 11: 20522065: Proc. Natl. Acad. Sci (2000) 97: 4058-4063) in mouse development by gene-knockout strategies. In addition, biochemical and molecular approaches are being used to study the mechanism of transcriptional regulation by these genes. Candidates should have a PhD degree and experience in molecular or developmental biology. Send CV and three letters of recommendation to Dr. Reshma Taneja, Department of Biochemistry and Molecular Biology, Box 1020, Mount Sinai School of Medicine, One Gustave L. Levy Place, New York, NY 10029-6574. Fax: (212) 860-9279. E-mail: Reshma.Taneja@mssm.edu.

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Employment opportunity in NJ

Merck Research Laboratories, a world leader in Biological and Pharmaceutical Research, attracts scientists who are on the cutting edge of modern biomedical, genetic, chemical, and scientific discoveries and have an unwavering dedication to research.

The Molecular Systems group is seeking creative, self-motivated individuals with exceptional interpersonal and problem solving skills to join our expanding scientific team in **Rahway, New Jersey**.

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APPLICATIONS MODELER

The successful candidate will be responsible for the design and optimization of novel drug candidates using advanced computational techniques. In addition to participating in Merck's medicinal chemistry and biology programs, the applicant will be expected to continue research in new areas of molecular modeling relevant to the drug discovery and development process.

ADME MODELER

The successful candidate will develop and utilize computational methods to model ADME properties. Skills in one or more of the following areas are an asset analysis of drug metabolism, absorption, or pharmacokinetics data, pharmacophore generation data and knowledge-base mining, protein sequence/structure analysis, homology modeling, protein-ligand docking and design, or combinatorial library design. Programming experience is highly desirable.

Candidates must have a Ph.D. in Chemistry, Biochemistry, Biophysics or equivalent. Strong communication skills along with the ability to work well in multidisciplinary teams are essential. Evidence of creative application of computational approaches to problems of biological or chemical interest is necessary.

We offer an excellent salary and comprehensive benefits program, including tuition reimbursement and one of the best 401(k) plans in the nation, as well as opportunities for personal growth. Please submit your resume and a cover letter indicating salary requirements to: AD #24, P.O. Box 2000, RY59-SW 100, Rahway, N.J 07065. Please indicate AD# in your correspondence. Only candidates considered for interviews will receive responses. No phone or agency calls please. We are an Equal Opportunity Employer, M/F/D/V.



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DIVISION DIRECTOR **Earth and Environmental Sciences Division**

The Associate Laboratory Director for Strategic and Supporting Research seeks a Division Director who will be responsible for the scientific leadership and management of the Earth and Environmental Sciences (EES) Division. The EES Division is comprised of approximately 300 employees and contractors and includes a multidisciplinary mix of science capabilities that include Advanced Sensors, Fluid Phenomena, Geomaterials, Predictive Modeling, Risk Assessment, and Seismic Studies. The Institute for Geophysics and Planetary Physics also resides in the Division. The Division Director will be responsible for providing scientific/technical leadership and line management of the Division, and ensuring the success of a multidisciplinary basic and applied research capability in atmospheric and solid earth phenomena important to national priorities in the areas of environmental quality, energy security, and national defense. Additional responsibilities are quality of research, workforce excellence, and increasing our effectiveness in program development and industrial partnering.

Requirements: Ph.D. degree in a scientific or engineering field relevant to EES Division and demonstrated success in line management of a scientific/technical division. You must also have experience in leading and strengthening an organization and in motivating its continuous improvement and achievement of goals, and be able to obtain a Department of Energy (DOE) "Q" clearance, which usually requires U.S. citizenship. Knowledge of the following areas is desirable: Laboratory, DOE, and other national and international programs of relevance to the Division's activities, and working with DOE sponsors in Nuclear Nonproliferation, Defense Programs, and Basic Energy Sciences.

A full description of the position can be found at http://www.hr.lanl.gov/worldview/jobs, Job #016634. For more information on the Earth and Environmental Sciences Division, visit our Website at http://ees.lanl.gov:80.

To Apply: Submit a comprehensive resume and cover letter that

addresses the specific required and desired criteria, referencing "Science016634", to the Resume Service Center, P.O. Box 1663, MS P286, Los Alamos, NM 87545.

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ASSOCIATE EDITOR

An editorial position for one of Science's online products is available for a Ph.D. scientist with research experience in the biological sciences and a broad range of interests. Applicants should have publications in peer-reviewed journals. Postdoctoral experience is preferred. This position offers an exciting opportunity to explore new uses of information technology and innovations in communicating science to audiences ranging from the professional scientist to students and educators to the general public. Interest in developing innovative approaches to electronic publishing and education is desired. Editors have varied responsibilities including identifying authors, selecting manuscripts for publication, writing, and editing content. Previous editorial experience is not required. This is a 1-year full-time position in our Washington, DC, office. Extension is possible contingent on continued grant support or other funding.

Applicants should send their curriculum vitae, a cover letter describing their qualifications and salary requirements, and contact information for three references to:

Human Resources Department, Suite #100 1200 New York Avenue, NW Washington, DC 20005

e-mail: HR-temp@aaas.org

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Biochemical Virology Lab



Conduct research for cloning of red blood cell receptor involved in malaria parasite invasion. Other duties as required. To qualify, you must have a MS Degree or Ph.D. Degree. Experience with protein purification, immuno-affinity purification and immuno-blot technique. Knowledge biology techniques; cDNA cloning, DNA & RNA blots; plasmid DNA preparation. Knowledge of cell culture techniques desirable.



RESEARCH ASSISTANT

Biochemical Virology Lab

You will characterize and clone blood group proteins. To qualify, you must have a BS/MS Degree. Expertise in molecular biology techniques including cDNA cloning, library screening, plasmid preparation, PCR and RNA/DNA blot hybridization. Cell culture experience is desirable.

We offer a competitive salary and benefits package. For immediate consideration, please submit resume indicating desired position above, with salary requirements to:

Email: asok_chaudhuri@ server.nvbc.org. Visit our website: www.nybloodcenter.org **New York Blood Center** EOE M/F/D/V

& Lindsley F. Kimball

Research Institute A Division of the New York Blood Center

The Department of Pharmacology & Physiology at New Jersey Medical School (NJMS) of UMDNJ seeks to fill TWO TENURE-TRACK FACULTY POSITIONS at the Assistant or Associate Professor levels. Research areas of particular interest include molecular mechanisms of carcinogenesis, phamacogenomics and secretory mechanisms. It is expected that candidates will have achieved national or international recognition for their research accomplishments. Established investigators should have vigorous, funded research programs. For information about the Department see www.umdnj.edu/phphweb.

NJMS is investing heavily in the basic sciences and in a strong research infrastructure. Faculty positions will come with competitive salary, startup package and research facilities. NJMS is located in the University Heights area of Newark, adjacent to Rutgers University, the New Jersey Institute of Technology, and the University Heights Science Park. It is also in close proximity to New York City, which offers extensive scientific and cultural amenities.

Review of applications will begin immediately. Applicants should send a CV, a short description of research interests and future plans, and have three letters of reference sent to:

Faculty Search c/o Andrew P. Thomas, Ph.D. Chair, Department of Pharmacology & Physiology New Jersey Medical School of UMDNJ 185 South Orange Ave. Newark, NJ 07103



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Labhead, Fellow or Below

The Pharmacology unit of Metabolic and Cardiovascular Diseases Research is responsible for the establishment of relevant pharmacological/disease model systems to evaluate potential drug candidates, with competencies concentrated in the areas of type 2 diabetes, diabetic complications, obesity, and hypertension. We are seeking a highly qualified life scientist with demonstrated evidence of creativity and the desire and ability to contribute to innovative drug discovery programs in the metabolic diseases area, with particular focus on type 2 diabetes and obesity. Candidates will be expected to possess the relevant *in vivo* and *ex vivo* pharmacology skills necessary to validate animal models of diabetes, to profile new candidate drug molecules, and to interpret and translate the therapeutic relevance of findings in a multidisciplinary program team setting. The capacity and enthusiasm to develop viable concepts for new programs and to lead them from preliminary evaluation to full implementation will be the primary consideration for appointment.

Qualifications include a Ph.D. in one of the life sciences, with expertise in in vivo physiology or pharmacology and at least 4 years' postdoctoral experience gained in a cutting-edge environment, in an area relevant to metabolic or endocrine diseases. Must possess a demonstrated record of creativity and achievement, evidenced by a high-quality publication record and peer-group recognition, and a strong desire to apply this background to contribute to drug discovery for metabolic diseases (particularly type 2 diabetes). Requisition #8826AD.

Sr. Scientist – Medicinal Chemistry

Incumbent will be responsible for the design and synthesis of novel organic compounds as potential drugs within the Arthritis and Bone Metabolism Research area. Additionally, you will participate on multi-disciplinary program teams, and supervise a chemistry lab including 1-2 chemists.

Qualifications include a Ph.D. in Synthetic Organic Chemistry with at least 2 years' of postdoctoral experience. Additional experience in bioorganic chemistry, computer modeling, medicinal chemistry or combinatorial chemistry would be useful. Requisition #9700AD.

Postdoctoral Fellow

We are seeking a Postdoctoral Fellow who has specialized in protein mass spectrometry to be responsible for developing technology to analyze complex mixtures of proteins for differential analysis using alternative techniques to 2D gels. Strong experience in the application of mass spectrometry to protein characterization using LC-MS to analyze complex protein mixtures is desired. Requisition #9780AD.

Sr. Scientist NMR

In this position, you will head the analytical NMR laboratory and will be responsible for supervising the work of Master/Bachelor level NMR personnel. The successful applicant will be expected to apply a variety of state-of-the-art NMR-based techniques to support drug discovery and development efforts. Responsibilities will also include maintaining a high standard and quality of both core services and open-access NMR services, as well as providing leadership by keeping the analytical NMR area current with modern trends in the NMR field that are relevant to the NMR laboratory's function.

Qualifications include a Ph.D. in Chemistry, or a related field, and extensive handson experience using NMR for structure elucidation of small molecules. Strong
communications skills and 3+ years' managerial experience in an industrial drug
discovery setting will also be required. A broad knowledge of NMR techniques,
such as LC-NMR, MAS-NMR, high throughput NMR and their application, and
experience with computer-aided structure elucidation tools such as ACD is highly
desirable. Requisition #8803AD.

Postdoctoral Fellow

Our research center investigates aspects of carbohydrate metabolism in relation to type 2 diabetes. The postholder will implement and apply the glucose clamp procedure in combination with 13C and 31P-MRS to explore muscle and hepatic glucose metabolism in a unique model of insulin resistance (monkey). Applicants with a strong background in in vivo NMR spectroscopy and an interest for carbohydrate metabolism are encouraged to apply. Basic facilities include a 3 Telsa/60 cm Bruker platform. Laboratory projects are aimed towards increasing utility of MR spectroscopy in regard to drug profiling. Requisition #9753AD.

Postdoctoral Fellow

Incumbent will investigate the expression and function of novel GPCR's and ligand gated channels in chondrocytes and synoviocytes. Experimental systems include assessment of gene and protein expression levels, intracellular signaling measurements, and cell-based functional assays. The project is a collaborative effort with Functional Genomics (US) and NS-Chronic Pain Unit (London). Publication of novel results and participation in external meetings is highly encouraged. Requisition #9779AD.

All Postdoctoral Fellow applicants should have a Ph.D. and experience appropriate to the position; Bioinformatics experience is desirable for all candidates; some positions will require English/German language skills.

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Please e-mail your resume as a 'Microsoft Word' attachment to: rd@recruitmentsolutions.com. Include in your e-mail message the following information:

1. In the subject area and in the main copy of your e-mail, reference the requisition # (4 digit req #) for sorting purposes. 2. In a brief note or cover letter, indicate where core competencies align with requisition.

As an alternate method of submission, fax your resume and cover letter to: 800-343-8850. If you would like to know more about openings available at Novartis, please visit our website at: **www.joinnovartis.com.** We are equal opportunity employers M/F/D/V.



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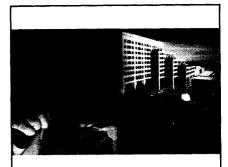
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THERAPEUTIC ANTIBODY **DISCOVERY, BIOLOGIST**

Seeking an outstanding scientist to participate in the discovery and characterization of therapeutic antibodies in a variety of clinical indications. Bachelor's or master's degree in biology or a related field; a background in immunology, cell biology, or a related discipline; and experience with the development of cell-based and biochemical assays required. Please refer to this position and code ADSCMTADB when applying on-line.

SENIOR SCIENTIST, PROTEIN ENGINEERING/ **MOLECULAR BIOLOGY**

The Protein Optimization Team is a discovery research group designed to address issues concerning the development of protein/peptide therapeutics through the use of protein engineering. Requirements include a Ph.D. and 2-4 years' postdoctoral or industrial experience using molecular biology to explore the structure/function relationships of proteins. Please refer to this position and code ADSCMSPEMB when applying on-line.

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- Director of Proteomics
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www.illumina.com



ANNOUNCEMENT OF POSITION AVAILABILITY Requisition #20018352



Department:

Carlsbad Environmental Monitoring & Research Center

Position Title:

Director July 1, 2001

Effective Date: Salary:

Commensurate with qualifications

Qualifications:

Applicants must have a Ph.D. in a discipline related to the CEMRC primary program areas, 10 years of related experience, prefer 5 years of experience in management of multidisciplinary technical organizations and 5 years of direct research experience resulting in multiple publications in peer-reviewed literature, evidence of successful grantsmanship and recent experience in sponsored project administration in academic institutions. A background in chemistry and radio-

logical sciences is preferred.

Job Description:

The Director will serve as the Chief Executive Officer of the Center, handling administrative planning, day-to-day operations, and supervision of staff. The Director will serve as liaison with government agencies, industry and the public and will be responsible for overall management of scientific/technical program,

facilities, operation and budget.

Benefits Offered:

Group medical and hospital insurance, group life insurance, long-term disability insurance, state educational retirement, worker's compensation, sick leave, an-

nual leave and unemployment compensation.

Application:

Please include letter of application, resume, transcript of courses leading to Ph.D., and a list of three references. We will start reviewing applications on June 4, 2001 and will continue until the position is filled. For a complete description

of the position, please refer to www.nmsu.edu. For additional information on the CEMRC: please refer to www.cemrc.org.

Reply to:

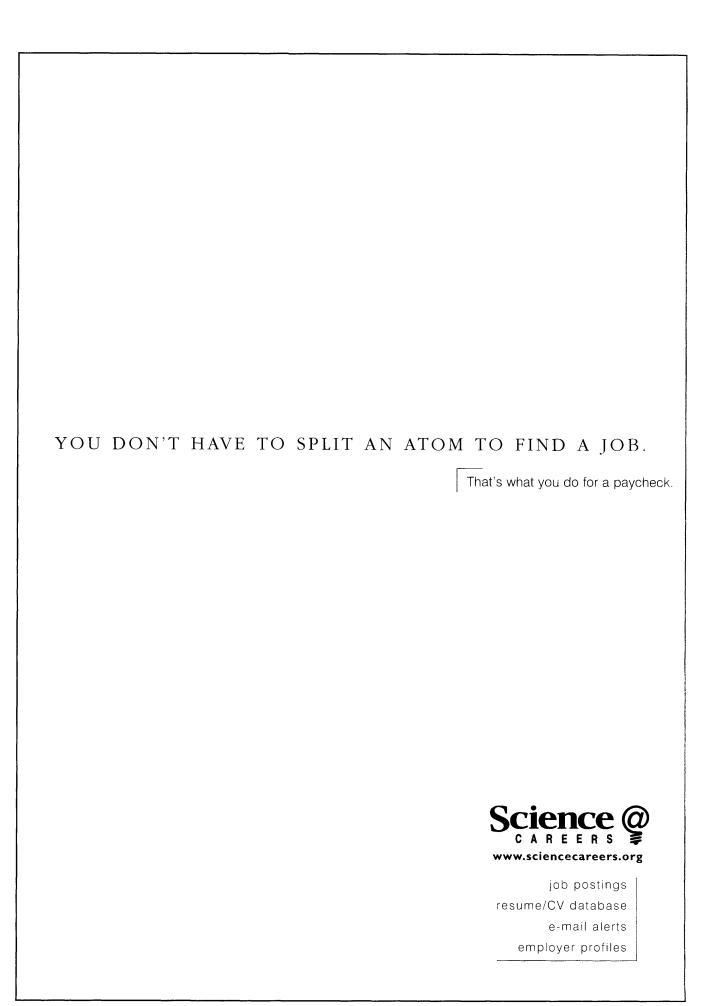
Dr. Richard G. Hills, Associate Dean/Director

NMSU College of Engineering

Box 30001, MSC 3449 Las Cruces, NM 88003

Offer of employment contingent upon verification of individual's eligibility for employment in the Unites States

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Faculty Position in Developmental Neurobiology

An Assistant Member position is available in the Department of Developmental Neurobiology at St. Jude Children's Research Hospital (SJCRH). Preference will be given to applicants with research programs that complement the Department's existing strength in mammalian neurodevelopment. In particular, investigators studying neuronal stem cell biology are encouraged to apply. It is anticipated that successful applicants will have graduated within the past five years and have already achieved recognition through high profile publications.

SJCRH offers a very competitive package for incoming junior faculty. This includes: salaries for the investigator and their personnel; new laboratory space; as well as startup and continuing support for equipment and consumables. In addition, appointees have access to a range of institutional core facilities for protein and nucleic acid chemistry, microarray facilities, gene knock-out and transgenic technologies. The Department is already well equipped for most aspects of anatomy and histology, cell and molecular biology, transgenics and electrophysiology.

There are presently seven faculty members in Developmental Neurobiology with the following research interests:

Tom Curran (Chairman)

- Molecular basis of neurodevelopment Jim Morgan (Co-Chairman)
- Neuronal death and regeneration Richard Smeyne
- Molecular models of neurodegenerative disease
- Glutamate signaling in cerebellar plasticity Suzanne Baker
- Aberrant signal transduction in tumorigenesis Jian Zuo
- Genetics of hearing and vision Cornelia Kurschner
- PDZ proteins and neuronal function

Those interested in joining this multidisciplinary department should arrange to have their CV, a brief research proposal and three letters of recommendation sent to: The Developmental Neurobiology Search Committee, Attention: Ms. Carol Jacks/JOB CODE: F1228, St. Jude Children's Research Hospital, 332 N. Lauderdale St., Memphis, TN 38105-2794.

SJCRH is an equal opportunity employment/ affirmative action employer.



UNITED ARAB EMIRATES UNIVERSITY FACULTY OF MEDICINE AND HEALTH SCIENCES

The Faculty of Medicine and Health Sciences, United Arab Emirates University, invites applications for the following positions:

Senior Technician/Laboratory (Department of Pathology) - Grade 3 REF: NF41

Qualifications and Experience

- B.Sc. degree and professional qualification.
- At least eight years experience in a research/diagnostic environment, of which a minimum of five years at Senior Technician level in histopathology (FIBMS-UK or equivalent).
- Ability to work independently on specific research projects as directed by faculty.

Senior Technician/Laboratory (Department of Pathology) - Grade 3 REF: NF42

Qualifications and Experience

- B.Sc. degree and professional qualification.
- At least eight years experience in a research/diagnostic environment, of which a minimum of five years at Senior Technician level in clinical chemistry and hematology (FIBMS-UK or equivalent).
- Ability to work independently on specific research projects as directed by faculty.

1st Specialist/Laboratory (Electron Microscopy) - Grade 5 REF: NF44

Qualifications and Experience

- Masters Degree in a Biological Science or equivalent with a minimum of eight years experience, six years of which are in a routine electron microscopy laboratory with hands-on experience of electron microscope operation.
- Provide support for both SEM and TEM equipment.
- Will be actively involved in current on-going research projects of the Faculty and practical demonstration to undergraduate medical students. At the present time the opportunity to develop personal independent research will be limited.
- Excellent communication skills are required.

In addition to the basic salary, increments and allowances are granted according to the regulations of the University. The following general conditions apply:

- Applications should be in English, or in English and Arabic, accompanied by a comprehensive curriculum vitae, complete name, full address, present job, photocopies of passport, academic and experience certifications, reference number and title of the position applied for, and a cover letter confirming interest and suitability for the position.
- Applications should be submitted within two weeks from the date of publishing this advertisement.
- Fluency in English is essential; ability to communicate in Arabic highly advantageous.
- Incomplete applications or applications received after the deadline will not be considered.
- Only short-listed candidates will be contacted further.
- Address applications to:

Faculty of Medicine and Health Sciences UAE University Office of Personnel P O Box 17666, Al Ain, United Arab Emirates Fax No.+971 3 7672001

Web site at http://www.fmhs.uaeu.ac.ae

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FACULTY SEARCH

The University of California, San Francisco (UCSF), Department of Physical Therapy and Rehab Science invites applications for a faculty position in the In-Residence series as Assistant Professor in Residence. Successful candidates will nursue neuroscience research, teach 1-2 courses in the UCSF/SFSU Graduate Program in Physical Therapy master's program and collaborate with current faculty to initiate a pending post-professional doctorate in P.T. Science. Minimum qualifications include a PhD or equivalent, 3-5 years experience directing neuroscience research including the ability to obtain extramural funding, preparation to teach neuroscience, kinesiology, and/or research, strong interpersonal skills, effective teaching skills, and a record of collaborative working relationships. Please send letter of interest, CV and 3 letters of reference to: Search Committee Chair, c/o Lisa Gerick, Department of Physical Therapy and Rehabilitation Science, Box 0736, UCSF, SF, CA, 94143-0736. Fax: 415-502-0323. Open until

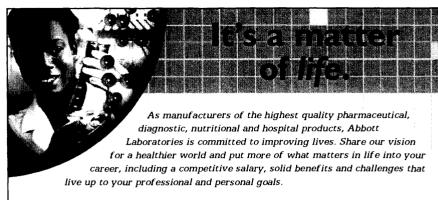
UCSF is an affirmative action/equal opportunity employer. The university undertakes affirmative action to assure equal employment opportunity for underutilized minorities and women, for persons with disabilities, and for Vietnam-era veterans and special disabled veterans.



University of California San Francisco

Basic Research and Clinical Gastroenterology Fellowship at UCLA

STAR (Subspecialty Training and Advanced Research) is a flexible Program, based in the Department of Medicine, UCLA School of Medicine, designed to promote academic careers for physicians with or without a PhD. Basic research is combined with clinical fellowship training leading to a PhD degree and subspecialty certification. Physicians who have already obtained a PhD degree perform post-doctoral research and receive clinical training leading to subspecialty certification. Clinical Fellowship will be at the Division of Digestive Diseases (www.ddc.med.ucla.edu) of the Department of Medicine. Basic research training leading to a PhD is also available at this Division in a variety of research areas including gastrointestinal signaling and cancer, neuroscience, and GI outcomes. Interested candidates (U.S. citizens or permanent residents) should send a CV, an introductory letter containing a brief description of research and clinical experience, and contact information for three references to: Drs. E. Rozengurt and/or D. Jensen, UCLA School of Medicine, Division of Digestive Diseases, 900 Veteran Avenue, Warren Hall, Room 11-124, Los Angeles, CA 90095-1786. Fax: 310-267-2399. Email: erozengurt@mednet.ucla.edu.



Molecular Biologist

A position is available in Abbott Park, IL, for a molecular biologist with extensive experience in the cloning and expression of proteins in bacculovirus. The successful candidate will also be knowledgeable in protein purification and have experience working on kinases. A Ph.D. and two or more years of postdoctoral training is required, along with a strong commitment to drug discovery.

Please refer to AD CODE: 3032HS/AD/SCIN when applying.

Follow your aspirations to Abbott for diverse opportunities, competitive salaries, great benefits, a 401k retirement savings plan, a company paid pension plan and growth and stability to build your future. For immediate consideration, please email your resume to jamie.stacey@abbott.com and success@abbottcareers.com or forward it to: Abbott Laboratories, P.O. Box 549251, Suite 204, Waltham, MA 02454-9251. Please include the position's Ad Code in your email subject line and on all written correspondence. For more information, visit our website at www.abbott.com.



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MOLECULAR BIOLOGY AND GENETICS

Professor(s) - Tenure Track

The Dental Research Center (DRC) at the University of Medicine and Dentistry of New Jersey invites applications for tenure-track faculty position(s) at the Professor level. Two positions are available one, or both, at the Professor level, and/or one at a more junior level. Applicants who have a previous record of funding or publications in the area of oral biology will be seriously considered. High quality applicants working in an area of molecular biology related to genetics and/or genomics of oral microbes or host susceptibility to oral agents are encouraged to apply.

Our Genome Research Center is looking for individuals who will provide leadership & vision that will result in discoveries in either pathogenesis and/or host susceptibility to oral disease. This person will be asked to develop & supervise scientific projects, manage high-throughput facilities, troubleshoot production issues, & establish goals designed to place the DRC in the forefront of genome sequencing. The applicant should have a Ph.D. in Biology or a related field & a min. of 10 yrs. of exp. in an academic environment. Applicants should have developed & overseen grant applications & should be a recognized leader in the field of genetics.

The successful candidate will be expected to develop an innovative, internationally competitive research program, supported by external funding. In addition the candidate will be expected to contribute to the Department's graduate & undergraduate research & teaching programs. Furthermore the applicant should have the capability of developing new robotic & biochemical technologies to support a variety of Center projects.

We offer competitive salaries & excellent benefits. UMDNJ is an equal opportunity, affirmative action, equal access employer & especially encourages applications from minorities, women & persons with disabilities. Please send resumes to: Dr. Daniel H. Fine, Director, Dental Research Center, 185 S. Orange Ave., MSB C-636, Newark, NJ 07103. E-mail: finedh@umdnj.edu



FACULTY POSITION AUDITORY/VESTIBULAR NEUROSCIENCE

The Oregon Hearing Research Center at Oregon Health and Sciences University is seeking a faculty member in auditory/vestibular neuroscience. Special consideration will be given to those candidates with research emphases in molecular and cellular approaches to ear development/regeneration/function, molecular genetics of hearing, or inner ear diseases, aging processes, homeostatic mechanisms, or functional morphology. We actively encourage applications from candidates trained in other fields who are developing research programs in the auditory and vestibular neurosciences. Requirements: Ph.D. or equivalent, three years of postdoctoral experience, record of peerreviewed publications, and funded or fundable research program. Appointment is available at the AS-SISTANT, ASSOCIATE, or PROFESSOR level. Salary and rank will be commensurate with qualifications and experience. Submit a statement of research interest, curriculum vitae, and names of three references to

Alfred L. Nuttall, Ph.D., Director Oregon Hearing and Research Center, NRC4 Oregon Health Sciences University 3181 S.W. Sam Jackson Park Road Portland, OR 97201-3098

by August 30, 2001, although the search will continue until position is filled. OHSU is an Equal Opportunity/Affirmative Action Employer.

ASSISTANT/ASSOCIATE PROFESSOR Immunology, Viral Immunology

The Department of Molecular Microbiology and Immunology in the St. Louis University School of Medicine has a 12-month, tenure-track position available at the Assistant or Associate Professor level. The Department has active research programs in molecular virology, viral pathogenesis, vaccine development, and cancer gene therapy (website: http://medschool.slu.edu/mmi/). It seeks to expand its experities in immunology including but not limited to genomics approaches. The candidate must have the Ph.D. or M.D. degree as well as postdoctoral experience. He/she will be expected to develop and maintain a strong externally funded research program and to teach medical and graduate students. Excellent laboratories, start-up funds, and salaries will be provided. St. Louis is a center of biomedical research.

Applicants should send their curriculum vitae, names of three references, and a brief description of research interests to: Dr. William Wold, Professor and Chairman, Department of Molecular Microbiology and Immunology, Saint Louis University School of Medicine, 1402 South Grand Boulevard, St. Louis, MO 63104. E-mail: woldws@slu.edu.

Saint Louis University is a Catholic Jesuit institution dedicated to education, research, and health care. Saint Louis University is an Affirmative Action/Equal Opportunity Employer and encourages nominations of and applications of women and minorities.

The Department of Pharmacology and Toxicology on the Medical College of Virginia campus of Virginia Commonwealth University seeks applications for a collateral RESEARCH ASSOCIATE. Primary responsibility will be to conduct immunotoxicological research on the ability of drugs and chemicals to induce hypersensitivity. Will also teach immunotoxicology to graduate and professional students. Candidate must have a Ph.D. in a biomedical science (especially pharmacology, toxicology, microbiology, or immunology) and documented work in the field of hypersensitivity. Send curriculum vitae; statement of interests; and list of three references by June 20, 2001, to: Search Committee (F0851), P.O. Box 980613, Richmond, VA 23298-0613. Position description available. Virginia Commonwealth University is an Equal Opportunity/Affirmative Action Employer and encourages women, minorities, and persons with disabilities to apply.

POSITIONS OPEN

Wayne State University

TENURE-TRACK INVESTIGATOR NEUROBIOLOGICAL RESEARCH

The Department of Anesthesiology at the Wayne State University School of Medicine is seeking a tenure-track faculty member to develop a nationally competitive program of neurobiological research. The ideal applicant will be an independent, cutting-edge researcher willing to collaborate in ongoing programs in other departments within the School and to participate in mentoring medical students, residents, and graduate students. The University is strongly positioned to support the growth of this research effort. NSF currently ranks WSU School of Medicine 24th in the nation in total research and development expenditures.

Ph.D. is required. Current NIH funding is preferred. Competitive edge and start-up funding is available.

To inquire, please send curriculum vitae with a cover letter describing your current research interests and past research accomplishments to: Professor H. Michael Marsh, M.B., B.S., Department of Anesthesiology, 4201 St. Antoine Boulevard, DRH/UHC Annex 2T, Detroit, MI 48201. E-mail: hmarsh@med.wayne.edu.

WSU is an Equal Opportunity/Affirmative Action Employer.

PHYSIOLOGIST

The Department of Biology, Seton Hall University, invites applications for a term contract at the ASSIST-ANT PROFESSOR level to begin in the fall of 2001. Applicants must have a Ph.D. in physiology/pharmacology or equivalent field and research interests in the areas of system physiology and/or molecular pharmacology. Postdoctoral experience would be additionally valued. Responsibilities will include teaching a combination of undergraduate- and Master's-level courses in their area of specialty.

Send curriculum vitae; teaching experience; description of research interests; and names of three references on or before June 15, 2001, to:

Dr. Sulie L. Chang Associate Professor and Chair Department of Biology Seton Hall University Code: F-01041042 400 South Orange Avenue South Orange, NJ 07079 E-mail: changsul@shu.edu

Seton Hall University is an Equal Opportunity/Affirmative Action Employer.

IMMUNOTOXICOLOGIST TENURE-TRACK POSITION University of Montana

The Department of Pharmaceutical Sciences is seeking applications for an Immunotoxicologist at the ASSOCIATE PROFESSOR level with expertise in molecular mechanisms of metal-induced alterations of immune function. The successful candidate will be a core member of the Center for Environmental Health Sciences (website: www.umt.edu.cehs) within the Department. A competitive start-up package is available. Requirements are a Doctoral degree, strong record of research accomplishments including active research funding, and teaching interest. Send letter of application, curriculum vitae, statement of research goals and teaching interests, and three letters of reference to: Andrij Holian, Chair, Immunotoxicology Search Committee, Department of Pharmaceutical Sciences, The University of Montana, Missoula, MT 59812. Telephone: 406-243-4018; FAX: 406-243-2807. Screening of applications will begin May 15, 2001, and continue until the position is filled. Equal Opportunity/Affirmative Action Employer.

POSITIONS OPEN

OPEN RANK TENURE-TRACK FACULTY POSITIONS

Department of Pharmacology and Experimental Therapeutics Louisiana State University Health Science Center New Orleans

The Department of Pharmacology and Experimental Therapeutics at the Louisiana State University Health Sciences Center in New Orleans (website: http://www.medschool.lsuhsc.edu/phar) is in an active phase of growth and expansion and is inviting applications at all faculty ranks. During the initial phase of expansion, we plan to fill three tenure-track positions. Faculty with expertise in molecular pharmacology, genomics, cell biology, or computational biology related to cell signaling will be recruited. This is part of a broad effort to build upon the breadth and diversity of functional model systems within the Department. Areas of focus in the Department include cardiovascular biology and neuroscience, with additional strengths in drug and alcohol abuse and cancer/toxicology. Excellent opportunities for collaborative interdisciplinary research also exist through LSU Centers of Excellence in Neuroscience, Cardiovascular Biology, Oral Biology, and Cancer and Genetics, as well as the Louisiana Gene Therapy Research Consortium and the Pennington Biomedical Research Institute. The successful candidate will have a demonstrated ability or potential to establish an externally funded research program, to train graduate students/Postdoctoral Fellows, and to participate in the teaching activities of the Department. Qualified individuals should send their curriculum vitae, reprints of three publications, a statement of current interests and future goals that emphasize how their interests might complement the existing strengths of the Department or Centers of Excellence, and addresses of three references. Please send these by mail to: Stephen M. Lanier, Ph.D., Chair of Pharmacology, 1901 Perdido Street, Box P7-1, New Orleans, LA 70112-1393. E-mail: pharmacology@ Isuhsc.edu. LSUHSC is an Affirmative Action/Equal Employment Opportunity Employer.

TECHNICAL DIRECTOR Functional Genomics Protein Laboratory Virginia Commonwealth University

Position available immediately for Technical Director who will maintain and operate MALDI mass spectrophotometer and robotic sample preparation apparatus for members of the Functional Genomics Program, a multidisciplinary group focused on cancer and cancer-related problems. Additional tasks include participation in 2-D gel electrophoresis analysis and development of new protocols. A Master's degree in chemistry, biochemistry, or related discipline is preferred. Several years of experience or a Ph.D. in lieu of experience is desired. Prior experience with analytical instrumentation is preferred. Submit State of Virginia applications to: VCU Human Resources, P.O. Box 880-67, Richmond, VA 23298-0067, FAX: 804-827-1472. Equal Opportunity/Affirmative Action. Women, minorities, and persons with disabilities encouraged to apply.

NEUROSCIENCE/NEUROANATOMY IN-STRUCTOR. The Department of Basic Medical Science invites applications from individuals qualified to direct a neuroscience course and teach in a laboratorybased neuroanatomy course for medical students. Candidates should have a Ph.D. or equivalent degree in a field relevant to this instruction. The position is not in the tenure track, and academic rank and salary will depend upon qualifications. Send curriculum vitae and have three references sent to: Chris Papasian, Ph.D., Chair, BMS, UMKC School of Medicine, 2411 Holmes Street, Kansas City, MO 64108. Applications by e-mail will be accepted (e-mail: papasianc@umkc.edu). The University of Missouri-Kansas City is an Affirmative Action/Equal Opportunity Employer Institution.

A Place With Vision.

Manager, In Vivo Pharmacology Glaucoma (Intraocular Pressure) Screening

- Daily management of glaucoma (intraocular pressure) sub-group within in Vivo Pharmacology Screening
- Hands-on expertise in established IOP and mechanism models
- Development of new In Vivo models to support qualification of new project candidates
- *Reporting sub-group status and output at appropriate internal meetings
- Evaluate performance of technical personnel

Oualifications:

- Ph.D. in Pharmacology preferred with postdoctoral research experience in ocular pharmacology
- Expertise in intraocular pressure theory and models
- Five to 10 years' supervisory experience is a plus

Please forward your resume and salary requirements to: bryan.debenport@alconlabs.com



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POSTDOCTORAL FELLOWSHIP OPPORTUNITIES

THE BLOOD CENTER OF SOUTHEASTERN WISCONSIN

The following postdoctoral fellowships are available at the Blood Research Institute of The Blood Center of Southeastern Wisconsin:

Immune Regulation Laboratory

Laboratory of Gian Paolo Visentin, M.D. Studies involve the pathogenesis of heparin-induced thrombocytopenia and thrombosis at the molecular immunology level. Other ongoing studies are on the biological mechanisms associated with the ability of naturally occurring molecules, of inhibiting endothelial cell proliferation, and angiogenesis. A strong background in cellular immunology, molecular biology, and cell cycle is desirable. For more information, see http://www.bloodctrwise.org/research/faculty/Visentin/visentin.html

Vascular Biology Research

Laboratory of Drs. Peter J. and Debra K. Newman. Projects exist in the fields of (1) molecular mechanisms of integrin activation and cell adhesion, and (2) protein tyrosine kinase-dependent signal transduction pathways and their regulation by protein tyrosine phosphatase-binding inhibitory receptors. For more information, see http://www.bloodctrwise.org/research/faculty/Newton/newton.html

Receptor Signaling Laboratory

Laboratory of Demin Wang, Ph.D. Studies involve the signal transduction of cytokine receptors and immunoglobulin superfamily of receptors (TCR, BCR, and FcR) in gene knockout mouse models (Immunity, 13:25-35, 2000; EMBO J. 19:392-399, 2000; Cell 93:385-395, 1998). Experience in molecular biology, cellular immunology, or protein purification are desirable. For more information, see http://www.bloodctrwise.org/research/faculty/Wang/wang.html

Fibrinogen Research and Transgenic Animal Research Laboratories

Laboratories of Michael W. Mosesson, M.D. and Hartmut Weiler, Ph. D. Studies involve development of a murine model to probe the role of thrombin binding regions in human fibrin on in vivo thrombotic potential. There is an opportunity to gain an integrated experience in mechanisms of human thrombotic diseases, genetic engineering, molecular biology, protein chemistry, electron microscopy, and immunology. For more information, see http://www.bloodctrwise.org/research/faculty/Mosesson/mosesson.html and http://www.bloodctrwise.org/research/faculty/Weiler/weiler.html

Located adjacent to the Medical College of Wisconsin on the Milwaukee Regional Medical Center campus, The Blood Research Institute is an internationally recognized leader in blood-related research. Please submit a CV and cover letter detailing prior training and specific research interests to the Human Resources Dept., The Blood Center, PO Box 2178, Milwaukee WI 53201-2178.

For more complete information, please visit our web site at http://www.bloodcenter.com/



ASSISTANT/ASSOCIATE PROFESSOR DEPARTMENT OF PHYSIOLOGY

Tenure-track, 12-month, state-funded position as ASSISTANT/ASSOCIATE PROFESSOR. Projected start date is January 1, 2002. This position is revised and readvertised. Applicants must have Doctoral degree, training or experience in cell and molecular biology, and two years or more of postdoctoral experience. Seeking an excellent Scientist who will complement our existing strengths in the biology of the vascular wall, neural control of the cardiovascular system, membrane ion transport, and epithelial cell biology. Current faculty research involves cellular, molecular, and systems-oriented approaches. Potential to develop and sustain a strong, extramurally funded, independent research program is an important selection criterion. Teaching responsibility limited to team-taught course in medical physiology. Collaboration opportunities exist throughout the College and Cardiovascular Research Institute in areas of neurocardiology, atherosclerosis, and cancer in a growing research community. Ample start-up package, excellent benefits, and competitive salary. College is nestled in the beautiful, scenic Appalachian Mountains

Candidates should send a letter, curriculum vitae, and names of three references by August 1, 2001. Review of applications will begin immediately and continue until position is filled. Dr. William L. Joyner, Professor and Chair, Department of Physiology, James H. Quillen College of Medicine, East Tennessee State University, Box 70576, Johnson City, TN 37614-1708. Telephone: 423-439-4729; e-mail: joynerw@etsu.edu. Equal Opportunity Employer/Affirmative Action.

The Division of Neonatology of the Department of Pediatrics of Children's Hospital of Philadelphia is seeking to fill a RESEARCH ASSISTANT PROFESSOR position. The primary responsibilities are to develop both an externally funded research program and collaborative research projects in the area of nitric oxide biology, chemistry, and interactions with blood elements and hemoglobin as well as novel approaches for improving nitric oxide inhalation therapies. The successful candidate is also expected to participate in laboratory training of neonatology Fellows.

Qualified applicants must have a Ph.D. or equivalent degree and three years of postdoctoral training. Applicants are invited to submit a brief statement of research interests, curriculum vitae, representative reprints, and name and addresses of three references to:

Roberta Ballard, M.D.
Professor and Chief
Division of Neonatology
Children's Hospital of Philadelphia
34th and Civic Center Boulevard
Philadelphia, PA 19104
Telephone: 215-590-1653
FAX: 215-590-6367
E-mail: ballard@email.chop.edu

FACULTY POSITION IN PHYSIOLOGY TULANE

Applications are invited for a tenure-track appointment at the rank of ASSISTANT PROFESSOR. Candidates should hold the Ph.D. or M.D. degree, have a record of excellence in research, and be committed to academic programs in medical and graduate education. Research areas marked for expansion include but are not limited to cardiovascular-renal, cellular/molecular, membrane/transport physiology, and functional genomics. The successful applicant will be expected to develop an independent, extramurally funded research program. Send curriculum vitae, a brief statement of research interest, copies of representative publications, and the names of three references to: Dr. L. Gabriel Navar, Chairman, Tulane University Health Sciences Center, School of Medicine, Department of Physiology SL-39, 1430 Tulane Avenue, New Orleans, LA 70112. We will accept applications until a qualified applicant is found. Tulane University is an Affirmative Action/Equal Opportunity Employer, and qualified women and minorities are encouraged to apply

POSITIONS OPEN

HIV MOLECULAR MECHANISMS

POSTDOCTORAL POSITION available to investigate the structure and function of the HIV-1 Rev protein and the mechanism of its multimeric assembly on RNA. Candidates with a commitment to excellence and an interest in multidisciplinary research combining molecular biology, biochemistry, and genetics are encouraged to apply. See Jain and Belasco, Mol. Cell 7:603-614, 2001. Website: http://saturn.med.nyu.edu/groups/BelascoLab/. Send curriculum vitae, a brief summary of research experience, and the names of two references to: Dr. Joel Belasco, Skirball Institute, New York University School of Medicine, 540 First Avenue, New York, NY 10016.

NMR POSITION BIOPHYSICAL CHEMISTRY GROUP

The University of Lethbridge is currently in a growth phase and is looking to enhance its capabilities in the area of biophysical chemistry or more specifically in the area of protein structure and function. Towards this end, the Department of Chemistry and Biochemistry has recently been successful at establishing an Alberta Heritage Foundation for Medical Research (AHFMR)-funded protein X-ray crystallography facility and, in collaboration with the Department of Physics, has also secured funds from the Alberta Networks Proteomics Initiative for a 500 MHz widebore NMR spectrometer. An individual who excels in the application of NMR spectroscopy to the elucidation of protein structure and function represents the next step in the continued growth of an emerging Biophysical Chemistry group. The University of Lethbridge is one of five western universities participating in the Prairie Genome Program.

The Faculty of Arts and Science is searching for an individual to nominate as an AHFMR SCHOLAR in the area of nuclear magnetic resonance spectroscopy. Heritage Medical or Health Scholar Awards are given for five-year terms and provide contributions towards salary and benefits. Scholarship holders are required to place an emphasis on their research activities. These aims are supported by significant course load reductions. Details of the AHFMR Scholarships may be obtained from website: www.ahfmr.ab.ca.

The University aspires to hire individuals who demonstrate considerable potential for excellence in research, scholarship, and teaching and especially those who have well-established programs of research. The successful applicant will apply for funding from AHFMR and, if successful, there may be a possibility of establishing (subject to budgetary approval) a continuing position. For more information about the University, please visit our website: www.uleth.ca or the Department of Physics or the Department of Chemistry and Biochemistry websites: home.uleth.ca/phy/ or home.uleth.ca/chm/ respectively.

Applications should include current curriculum vitae, transcripts, publication reprints or preprints, a statement of research interests, and the names of at least three references. Please arrange for this material and three letters of reference to be sent to:

> Dr. D. Siminovitch, Chair The Department of Physics The University of Lethbridge 4401 University Drive Lethbridge, Alberta TIK 3M4 Canada

Telephone: 403-329-2359; FAX: 403-329-2057; e-mail: siminovitch@uleth.ca

The closing date for applications is June 8, 2001. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent resident of Canada. The University of Lethbridge respects, appreciates, and encourages diversity. The University is an Equal Opportunity Employer and offers a nonsmoking environment.

POSITIONS OPEN

ASSOCIATE/FULL PROFESSOR of psychology, Department of Psychology, University of Hawaii at Manoa. General funds; full time; tenure track to begin approximately August 2002. Duties: Teach classes in behavioral neuroscience and assist in the development of a cross-disciplinary neurosciences program, conduct an active program of scholarly research, and seek and maintain federal funding for research programs. Minimum qualifications: Associate: Ph.D. in behavioral neuroscience or related field, four years in rank of Assistant Professor or equivalent, proven ability in teaching and research in psychobiology. Professor: same as Associate Professor plus four years in rank of Associate Professor or equivalent as well as maintaining an internationally recognized, funded research program in this field. Desirable qualifications: research interests complementing those of current faculty. Expertise in a variety of cellular and molecular techniques relevant to behavioral neuroscience; teaching or administrative experience in development of cross-disciplinary teaching programs in neuroscience. Minimum annual salary: Associate: \$43,824; Professor: \$53,316. Salary commensurate with level of experience. To apply: Send application letter, curriculum vitae, statement of research interests, recent reprints, and three letters of recommendation to: Robert J. Blanchard, Chair of Search Committee, Department of Psychology, University of Hawaii at Manoa, 2430 Cam-pus Road, Honolulu, HI 96822. Inquiries: email: blanchar@hawaii.edu; Telephone: 808-956-8004. Closing date: November 5, 2001. The University of Hawaii is an Equal Opportunity/Affirmative Action Employer. Women, members of minority groups, veterans, and persons with disabilities are encouraged to apply.

TUMOR IMMUNOLOGIST DEPARTMENT OF SURGERY Baylor College of Medicine

We are seeking an **INSTRUCTOR** or **ASSIST-ANT PROFESSOR**, available immediately, to maintain and expand an existing NIH-funded research program focused on identifying targets for immunotherapy of pediatric and adult tumors. Prior experience in generation and manipulation of cytotoxic T lymphocytes is required. Minimal requirements include a Ph.D. or equivalent in immunology, cell biology, or related discipline; three years of postdoctoral experience, and evidence of the ability to perform independent research in molecular and cellular immunology. The successful applicant will ultimately obtain extramural funding to sponsor an independent re-search program within the laboratory. S/he will have teaching responsibilities for medical Fellows, students, and technicians. Academic rank and salary commensurate with level of experience and funding track record. Applicants should forward curriculum vitae, one-to-three page narrative description of research background, and names and addresses of three references to: Jed G. Nuchtern, M.D., 6621 Fannin, MC3-2325, Houston, TX 77030. E-mail: nuchtern@bcm.tmc.edu

FACULTY POSITIONS IN CANCER RESEARCH

Two faculty positions, one senior and one junior, are available through the Department of Medicine at the University of Montreal. Any field under the title "Cancer Research," particularly research in breast cancer, cell signaling, and/or development/cancer biology, is of interest. Modern laboratory space would be provided by the research center of the CHUM, the major teaching and research hospital of the university. Start-up funds and salary support will be provided and individuals will be eligible to apply for Canada Research Chair positions. Knowledge of French is an asset. Interested candidates should forward their curriculum vitae to: Dr. Anne-Marie Mes-Masson, CR-CHUM, 1560 Sherbrooke est, Montreal, QC H2L 4M1 Canada. E-mail: Anne-Marie.Mes-Masson@UMontreal.CA. from women and minority groups are encouraged and preference will be given to Canadian citizens.



there's a family that lives here...

A global family that's lived on Earth for thousands of years getting to know the land and the oceans and the sky above...each with the possibility of living longer and healthier through the discovery we, the people of Monsanto, embrace each daw...

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<u>CORPORATE STAFF TEAM</u> – Scientific Programmer; Java Developer

MANUFACTURING TEAM - Seed Technician; Quality Assurance; Production Research; Lab Analyst; Electrical Engineer; Mechanical Engineer; Process Engineer; Chemist; Procurement Specialist; Logistics Specialist

TECHNOLOGY TEAM - Crop Physiologist, Plant Genomic Scientist, Plant Molecular Biologist, Immunoassay Analyst, Molecular Breeding Scientist, Crop Physiologist, Sr. Unix Administrator, Statistician - Master's level, Statistician - functional genomics, Sr. Process Engineer - Lab Automation, Computational Biologist, Bioinformatics Scientist, Sr. Oracle Database Administrator, Telecommunications Administrator, Desktop Support Engineer.

For detailed information on career opportunities at Monsanto, visit www.monsanto.com

For confidential consideration, please submit resume online, which is our preferred method of response, at: www.monsanto.com or forward your resume, INDICATING POSITION PREFERENCE, to: Monsanto Staffing, 800 N. Lindbergh Bivd., Mail Zone E3SJ, St. Louis, MO 63167. Fax: 314-634-6354. Monsanto is an equal opportunity employer. We value a diverse combination of ideas, perspectives, and cultures. EEO/AA EMPLOYER M/F/D/V

MONSANTO





The Face of Pfizer

The best is getting even better! As the world's largest pharmaceutical research enterprise, Pfizer is dedicated to providing the best innovations in medicine while pursuing tomorrow's discoveries in research and development. With an R&D budget of \$4.7 billion, our team has spurred Pfizer's exceptional performance in 30 countries and across 6 continents. If you share our dedication to discovering, developing and delivering medicines to improve the health of both people and animals worldwide, we want yours to be the newest Face of Pfizer.

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Life is our life's work.

FACULTY POSITION TENURED/TENURE TRACK

The Marine Sciences Research Center (MSRC) of the State University of New York at Stony Brook seeks applicants for a faculty position (rank open) in marine animal disease and pathology. This position is associated with MSRC's newly established Marine Disease and Pathology Research Consortium whose mission is to conduct research on marine animal diseases and pathology, especially those of importance to New York's marine fisheries and aquaculture industries. Investigators from MSRC, The College of Veterinary Medicine at Cornell University, and New York Sea Grant will jointly staff the laboratory. The incumbent will be expected to develop an active research program that addresses applied and basic aspects of diseases of marine animals and to teach courses at MSRC. Applicants should possess an advanced degree (D.V.M. and/or Ph.D.) and have diagnostic and research experience in the disease of marine invertebrates and/or fish. Special consideration will be given to individuals with expertise in diseases of marine invertebrates. Review of applications will begin 1 June 2001, but applications will be accepted until the position is filled. Applicants should send a statement of interests and curriculum vitae and arrange for three letters of reference to be sent to: Marine Animal Disease and Pathology Search, Marine Sciences Research Center, Stony Brook University, Stony Brook, NY 11794-5000. Affirmative Action/Equal Opportunity Employer.

MUSCLE BIOLOGIST/MEAT SCIENTIST

The Department of Animal Sciences, University of Illinois at Urbana-Champaign, invites applications for a tenure-track ASSISTANT or ASSOCIATE PROFESSOR (full-time, nine month; 60% research, 40% teaching) with specialty in muscle biochemistry, muscle physiology, or muscle food. A Ph.D. in a discipline related to muscle biology, meat science, or similar is required. Basic knowledge of muscle structure, function, and characteristics that ultimately impact the quality of muscle foods is essential. The candidate will be expected to develop a strong externally funded research program, to advise and interact with undergraduate and graduate students, to teach courses relevant to the needs of the Department, and to complement the existing faculty in the Department of Animal Sciences and other departments within the University. The position is available August 21, 2001. To ensure full consideration, applications must be received by July 10, 2001. Applicant should submit curriculum vitae, academic transcripts, a cover letter describing the applicant's interest and qualifications for this position, and three reference letters from qualified individuals. Application materials should be sent to: Dr. Robert Easter, Head, Department of Animal Sciences, University of Illinois, 1207 West Gregory Drive, Urbana, IL 61801. Additional information concerning the Department of Animal Sciences is available at website: www.ansci.uiuc.edu.

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

ASSOCIATE RESEARCH SCIENTIST

Position available immediately for an Associate Research Scientist to direct a DNA chip facility serving the entire Health Sciences Campus. Ph.D. in biology or related specialty; extensive experience in molecular biology, sequence data management, data analysis, and computer network administration essential.

Please send statement of research interests, curriculum vitae, and names and telephone numbers of three references to: Dr. Riccardo Dalla-Favera, Institute for Cancer Genetics, Columbia University Health Sciences, 1150 St. Nicholas Avenue, New York, NY 10032. FAX: 212-304-5537. Columbia University takes Affirmative Action to ensure Equal Employment Opportunity.

POSITIONS OPEN



Several POSTDOCTORAL FELLOWSHIPS are available immediately at the Meakins-Christic Laboratories (MCL), McGill University, a major Canadian centre of research in pulmonary disease. Potential research areas range from the cellular and molecular biology of lung disease to animal models and deal with airway inflammation and remodeling, airway and vascular smooth muscle function; and inflammatory cytokines, chemokines, and eicosanoids. Awards will be for two years at a minimum salary of Can\$30,000. Application forms and further information are available at website: www.meakins.mcgill.ca/meakins or can be obtained from: Angie Bentivegna, Meakins-Christie Laboratories, 3626 St. Urbain Street, Montreal, QC H2X 2P2 Canada. FAX: 514-398-7483; e-mail: AngieB@ Meakins.lan.McGill.ca.

ASSISTANT/ASSOCIATE PROFESSOR MACROMOLECULAR CRYSTALLOGRAPHY

The Department of Biochemistry and Molecular Biology at Indiana University School of Medicine in Indianapolis is seeking applicants for a full-time, tenure-track position. Applicants should have a Ph.D., M.D., or equivalent degree and at least two years of postdoctoral experience. The new faculty member is expected to develop independent research programs and participate in the teaching of graduate and medical students. Competitive space and start-up funds are available. The X-ray crystallography facility is part of the Center for Structural Biology at the School of Medicine and includes an RAXIS image plate area detector and 12 SGI and digital workstations for data processing, model refinement, and graphic display. Indiana University is a participating member of the MBC-PRT currently constructing a dedicated MADcapable beamline at the Advanced Light Source, Berkeley, California. Supporting spectroscopic and biotechnology facilities include MS, NMR, CD, fluorescence, BiaCore, and proteomics instrumentation. The INdiana GENomics Intitative (see INGEN: website: http://www.ingen.iu.edu) is providing major funding for new research programs and core facilities in genomics, proteomics, bioinformatics, and imaging at the Indiana University School of Medicine. The Department is seeking to strengthen our existing ties with the School's Diabetes and Cancer Centers. Applicants should submit their curriculum vitae, a description of research plans, and the names and e-mail addresses of three references to: Dr. Thomas D. Hurley, Department of Biochemistry and Molecular Biology, Indiana University School of Medicine, 635 Barnhill Drive, Indianapolis, IN 46202-5122. E-mail: biochem@iupui.edu. Webhttp://www.biochemistry.iu.edu http://www.csb.iu.edu/mc/. Indiana University is an Equal Opportunity/Affirmative Action Employer; Minority/Female/Disabled.

ASSISTANT PROFESSOR OF BIOLOGY

Clarke College, a growing, Catholic, coeducational liberal arts college in Dubuque, Iowa, is seeking a candidate for a Physiologist position in the Biology Department beginning in the fall of 2001. Ph.D. required. This is a one-year replacement with the possibility of becoming a tenure-track position. Responsibilities include teaching an upper-division human physiology course (lecture and laboratory) for physical therapy and biology majors. Additional responsibilities may include teaching general biology and upper-division courses in an area of expertise. Screening of candidates continues until the position is filled. Send a letter of introduction, undergraduate and graduate transcripts, curriculum vitae, research interests and teaching philosophy, and three reference letters to: Clarke College Human Resources Department, 1550 Clarke Drive, Dubuque, IA 52001. Website: www.clarke.edu. Equal Opportunity Employer.

POSITIONS OPEN

NEUROPHARMACOLOGIST

UCLA's Neuropsychiatric Institute (a multidisciplinary research institute) and Brain Research Institute invite applications or nominations for a fulll-time FACULTY POSITION in the area of neuropharmacology with an emphasis on modern methods of drug discovery. Outstanding candidates at all levels will be considered. We especially welcome applications from candidates who work on the identification of targets relevant to neurodegenerative and neuropsychiatric diseases, for example, with a view to development of assays suitable for high-throughput screening.

Applicants are expected to bring or establish independent research programs, to obtain extramural funding, and must qualify for academic appointment at UCIA. Experience as a researcher, educator, and contributor to medical and graduate educational programs and the ability to interact with other Neuroscientists essential. For information on current faculty and programs, see websites: www.mentalhealth.ucla.edu or www.medsch.ucla.edu/som/bri/.

Generous start-up resources are available, with laboratory space in the new Gonda (Goldschmied) Neuroscience and Genetics Research Center. Institutional core facilities include confocal and multiphoton microscopy, histology, transgenic and knockout mice production, DNA microarrays, and DNA synthesis and sequencing. For details see website: www.gonda.ucla.edu/cores.htm.

Applicants should send curriculum vitae, a statement of research accomplishments and future plans, and the names and complete addresses of three references to: Cynthia Brooks, Neuropharmacology Search Coordinator, Psychiatry Academic Personnel Office, UCLA, 760 Westwood Plaza, Los Angeles, CA 90024-1759. Questions concerning the position may be addressed to: Allan J. Tobin, Ph.D., Director, Brain Research Institute; e-mail: atobin@mednet.ucla.edu. UCLA is an Equal Opportunity Employer.

Title: O. A. Vogel Endowed Chair in Wheat Breeding and Genetics at the ASSOCIATE or FULL PROFESSOR level. Location: Washington State University, Pullman, Washington. Annual appointment, tenure track, 75% research and 25% teaching. Required qualifications: Ph.D. in genetics, plant breeding, molecular biology, or an allied discipline. Demonstrated success and international recognition in modern genetic and genomic research. Desired qualifications: demonstrated experience in the application of classical and molecular genetics to small grains improvement. Evidence of ability to secure external grants to supplement the endowment. Demonstrated ability to train graduate students and Postdoctoral Associates. To apply: Screening of application materials will begin October 1, 2001, and continues until a successful candidate is identified. Submit a letter addressing pertinent qualifications and curriculum vitae. Candidates should arrange for four letters of recommendation to: Dr. Thomas A. Lumpkin, Chairman, Department of Crop and Soil Sciences, Washington State University, P.O. Box 646420, Pullman, WA 99164-6420. Telephone: 509-335-3471; FAX: 509-335-8674; website: alexande@ mail.wsu.edu.

ANALYTICAL BIOCHEMISTRY SCIENTIST

Dow AgroSciences, a leading company in crop protection and pest management, is looking for a highly motivated Analytical Biochemist to lead the development of protein analysis technology to support our rapidly expanding biotechnology regulatory needs. Qualified candidates must have a Ph.D. or M.S. with equivalent work experience in ELISA development and protein chemistry. Experience in conducting GLP studies and an understanding of plant biotech research is preferred. Interested candidates should send a letter of interest, résumé, and names of three references to: Dow AgroSciences, Human Resources Recruiting, 9330 Zionsville Road, Indianapolis, IN 46268-1054, Attention: Job Code ECL-001. E-mail: careers@dowagro.com.



Be an NCI Cancer Prevention Fellow

THE NATIONAL CANCER INSTITUTE (NCI) sponsors the Cancer Prevention Fellowship Program (CPFP). Its purpose is to train individuals from a multiplicity of health and biomedical science disciplines in the field of cancer prevention and control.

What will I get out of the program?

- Master of Public Health degree
- NCI Summer Curriculum in Cancer Prevention
- Mentored research at the NCI
- Brief field assignments at other institutions

Research opportunities include cellular signatures of cancer, chemoprevention, clinical epidemiology, diet, nutrition and other lifestyle-factor studies, evidence-based decisionmaking and ethics, gene environment interactions, health disparities and special populations, intervention studies, molecular carcinogenesis, outcomes research, screening and

early detection (including genetic and other biomarkers), smoking cessation, social and behavioral research, statistical and epidemiological methodology, and translational research.

Am I eligible?

You must have a doctorate degree (M.D., D.D.S., D.O., J.D., Ph.D. or equivalent). Foreign education must be comparable to that received in the United States.

You must also be either a citizen of the U.S. or resident alien eligible for citizenship within 4 years.

How long is the program?

Fellows are accepted for up to 5 years of training beginning in July.

When are applications due?

Applications are due September 1, 2001 for entry into the program July 1, 2002.

How do I apply?

To receive a catalog*, contact:

Douglas L. Weed, M.D., M.P.H., Ph.D.

Director

Cancer Prevention
Fellowship Program
National Cancer Institute
6120 Executive Boulevard (EPS)
Suite T-41, MSC 7105
Bethesda, MD 20892-7105

* Please provide home address and where you heard about the program.

Further inquiries:

Mrs. Barbara Redding

Phone (301) 496-8640

Fax (301) 402-4863 E-mail br24v@nih.gov

Visit our Web site at:

http://dcp.nci.nih.gov/pob

or

http://resresources.nci.nih.gov /links.cfm

THE NATIONAL CANCER INSTITUTE IS AN EQUAL OPPORTUNITY EMPLOYER



Postdoctoral Fellowship at NIH HIV Research

A postdoctoral position is available for molecular studies on replication of HIV and development of new anti-HIV strategies. Research projects include the role of the viral nucleocapsid protein and other cofactors in HIV reverse transcription. Applicants should have a strong background in molecular biology and some experience working with RNA and proteins; virology background desirable. Less than five years of postdoctoral experience is required. Please send a curriculum vitae, bibliography, and the names and addresses of three references to:

Dr. Judith G. Levin, Chief Section on Viral Gene Regulation Laboratory of Molecular Genetics NICHD, Building 6B, Room 216 NIH

Bethesda, MD 20892-2780 Fax: (301)-496-0243 Email: jlevin@mail.nih.gov Website: http://dir.nichd.nih.gov/lmg/ svgr/index.htm

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GLOBAL OPPORTUNITIES



Dean - Faculty of Life Sciences

RMIT is recognised as one of Australia's most successful international universities, offering a range of courses from certificate level vocational programs through tailored programs for industry and community dients, to post graduate research programs. RMIT's goal is to create and sustain a distinctive innovative University, at the forefront of technology and professional education and applied research through continuous improvement with all staff committed to quality management processes.

The Faculty of Life Sciences is primarily located at our Bundoora campus which has recently undergone refurbishment to upgrade the teaching and research facilities. The Faculty boasts a wide range of specialties in the Life Sciences fields with extensive Australian and international research activities.

The Dean of the Faculty of Life Sciences is part of the University's senior management team and is responsible for providing high-level academic and/or professional leadership and management, including setting the future directions for all activities of the Faculty. A key responsibility of the Dean is to foster professional and education relationships within Australia and internationally.

Applicants will need to satisfy our professorial criteria and have a strong record of achievement as a senior manager, managing change in a complex environment.

Further information is available in confidence from Professor Leon van Schaik, Deputy Vice-Chancellor on telephone 613 9925 2002, facsimile 613 9925 2561 or email: leon.vanschaik@rmitedu.au

A Position Description and information on how to apply MUST be obtained prior to applying by accessing the website listed below or by contacting Staff Services on 613 9925 4600 or fax on 613 9925 4531.

Applications close Friday, 1st June 2001

<www.hr.mit.edu.au/recruit/current.htmD (Senior Positions)</p>

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CURATOR OF GEOLOGY POSITION ANNOUNCEMENT Illinois State Museum

Illinois State Museum seeks Curator of Geology to oversee and upgrade collections, research and publish, and participate in interdisciplinary landscape history and educational programs. Required: Ph.D. in geology or related discipline; research experience in discipline relevant to collections (e.g., quaternary vertebrate paleontology, Paleozoic paleontology or paleobotany, mineralogy); research experience in geology of Midwestern United States; at least five years of experience in museum or university; collections experience; strong publication and grant-supported research record. Starting date: September 2001; open until filled. Salary commensurate with experience. Send cover letter; curriculum vitae; and names of three references by July 2, 2001, to: Human Resource Manager, Illinois State Museum, Spring and Edwards Streets, Springfield, IL 62706-5000. Queries to: Dr. Bonnie Styles; e-mail: styles@museum.state.il.us. Affirmative Action/Equal Employment Opportunity.

POSTDOCTORAL FELLOW POSITION: PB1RN-30

The Samuel Roberts Noble Foundation, Inc. (website: www.noble.org) has a position available immediately in the laboratory of Dr. Richard S. Nelson to study the cellular and molecular biology of virus-host interactions during systemic accumulation of the pathogen in plants. The successful candidate will analyze, through molecular and cell biological techniques, the location and interaction of viral factors with host factors during virus infections. Applicants should have a Ph.D. in molecular biology or virology or a related field. Those with microscopy experience will be at an advantage. Minimum salary of \$31,090. Please send curriculum vitae and names of three references to: The Samuel Roberts Noble Foundation, Inc., Attention: Jane Nance, Number PB1RN-30, P. O. Box 2180, Ardmore, OK 73402 or you may e-mail the information to NFHR@noble.org (please make sure you include the position number). The position will be open until a suitable candidate is identified. For a job description, application, and information about the Foundation, please visit our website: www.noble. org.

POSTDOCTORAL RESEARCH FELLOW-

SHIP. Postdoctoral positions are available for candidates who have a strong background in molecular biology and cellular immunology or protein chemistry and who have obtained a Ph.D. and/or M.D. The position is at the Tumor Virus and HIV Research Laboratory of the University of California, San Francisco. The research undertaken involves viral and immunologic features of HIV pathogenesis. The candidates must meet the NIH qualifications for candidacy (i.e., a citizen or permanent resident of the United States).

Interested candidates should send curriculum vitae and the names of three references to: Dr. Jay A. Levy, M.D., University of California, San Francisco, 513 Parnassus, Box 1270, San Francisco, CA 94143-1270. E-mail: levylab@itsa.ucsf.edu.

POSTDOCTORAL POSITION

A Postdoctoral position is available for an individual interested in joining an expanding interdisciplinary prostate and urologic cancer program focusing on cancer development and progression, molecular diagnostics, and therapeutics. Applicants should send curriculum vitae and names of references to: Dr. Robert H. Getzenberg, University of Pittsburgh School of Medicine, Department of Urology, Shadyside Medical Center G03, 5200 Centre Avenue, Pittsburgh, PA 15232. FAX: 412-623-3904.

POSITIONS OPEN

WESTERN COLLEGE OF VETERINARY MEDICINE

Canada: The Department of Veterinary Microbiology is seeking applications for a TEN-URE-TRACK FACULTY POSITION. Candidates should have a degree in veterinary medicine (D.V.M. or equivalent), a Ph.D. in epidemiology or microbiology, and research experience in exploring the connection between livestock and human disease. The successful candidate will be expected to teach undergraduate courses in introductory epidemiology and in public health, collaborate with other Epidemiologists in graduate training, and set up an externally funded independent or collaborative research program.

Requests for further details may be made to: Vikram Misra, Head, Department of Veterinary Microbiology, Western College of Veterinary Medicine, University of Saskatchewan, 52 Campus Drive, Saskatoon, SK S7N5B4 Canada. Telephone: 306-966-7218; FAX: 306-966-7244; e-mail: vikram.misra@usask.ca.

POSTDOCTORAL RESEARCH ASSOCIATE Department of Biological Sciences Kent State University

Available from June 2001 to study signal transduction mechanisms in spermatozoa (Biol. Reprod. 62:1647–1654, 2000; Molecular Endocrinology 13:705–717, 1999). Candidates must have a Ph.D. in biochemistry, molecular biology, or reproductive physiology. Experience in protein biochemistry desirable. Send curriculum vitae along with names of three references to: Dr. S. Vijayaraghavan, Department of Biological Sciences, 256 Cunningham Hall, Kent State University, Kent, OH 44242.

ASSISTANT PROFESSOR (ecology of invasive weeds). Tenure-track; nine-month (75% research, 25% teaching). Ph.D. in ecology, weed science, or related. Research experience in invasion ecology. Develop externally funded research program and teach course in biology and management of weeds. Available July 1, 2001. Apply by June 8, 2001. F. Peairs, Department of Bioagricultural Science, Pest Management, Colorado State University, Fort Collins, CO 80523-1177. Telephone: 970-491-1930; FAX: 970-491-3862; e-mail: bspm@lamar.colostate.edu; website: http://www.colostate.edu/Depts/bspm/Positions/Positions.html. CSU is an Equal Employment Opportunity/Affirmative Action Employer. Equal Opportunity Office: 101 Student Services.

A POSTDOCTORAL POSITION is available immediately to design and carry out large-scale computer simulations of model biological membranes. Applicants should have a Ph.D. degree and experience in molecular dynamics and/or Monte Carlo simulations. Applicants should also have a strong programming background with experience using Fortran and C. Experience with the Linux operating system, MPI, and the Beowulf PC cluster computing environment will be helpful. Please send curriculum vitae and the names of three references to: H. Larry Scott, Department of Biological, Chemical, and Physical Sciences, Illinois Institute of Technology, Chicago, IL 60616. E-mail: scotth@it.edu; website: www.bcps.iit.edu.

POSTDOCTORAL FELLOW/NONTENURE-TRACK ASSISTANT PROFESSOR to study the brain endogenous cannabinoid system using electrophysiological and optical techniques on visualized cells in hippocampal slices. Naturally produced cannabinoids act as "marijuana receptors" and influence neurophysiological activity. Intracellular recording experience preferred. Curriculum vitae and names of three references to: B. E. Alger, University of Maryland School of Medicine, 655 West Baltimore Street, Baltimore, MD 21201. E-mail: balger@umaryland.edu.

POSITIONS OPEN

FACULTY POSITION COGNITIVE NEUROSCIENCE/ NEURAL IMAGING University of Kentucky

The Department of Anatomy and Neurobiology and the Magnetic Resonance Imaging and Spectroscopy Center invite applications from individuals with a strong background in cognitive neuroscience and magnetic resonance imaging (MRI) or spectroscopy for a tenure-track position at the ASSISTANT PRO-FESSOR level. We are seeking candidates with exceptional promise for establishing a strong, extramurally funded research program. Preference will be given to candidates that complement and extend existing strengths in studying normal aging processes, neurodegenerative diseases, brain and spinal cord injury, and the neuroscience of drug abuse. The Research MRI Center has a research-dedicated, 1.5% Siemens VISION unit with high-performance gradients, EPI, and multinuclear spectroscopic capabilities. Applicants should have a Ph.D., M.D., or equivalent degree. The Search Committee will begin reviewing applications on or before June 15, 2001, and continue until the position is filled.

Applicants should send curriculum vitae, a short statement of research and teaching interests, and the names of three references to: Dr. Don M. Gash, Professor and Chair of Anatomy and Neurobiology and Director of the Magnetic Resonance Imaging and Spectroscopy Center, Chandler Medical Center, 317 Davis-Mills Building, Lexington, KY 40536-0098. The University of Kentucky is an Affirmative Action/Equal Opportunity Employer. Women and minority candidates are encouraged to apply.

ANIMAL SCIENTIST (PATHOLOGIST). Perform independent medical research utilizing animal models to develop novel treatments for cancer. Perform anesthesia, surgery, and necropsy procedures in small animals. Collect blood, urine, and other tissues or bodily fluids for analysis. Formulate compounds and prepare injection solutions as well as monitor physiological conditions of testing animals and record changes before and after compound administration. Analyze experimental data including statistical evaluations. Requirements include a Ph.D. or equivalent or an M.D. or equivalent in pathology of related field with at least two years of experience in job offered or related field of pathology. Applicants must have unrestricted authorization to work in the United States. Salary: \$60,269 per year; 40 hours per week. Respond with two copies of résumé to: Case Number 20012465, Labor Exchange Office, 19 Staniford Street, First Floor, Boston, MA 02114.

Duke University Medical Center, Department of Psychiatry and Behavioral Sciences, invites applicants for an ASSOCIATE PROFESSOR or PROFES-**SOR** (M.D. or Ph.D.) tenure-track-level position for a Molecular Biologist focused upon the specifics of the molecular structure and physiology of adipose tissue to work with its obesity program. Candidates must have a strong background in molecular biology and adipocyte physiology and experience with genetic models of human obesity. Candidates must have track record of published research in the field and history of peer-reviewed funding from private and/or federal agencies. Salary will be commensurate with the level appointment. Send curriculum vitae to: Dr. K.R.R. Krishnan, Box 3950, Duke University Medical Center, Durham, NC 27710. Duke University is an Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL POSITION to study the role of cell cycle molecules in specialized murine systems. Potential topics include growth control of hematopoietic stem cells or epithelial stromal interactions using knockout mice and cDNA microarray technology. Qualified candidates who possess either a Ph.D. or M.D. should send a cover letter, curriculum vitae, and names of three references to: Dr. Matthew Fero, Division of Clinical Research D2-100, Fred Hutchinson Cancer Research Center, Seattle, WA 98109.



RHeoGene is developing and commercializing proprietary systems that control the expression of one or more genes simultaneously and independently of each other inside the same cell. The user has control of whether a gene is "on", "off" and more importantly, controls the "how much" as well. RHeoGene's RHeoPlexTM system is a unique multiplexed gene regulation technology that is being developed to enable the independent regulation of more than one gene at a time in the same cell. This program is supported by a major NIST-ATP award. The company's strategic focus is on next-generation cell-based assays for drug discovery, proteomics, functional genomics, biotherapeutics production, and biosensors.

Our continuing growth has created immediate openings for the following positions at our sites in Charlottesville, VA and Spring House, PA.

Proteomics / Mass Spectrometry / Protein Chemistry

Program Leader: A highly motivated scientist to lead our proteomics group. Candidate should have a PhD in protein chemistry or biochemistry with 5+ years of relevant experience. Job code 01-11

Staff Scientist: Experienced PhD in mass spectrometry. Candidates should have 2+ years of experience in protein sequencing and quantitation using mass spectrometric techniques. Job code 01-12

Research Associate: Requires an MS/BS in biology or chemistry with experience in protein separation techniques. Job code 01-13

Bioinformatics

Program Leader: A highly creative scientist to develop database and computational tools for gene and protein expression and pathway analysis. Strong programming skills required with experience in relational database design and implementation for protein and gene expression profiling. 2+ years relevant experience. Job code 01-14

Assay Development

Program Leader: A highly motivated scientist to lead our assay development group. You will develop novel cell-based screening assays based on regulated expression of target genes. Requires a PhD in cell or molecular biology with 2+ years experience in HTS assay development. Job code 01-15 **Research Associate:** Requires an MS/BS in biology with 2+ years experience in cell culture and assay development. Job code 01-16

Regulated Gene Expression

Staff Scientist: PhD in molecular biology, with emphasis on transgenic gene expression technologies. Expertise in transgenic mouse knockouts, gene targeting technology, and small animal disease models is preferable. Experience in construct design and founder screening, promoter analysis, and gene activation and silencing is preferable. Requires a PhD in cell or molecular biology with 2+ years experience. Job code 01-17

Staff Scientist: PhD in protein biochemistry, with experience in recombinant protein expression, purification, and analysis for structural biology studies and in vitro bioassay development. Requires a PhD in relevant biological science with 2+ years experience. Job code 01-18

Research Associate: Requires an MS/BS in biological science with solid experience applying core molecular and cell biology techniques to mammalian cell culture systems. Expertise in cloning, PCR, DNA and RNA isolation, and transfection methods is required. Job code 01-19

Research Associate: Requires an MS/BS in biological science with 2+ years experience with mammalian cell culture. Expertise in generation and maintenance of stable cell lines, and in receptor binding and reporter gene assays is desirable. Job code 01-20

Research Associate: Requires an MS/BS in biological science with 2+ years experience in recombinant protein expression and purification. Job code 01-21

Research Associate/Lab Manager: Requires a BS in biological science with 2+ years experience in molecular biology techniques. Candidate will be responsible for production of plasmid DNAs for *in vitro* and *in vivo* applications, as well as for lab management of supplies and equipment. Job code 01-22

RHeoGene offers a highly competitive benefits and compensation package including 401(k), participation in stock option plan, and relocation assistance. Applicants should send their resume and list of three references to Human Resources, RHeoGene, 706 Forest Street, Charlottesville VA 22903. Please reference the pertinent job code in the email subject line. Email: HR@rheogene.com EOE

San Diego Supercomputer Center

At University of California, San Diego

The best minds...in the best environment. The San Diego Supercomputer Center (SDSC), located on the campus of UC San Diego in La Jolla, California, is a national leader in computational science and engineering. SDSC is the lead site for the National Partnership for Advanced Computational Infrastructure (NPACI), which provides advanced computing and networking resources to the national research community. In addition to the NPACI program, SDSC also conducts robust original research in computing technology and computational sciences. We are currently seeking energetic and innovative professionals for the following senior management positions:

Executive Director, Research Programs

Responsible for oversight of research and programmatic activities for much of SDSC involving ~300 employees and over \$50M/year. Serve on the leadership team, providing top-level direction and management. Lead coordination and outreach efforts at the campus, community, state, national and international levels. Keep broader computational science and technology community involved in SDSC activities. Job # 24264.

Associate Director, Networking and Security

Responsible for networking and computer security research and operational activities. SDSC is a leading west-coast networking hub with an active research program and significant high-bandwidth WAN connections. In addition to SDSC networking, coordinate and support networking and computer security activities for NPACI. Networking research programs include the NLANR (www.nlanr.net) and CAIDA (www. caida.org). Lead proposals and interact with the national community on behalf of SDSC. Job # 115633.

Associate Director for Scientific Visualization

Responsible for technical and managerial leadership for scientists and programmers involved in scientific visualization and collaborative environments. Develop national-level vision and plan for associated research and development activities. Lead proposals and interact with the national community on behalf of SDSC. Job # 24156.

Associate Director for Scientific Computing

Responsible for leadership, management, oversight and coordination of projects and proposals of technical groups in the SDSC Scientific Computing Department. Activities include advanced technical support on HPC-related issues to SDSC and NPACI users; evaluate HPC systems before and after acquisition; conduct performance modeling research and analysis; collaborate in computational science and computer science research activities on externally funded projects; develop program tools and web portals. Lead and participate in proposal efforts in high-performance computing, initiate new projects and activities. Job # 24331.

For details, please visit our web site at:

http://www.sdsc.edu/jobs/

Resume review will begin immediately and continue until the positions have been filled. Please forward letter of interest and resume referencing the Job Number to resume@ucsd.edu or mail to University of California, San Diego, 9500 Gilman Drive, La Jolla, CA 92093-0922. EOE.



Celebrating Forty Years EDUCATION, SERVICE & DISCOVERY

BIOCHEMIST/MOLECULAR BIOLOGIST. The U.S. Department of Agriculture (USDA), Agricultural Research Service (ARS), National Center for Agricultural Utilization Research (NCAUR), Peoria, Illinois, is seeking a permanent full-time Biochemist or Molecular Biologist, GS-12 (salary range \$51,927 to \$67,500 per annum plus a comprehensive benefits package) for the Fermentation Biochemistry (FB) Research Unit. The FB program is broad and interdisciplinary and focuses on microbial, biochemical, genetic, and engineering research that addresses national research needs for new environmentally acceptable agriculture practices and value-added products. Emphasis is on developing bioprocess for conversion of agricultural commodities into biofuels and chemicals, enzymes, and polymers and to improve animal production systems. The selected candidate will participate in the biofuels research program to develop enzyme systems to efficiently convert agriculturally derived materials to fermentable sugars and other desired compounds. Specifically, the research assignment focuses on identifying, isolating, characterizing, and modifying enzymes useful in biomass conversion processes. Candidates for this position should have a strong research background in molecular biology, biochemistry, and enzymology. Experience in heterologous expression of proteins and protein engineering is an added consideration. U.S. citizenship is required. For full text of the vacancy announcement, which includes application information, call: Kathy John; Telephone: 309-681-6478; or visit the ARS vacancy website: www. ars.usda.gov/afm/hrd/resjobs, Announcement Number ARS-X1W-1214. For information on the research program and/or position, contact: Dr. Michael Cotta; Telephone: 309-681-6561. Applications in response to this ad must be marked ARS-X1W-1214 and postmarked by 15 June 2001. USDA/ ARS is an Equal Opportunity Provider and Employer.

TECHNOLOGY EVALUATION AND MARKETING

The ideal candidate will be involved in all aspects of marketing Dyax's technology and product leads to pharmaceutical and biotechnology companies including preparing and giving presentations on scientific topics, developing scientific work plans and schedules for collaborations, and monitoring scientific progress of collaborations. This person will also be involved in the analysis of new technology opportunities for inlicensing and collaborations. This person will be expected to develop an in-depth knowledge of the company's research results and to work closely with scientific managers in the company's U.S. and European laboratories and with business development personnel.

Ph.D. or M.S. in molecular biology or related field required. You must have 5 to 10 years of related experience at a biotechnology or pharmaceutical company including significant experience giving presentations on scientific data. Previous scientific experience in display technology a plus. Please apply at website: www.dyax.com.

EDUCATION PROGRAM DIRECTOR

The Biotechnology Institute, an educational not-for-profit based in Washington, D.C., seeks a fulltime education Program Director to provide vision and direction for the Institute's outreach initiatives focused on K-12 education. In the next few years, the Institute will begin a number of high-impact projects to make a measurable difference in the public understanding of biotechnology. The successful candidate will have an exemplary track record of developing programs for K-12 educators and students in school and/or informal settings and knowledge of national science education initiatives. A Ph.D. in a field related to biotechnology is preferred. Competitive salary and benefits. Please send résumé and cover letter to: Ellen Fernandes, Director, Human Services; 1625 K Street, N.W., Suite 1100, Washington, DC 20006. E-mail: personnell@bio.org; FAX: 202-835-0153.

POSITIONS OPEN

NEUROSCIENTIST NEUROLOGICAL SCIENCES INSTITUTE Oregon Health Sciences University

The Neurological Sciences Institute (NSI) has a faculty opening for a Neuroscientist with a background in biochemistry or molecular biology. Research areas of interest include neuronal degeneration or intracellular signaling mechanisms. An appointment at the level of ASSISTANT, ASSOCIATE, or SENIOR SCIENTIST is possible with preference being given to those with extramural funding in areas of research that complement the interests of the current faculty (website: www.ohsu.edu/nsi/).

Our institute is part of a rapidly growing university that is strong in basic and clinical neurosciences. The NSI is a multidisciplinary center dedicated to advancing our understanding of the brain and neurological disorders and to applying that understanding to human health problems. Our new research facility is located on OHSU's West Campus adjacent to the Oregon Regional Primate Research Center and the Vaccine and Gene Therapy Institute.

Applicants should submit curriculum vitae, a statement of research interests, and three letters of recommendation to: Search Committee, Neurological Sciences Institute, Oregon Health Sciences University, 505 N.W. 185th Avenue, Beaverton, OR 97006-3499. Applications must be received by June 18, 2001.

OHSU is an Equal Opportunity Employer.

RESEARCH SCIENTIST: The University of Iowa, Department of Radiology, has an immediate need for a Research Scientist to provide scientific and technical leadership in the management of the Quantitative Real-Time Cell Analysis Facility as well as in the management, design, and conduct of independent and collaborative research in the area of stressinduced alterations in cell cycle regulation, assuming full responsibility for the complete program of investigation. Requires a Ph.D. or equivalent professional degree in biophysics or related discipline and research accomplishments as evidenced by high-quality, peerreviewed publications. Substantial experience in the development of automated microscope systems required. Some evidence of funded research and a strong publication record in the area of stress-induced alterations in cell cycle regulation, in particular using sparsely and densely ionizing radiation, desired. Send résumé to: E. A. Franken, Jr., M.D., Professor and Interim Head, Department of Radiology, 200 Hawkins Drive, Iowa City, IA 52242. The University of Iowa is an Affirmative Action/Equal Opportunity Employer. Women and members of minority groups are encouraged to apply.

DIRECTOR, FREE RADICAL AND ANTIOXIDANT LABORATORY

We are looking for a Scientist at the ASSISTANT PROFESSOR level who will be responsible for directing the above laboratory. This laboratory is located at the California Brain Disorders Institute-Irvine A Ph.D. and a background in neurochemistry, biochemistry, and pharmacology are required as are 15 to 20 publications in the field of antioxidants and free radicals. A strong background in quantitative measurement of free radicals will be an advantage. Please e-mail your curriculum vitae to: RADIAL2@AOL. COM. Salary will be commensurate with experience and training.

STAFF RESEARCH ASSOCIATE AND POSTDOCTORAL POSITION UCLA School of Medicine

The Joan English Foundation for Women's Cancer Research is seeking an individual with proteomics and/or microarray experience. Pay commensurate with experience. Forward your résumé, Attention: Dr. Farias-Eisner, to e-mail: rfeisner@mednet.ucla.edu; FAX: 310-206-6531.

POSITIONS OPEN

SCIENTIFIC DIRECTOR PROTEOMICS CORE FACILITY

Indiana University School of Medicine is seeking candidates for Scientific Director of a new proteomics core that will be affiliated with the Biochemistry Biotechnology Facility. The facility will acquire new, state-of-the-art proteomics research equipment (mass spectrometers, two-dimensional gel imagers, robotics, and computers) through funding from the Indiana Genomics Initiative. The Scientific Director will be appointed to a Scientist-rank faculty position in the Department of Biochemistry and Molecular Biology. The Scientific Director is expected to develop a new, world-class core proteomics research facility; interact closely with researchers at the School of Medicine; provide core support for NIH-funded research centers of excellence at the School; actively pursue grants for new instrumentation; and provide laboratory instruction to students, Postdoctoral Fellows, and technicians in a newly developed biotechnology training program. The minimum qualifications include a Ph.D. or equivalent in biochemistry, chemistry, or related scientific discipline; demonstrated expertise in mass spectrometric analysis of biological molecules; experience in protein chemistry; and strong oral and written communication skills. Please send curriculum vitae, description of research interest, and the names and e-mail addresses of three references to: Dr. John W. Hawes, Director, Biochemistry Biotechnology Facility, Department of Biochemistry and Molecular Biology, Indiana University School of Medicine, 635 Barnhill Drive, MS 4053, Indianapolis, 46202-5122. Telephone: 317-274-6647; FAX: 317-274-4686; e-mail: jhawes@iupui.edu. Indiana University is an Equal Opportunity/Affirmative Action Employer; Minority/Female/Disabled.

CLINICAL LABORATORY MANAGER

Precision Therapeutics, Inc. (website: www.ptilabs.com), a high-complexity testing, cell culture-based clinical laboratory, is seeking a Laboratory Manager to supervise clinical operations. Master's degree and a minimum of five years of supervisory experience in a mid- to large-sized, high-volume clinical setting are required. Excellent organizational and project management skills; CLIA, CAP, and OSHA regulatory training; and tissue culture experience are necessary. This position will report to the Scientific Director for Clinical Services. Please send your resumé to: Human Resources/LE, Precision Therapeutics, Inc. by FAX: 800-868-9517 or e-mail: Leaton@ptilabs.com. No telephone calls, please.

POSTDOCTORAL POSITIONS are available to study the intersection of DNA recombination and DNA replication. We are using systems reconstituted with purified proteins to describe the consequences of collisions between replication forks and various types of DNA template damage; the DNA structures that form at these stalled replication forks; and the subsequent mechanisms of replication fork restart, which involve recombination proteins generating substrates that are recognized by replication proteins. Send curriculum vitae and the names of three references to: Dr. Kenneth J. Marians, Molecular Biology Program, Memorial Sloan–Kettering Cancer Center, 1275 York Avenue, New York, NY 10021. Email: k-marians@ski.mskcc.org; FAX: 212-717-3627.

POSITIONS IN THE AREA OF NEURAL REGENERATION

SENIOR RESEARCHER positions available with a team of Scientists developing clinical applications for the chronically injured CNS using cellular and molecular mechanisms of neuronal regeneration. A major focus will be the analyses of signal transduction mechanisms and gene regulation related to the control of neurite growth. Applicants must have a Ph.D. and experience in cellular and molecular biology. Interested applicants should send curriculum vitae to: Spinal Cord Society, 19051 County Highway 1, Fergus Falls, MN 56537.

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POSTDOCTORAL ECOLOGICAL MODELING AND THEORY Princeton

The Department of Ecology and Evolutionary Biology seeks POSTDOCTORAL FELLOWS/RE-SEARCH STAFF interested in the mathematical theory of ecology. The successful applicant would be expected to work approximately one-half time on the interactions of vegetation and climate with an interdisciplinary team developing coupled models of the Earth's climate system (land, oceans, atmosphere). This work is directed by S. Pacala, who would be the primary supervisor, and J. Sarmiento. The successful applicant would also be encouraged to pursue independent research. The initial appointment would be for a period of one year with the possibility of renewal. Ph.D. required at time of appointment. Please send curriculum vitae and one-page statement of research interests to: Ranveig Jakobsen, Department of Ecology and Evolutionary Biology, Princeton University, Princeton, NJ 08544-1003. E-mail: ranveig@princeton.edu. Files will be reviewed starting immediately and continuing throughout 2001. Princeton University is an Equal Opportunity/Affirmative Action Employer.

A POSTDOCTORAL POSITION is available in the laboratory of Dr. Jon Lindstrom to study the structure and function of neuronal nicotinic receptors and their response to prolonged exposure to nicotine. The ideal candidate would have a strong background in electrophysiology with some experience in cellular and molecular biology as well as pharmacology. Studies will involve native and mutated cloned human receptor subunits expressed in Xenopus oocytes and transfected cell lines as well as studies of neuroblastoma cell lines and use subunit-specific mAbs. Send curriculum vitae and the names, telephone numbers, addresses, and e-mail addresses of three references to: Dr. Jon Lindstrom, Medical School of the University of Pennsylvania, 217 Stemmler Hall, Philadelphia, PA 19104-6074. E-mail: JSLKK@mail. med.upenn.edu.

POSTDOCTORAL POSITIONS AT YALE

Two positions are available immediately for studying the neurobiology of olfaction. The major approaches involve patch clamp and optical imaging. In addition to infrared DIC microscopy, a two-photon laser scanning microscope has been set up for functional imaging of the olfactory epithelium and bulb. Send curriculum vitae and three letters of reference to: Professor Gordon Shepherd, Section of Neurobiology, Yale Medical School, 333 Cedar Street, New Haven, CT 06520. E-mail: gordon.shepherd@yale.edu or minghong@spine.med.yale.edu.

POSTDOCTORAL FELLOW/ RESEARCH ASSOCIATE

University of Colorado Health Sciences Center

To join group studying malignant and normal hematopoiesis with emphasis on the Pim protein kinase, AML/ETO, and GM-CSF signal transduction. Experience in molecular and cellular biology including basic protein chemistry expected. Proteomics and transgenic technologies are available. Excellent salary commensurate with experience. Send résumé and names of three references to: Andrew S. Kraft, M.D., Chief, UCHSC, Division of Medical Oncology, 4200 East Ninth Avenue, B171, Denver, CO 80262.

POSTDOCTORAL FELLOWSHIP in the laboratory of Dr. José A. Mendoza, Department of Chemistry and Biochemistry, California State University, San Marcos, is available immediately to do structural and functional studies of heat-shock proteins. Ph.D. in biochemistry or organic chemistry with experience in biochemistry is required. Salary is commensurate with qualifications and experience. Please send your curriculum vitae and names of three professional references to: e-mail: foundationhr@csusm.edu. Equal Opportunity Employer.

POSITIONS OPEN

Two POSTDOCTORAL POSITIONS available immediately in a major research laboratory to work on defining the details of signal transduction mechanisms utilized by the steroid hormone $1\alpha,25(OH)_2$ -vitamin D₃ as it interacts with receptors (nuclear and membrane) to effect regulation of gene transcription, cell differentiation events, and rapid responses. Prior experience with molecular biological methods, sitedirected mutagenesis or patch clamp physiology is preferred. Send detailed curriculum vitae with names, addresses, and telephone numbers of three references to: Dr. Anthony W. Norman, Biochemistry Department, University of California, Riverside, CA 92521. FAX: 909-787-4784; e-mail: norman@ ucracl.ucr.edu. Additional information available at website: http://www.biochemistry.ucr.edu/fac-ulty/norman.html. University of California is an Equal Opportunity Employer.

The Department of Molecular and Integrative Physiology at the University of Illinois at Urbana-Champaign has a full-time POSTDOCTORAL RE-SEARCH ASSOCIATE POSITION available to study the mechanisms of transcriptional regulation by steroid and thyroid hormone receptors. The study will focus on the roles of novel coactivator and corepressor proteins in receptor-mediated transcription. Candidates must have a Ph.D. with a strong background in molecular biology and biochemistry. Salary is commensurate with experience. In order to ensure full consideration, applications must be received by July 1, 2001. Please submit a letter of application, curriculum vitae, and names and addresses of three references to: Dr. Milan Bagchi, Associate Professor, Department of Molecular and Integrative Physiology, University of Illinois at Urbana-Champaign, 534 Burrill Hall, 407 South Goodwin Avenue, Urbana, IL 61801. E-mail: mbagchi@life. uiuc.edu.

POSTDOCTORAL POSITION EXPERIMENTAL CONDENSED MATTER PHYSICS

To work in one or both of the following research areas: metal-insulator transitions in two-dimensional materials and doped semiconductors and properties of molecular nanomagnets. Requirements: Ph.D. in physics with experience in sub-Kelvin cryogenic techniques. Responsibilities will include supervision of graduate students. Send or e-mail a cover letter, curriculum vitae, and contact information for three references to: Professor M. P. Sarachick, Physics Department, The City College, CUNY, Convent Avenue and 138th Street, New York, NY 10031. E-mail: sarachick@sci.ccny.cuny.edu. Review of curricula vitae begins June 15, 2001. CCNY/CUNY is an Equal Opportunity/Affirmative Action Employer.

A POSTDOCTORAL POSITION available to study mechanisms and signaling pathways controlling cytokine and protooncogene mRNA turnover and to conduct characterization of participating proteins (Genes Dev. 13:1884, 1999; Cell 103:29, 2000). Seek self-motivated individuals with working knowledge of current techniques in molecular biology and protein isolation. For additional information, see website: http://www-bmb.med.uth.tmc.edu/programfac/Shyu/Shyu.html. Send curiculum vitae to: Dr. Ann-Bin Shyu, Department of Biochemistry and Molecular Biology, University of Texas Medical School, 6431 Fannin Street, Houston, TX 77030 U.S.A. E-mail: Ann-Bin.Shyu@uth.tmc.edu.

POSTDOCTORAL POSITION in microbial genetics and biochemistry at University of Chicago. In vivo studies of RNA processing and regulation of tRNA expression in Bacillus subtilis using genetics and biochemical analysis. Potential collaboration on single molecule fluorescence spectroscopy of GFP-fusions in living bacterial cells. Prior experience very desirable. Send curriculum vitae and names of three references to: Dr. Tao Pan, 920 East 58th Street, Chicago, IL 60637. E-mail: taopan@midway.uchicago.edu.

POSITIONS OPEN

TRANS-ATLANTIC POSTDOCTORAL FELLOW POSITION: PB1RN-44TA

The Samuel Roberts Noble Foundation, Inc. (website: www.noble.org) has a position available immediately to identify host factors involved in the systemic accumulation of plant viruses in their hosts. The position is part of an international collaborative research program between Dr. Richard S. Nelson (Samuel Roberts Noble Foundation, Inc., Ardmore, Oklahoma, U.S.A.) and Dr. Andrew J. Maule (John Innes Centre, Norwich, U.K.). Although the exact times may vary, the successful applicant will spend nine months of the year in Norwich and three months of the year in Ardmore. Employment is through the Noble Foundation. The successful candidate will need to apply molecular biological, cell biological, and genetic approaches to reach the goals of this position. Applicants should have a Ph.D. in molecular biology or virology or a related field. Those with microscopy experience will be at an advantage. Minimum salary of \$31,090. Please send curriculum vitae and names of three references to: The Samuel Roberts Noble Foundation, Inc., Attention: Jane Nance, Number PB1RN-44TA, P.O. Box 2180, Ardmore, OK 73402 or you may e-mail the information to: NFHR@noble.org (please make sure you include the position number). The position will be open until a suitable candidate is identified. For a job description, application, and information about the Foundation, please visit our website: www.noble.

POSTDOCTORAL POSITION in any of the following aspects of *Drosophila* developmental biology: (1) mechanism of hedgehog signal transduction, (2) regulation of ovarian somatic stem cell proliferation, and (3) A/P polarity generation in oogenesis.

The successful candidate must have a Ph.D., ambition, demonstrated productivity, and expertise in molecular biology and either biochemistry or genetics.

Please send curriculum vitae, three letters of reference, and a reasoned statement of interest in one of the above projects to: Dr. Daniel Kalderon, Associate Professor, Department of Biological Sciences, Columbia University, Mail Code 2445, 1212 Amsterdam Avenue, New York, NY 10027; e-mail: ddk1@columbia.edu. Columbia University is an Equal Opportunity/Affirmative Action Institution.

A POSTDOCTORAL POSITION is available for federally funded projects on the effects of environmental toxins and alcohol on testis function and development. Ph.D. or equivalent with experience in biochemistry, toxicology, molecular cell, or reproductive biology preferred. Please send curriculum vitae and three letters of reference to: Kwan Hee Kim, Ph.D., School of Molecular Biosciences, Washington State University, Pullman, WA 99164-4234. E-mail: khkim@wsu.edu. WSU is an Equal Opportunity/Affirmative Action Educator and Employer.

RESEARCH SPECIALIST to conduct research in new drug discovery for tuberculosis. Doctoral degree in medicine or biological science and at least two years of postdoctoral experience in evaluation of anti-TB activity of pure compounds and crude biological extracts against virulent strains of Mycobacterium tuberculosis. Salary: \$32,000 per year. Send curriculum vitae and names of three references to: Dr. Scott Franzblau, Institute for Tuberculosis Research, MC 964, College of Pharmacy, Room 412, 833 South Wood Street, Chicago, IL 60612-7231. University of Illinois Chicago is an Affirmative Action/Equal Opportunity Employer.

POSTDOCTORAL POSITION available to study the folding pathway, fibrillation, and/or membrane interactions of the recombinant prion protein. Background in biophysical chemistry of proteins and basic molecular biology techniques required. Send curriculum vitae to: W. K. Surewicz, Ph.D., Department of Physiology and Biophysics, Case Western Reserve University, Cleveland, OH 44106. E-mail: wks3@pop.cwru.edu.



The Center for Virus Research University of California, Irvine

Announces Postdoctoral Research Positions In

Molecular Virology, Viral Pathogenesis, Viral Evolution, Viral Structure, and Antiviral Drug Development. Positions can be arranged with any Center member:

Luis P. Villarreal, Director: Viral and cellular gene expression; viral vectors. Robert A. Burger: Genetic therapies for gynecologic malignancies. Hung Fan: Molecular pathogenesis of mouse and human retroviruses.

Walter Fitch: Influenza virus evolution.

Sunny Jiang: Aquatic bacteria and virus interactions and lysogeny.

Thomas E. Lane: Mechanisms of virus-induced demyelinating disease. **W. Ian Lipkin:** Borna disease, neurotropic viruses, and emerging pathogens.

Alexander McPherson: Viral structure

Timothy Osborne: Eukaryotic gene expression.

W. Edward Robinson, Jr.: Lentivirus integration and anti-HIV drug discovery. Suzanne B. Sandmeyer: Molecular genetics of a yeast retrovirus-like element. Rozanne M. Sandri-Goldin: Regulatory functions of herpes virus protein ICP27.

Bert L. Semler: Replication of picomavirus RNAs and molecular interactions. Katumi Sumikawa: Viral vectors and neural transmission.

Edward K. Wagner: Herpes simplex virus gene expression during infection.

Gregory Weiss: Phage display to explore the chemistry and biology of viruses.

The successful applicant will have a strong research background as measured by research productivity, training, and publication in English language scientific journals.

Please send a letter of interest, curriculum vitae, and the names of three references to the Center for Virus Research, University of California, Irvine, CA 92697-3906. Please note that the application is in response to this advertisement.

The University of California, Irvine is an Equal Opportunity Employer committed to excellence through diversity.



The U.S. Department of Agriculture, Agricultural Research Service, Corn Insects and Crop Genetics Research Unit, Ames, Iowa is accepting applications for a Research Entomologist to investigate the effects of transgenic corn on insect populations and the role of landscape in regulating insect pests of corn. The researcher is expected to (1) evaluate effects of transgenic corn on non-target organisms, (2) develop insect resistance management (IRM) plans for transgenic corn, and (3) determine the influence of landscape ecology on management of insect herbivores and on increase of insect/plant diversity. Collaborative efforts will be made with other scientists to integrate transgenic corn into sustainable management of insect pests of corn. The incumbent will be responsible for independently planning, executing, analyzing, and interpreting research. Reports research results through publications, reports and presentations at conferences and professional meetings. The incumbent will collaborate with unit scientists and others working to determine the effect of transgenic crops and landscape on populations of insects. A Ph.D. in Entomology or a related field or equivalent experience is preferred. Salary range: \$43,326-\$80,279 per year is commensurate with experience.

Candidate must be a U.S. citizen. For more information about the research program, contact Dr. Leslie C. Lewis, 515-294-8614, leslewis@iastate.edu. For a copy of the vacancy announcement and application forms, contact Les Lewis, 515-294-8614, leslewis@iastate.edu, or visit web site http://www.ars.usda.gov/opportun.htm. Applications should be marked ARS-X1W-1297 and must be postmarked by June 18, 2001.

USDA is an Equal Opportunity Provider and Employer. Women and minorities are encouraged to apply.

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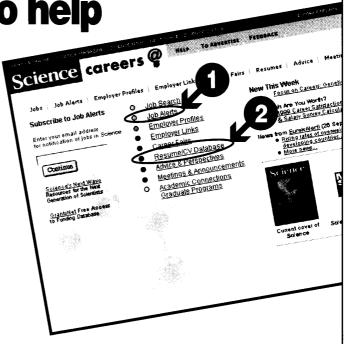
2. Resume/CV Database

This database allows you to post your credentials for access by hiring managers from leading universities and biopharma organizations.

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POSTDOCTORAL COORDINATOR

Lerner Research Institute, Cleveland Clinic Foundation

The Lerner Research Institute (LRI) of the Cleveland Clinic Foundation seeks a coordinator to facilitate recruitment of postdoctoral fellows for its research programs. The LRI is one of America's leading biomedical research institutes, with over 110 laboratories in eight departments investigating a wide range of basic and medically applied areas. The LRI is rapidly expanding and constantly seeking new research personnel. Toward this aim, the coordinator will spearhead recruitment efforts at selected midwestern universities, organize the annual LRI graduate student symposium, track the success of recruitment efforts by generating appropriate databases and assist new fellows in relocating to Cleveland.

The successful candidate will have strong interpersonal skills and an excellent command of verbal and written English. He/she will be computer literate with at least a basic knowledge of word processing and database use. Demonstrated abilities in managing multiple projects and in problem solving will be advantageous. The search committee will consider applicants with a broad variety of backgrounds. Minimum qualifications are EITHER a Ph.D. with prior postdoctoral service OR 3 or 5 years minimum experience in administration in an academic or scientific environment.

The Cleveland Clinic Foundation has a long-standing commitment to excellence in basic and applied research. This is an exciting opportunity to participate in the ongoing expansion of its research programs. A competitive salary and attractive benefits package will be provided. Applicants should submit a letter accompanied by a C.V. and 3 letters of recommendation to: Miriam Barton, bartonm1@ccf.org; FAX, 216-444-6096

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Director of Translational Research

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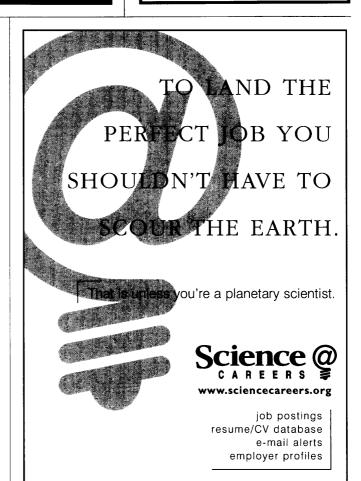
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FELLOWSHIPS

Trans-Atlantic Biotechnology Fellowship Opportunity

The US-EC Task Force on Biotechnology Research announces the 2001-2002 support of Short-term Exchanges of Early Career Scientists. The exchanges are designed to foster trans-Atlantic collaborative interactions and enhance the professional development of the exchange fellows through the acquisition of expertise in microbial environmental biotechnology. The fellowship will support visits from one to six months in a host European Community laboratory, including travel, housing and a living supplement. Salary for the exchange fellow will NOT be covered. US citizens or permanent residents who are at least in their third year of predoctoral studies or have been awarded the Ph.D. no more than four years from the application deadline may apply.

Applicants should submit transcripts, a one page description of the research/training plan for the trans-Atlantic exchange, a suggested budget with justification, and letters of support from their immediate supervisor and the exchange host institution or scientific mentor. All components of the application as well as electronic contact information for both the Ph.D. mentor and host should be submitted in the form of e-mail to Dr. Joseph Suflita (Univ. Oklahoma jsuflita@ou.edu) or to Dr. Judy Wall (Univ. Missouri - wallj@missouri.edu). The first screening of applicants will be June 1, 2001 and continue as funds allow. More information can be obtained at http:// www.biochem.missouri.edu/EC-US-BiotechFellow





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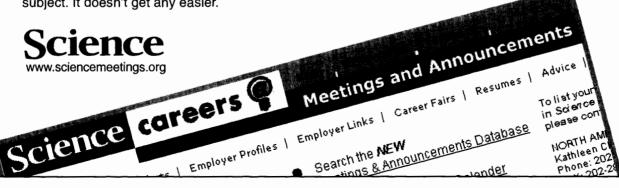
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POSTDOCTORAL FELLOWSHIPS MOLECULAR GENETICS OF DIABETES National Institutes of Health

National Institutes of Health Phoenix, Arizona

The Clinical Diabetes and Nutrition Section of the National Institute of Diabetes and Digestive and Kidney Diseases located in Phoenix, Arizona, is seeking Postdoctoral Scientists. Two Fellowships are available immediately. Candidates must have either a Ph.D. or an M.D. with significant experience in molecular genetics/biology, gene expression, and/or diabetic physiology. The recipients will work towards identifying novel genes that predispose Pima Indians to Type 2 diabetes. Please send curriculum vitae and statement of research interests to: Leslie Baier, Ph.D., NIDDK, NIH, 4212 North 16th Street, Phoenix, AZ 85016. FAX: 602-200-5225; e-mail: Lbaier@phx.niddk.nih.gov.

POSTDOCTORAL FELLOW

Postdoctoral researcher sought to participate in epidemiological study of body composition and cardiovascular disease risk factors. Primary focus is analysis of data collected in ongoing studies and collaboration on manuscripts. Opportunities exist for expanding the scope of the research. Doctorate required by starting date in epidemiology, genetic epidemiology, sports medicine, biostatistics, nutrition, anthropology, human biology, or a related field. Ability to work independently and cooperatively within a team of established Investigators is essential. Analytical background and research interests compatible with this team are preferred. Current research interests within this team include genetic epidemiology, aging, biostatistical methods for serial analyses, and the role of changes in body composition throughout the lifespan in the development of cardiovascular and other agerelated diseases. Review begins May 15, 2001, and continues weekly until filled. Apply to: Chair, Postdoctoral Search Committee, Lifespan Health Research Center, Wright State University, School of Medicine, 3171 Research Boulevard, Kettering, OH 45420-4014. Website: http://www.med. wright.edu/lhrc; e-mail: roger.siervogel@wright. edu. Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL POSITIONS Emory University School of Medicine Atlanta, Georgia

Postdoctoral positions are currently available in a wide variety of biomedical research disciplines. Emory is in the top 20 medical schools nationally for federal research funding and occupies new state-of-the-art research facilities. With adjacent CDC and Yerkes, it provides a rich research environment in a lively residential area with affordable housing.

dential area with affordable housing.

See a comprehensive listing of postdoctoral training opportunities; links to faculty research pages; and information about excellent postdoctoral benefits, services, and career workshops at website: www.emory.edu/WHSC/MED/POSTDOC. Office of Postdoctoral Education, Emory University School of Medicine. An Equal Opportunity/Affirmative Action Employer.

POSTDOCTORAL POSITION CIRCADIAN BIOLOGY

Available July 2001 for research into the neurobiology of mammalian circadian function. Research is focused on the regulatory roles of serotonin. Applicants must have a background in neuroscience. Experience in neurophysiology desirable. Send curriculum vitae and the names and telephone numbers of two references to: Dr. J. David Glass, Biological Sciences, Kent State University, Kent, OH 44242. Email: jglass@kent.edu.

POSITIONS OPEN

POSTDOCTORAL POSITION MUSCLE PHYSIOLOGY LABORATORY West Virginia University

One Postdoctoral Position is currently available for a highly motivated individual to study the mechanisms and outcomes of muscle strain injury in rats in vivo. Applicants must have a Ph.D. and/or M.D. degree and they must demonstrate the capability to work independently and have a background in biochemistry, neuroscience, exercise physiology, or physiology. Experience in immunohistochemistry and molecular biological techniques is preferred along with knowledge of fibrogenic cytokine biology and inflammation. Interested individuals should send curriculum vitae; a brief summary of research experience and interest; and three letters of reference by June 15, 2001, to: William T. Stauber, Ph.D., Department of Physiology, West Virginia University Health Sciences Center, P.O. Box 9229, Morgantown, WV 26506-9229. FAX: 304-293-3850; e-mail: wstauber@hsc.wvu.edu. WVU is an Equal Opportunity/Affirmative Action Institution. Women and minorities are encouraged to apply.

Insmed, Incorporated, located in Richmond, Virginia, is an emerging pharmaceutical company focused on the discovery and development of pharmaceutical products for the treatment of metabolic discases and endocrine disorders associated with insulin resistance.

We currently have a POSTDOCTORAL POSITION available in our Research Department. The successful candidate should have enzymology experience in enzyme purification and characterization. The research area is in myo-inositol and chiro-inositol metabolism as related to insulin resistance relevant to Type 2 diabetes and polycystic ovarian disease. The research will be performed in collaboration with Dr. Joseph Larner and Insmed Scientists led by Dr. Mark Sleevi.

Additionally, the successful candidate will work in areas involving column chromatography, FPLC, HPLC, enzyme assay and kinetics immunoprecipitation, Western blot analysis, molecular biology and cell cultures, and signaling pathway investigations.

The length of this position will probably be two to three years.

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POSTDOCTORAL FELLOWSHIP

Neurobiology. Two positions available immediately. Investigation of mechanisms of epileptogenesis and excitotoxic cellular injury in the immature brain. Emphasis on elucidating the role of glutamate and GABA receptor maturation in the age-specific responses to injury. In vitro models of epileptogenesis and excitotoxicity in cell culture and brain slice preparations used in parallel with in vivo rodent disease models. Position One requires expertise in whole cell patch clamp and intracellular recording techniques for evaluation of age-specific alterations in neuronal excitability. Position Two requires expertise in molecular biological techniques required for analysis of gene expression and identification of signal transduction mechanisms related to glutamate receptor activation. Please send curriculum vitae to: Dr. Frances Jensen, Associate Professor of Neurology, Enders 348, Neuroscience, Children's Hospital and Harvard Medical School, 300 Longwood Avenue, Boston, MA 02115. E-mail: frances.jensen@tch.harvard.edu.

POSTDOCTORAL POSITION Massachusetts General Hospital/ Harvard Medical School

We are developing methods for reverse genetic techniques that can be applied on a genomewide basis in *Drosophila* and other model organisms (e.g., see *Genetics* 156:1169, 2000). A position is available to contribute to the technology development and to generate and characterize *Drosophila* mutations in a collection of genes of the same functional class. Send curriculum vitae and names of three references to: Dr. Charles Dearolf, MGH, Jackson 1402, 55 Fruit Street, Boston, MA 02114. E-mail: cdearolf@partners.org.

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POSTDOCTORAL FELLOWSHIP POSITIONS

Postdoctoral Fellowship positions are available in the Children's Memorial Institute for Education and Research of Northwestern University Medical School. Research opportunities exist in state-of-the-art laboratories interested in developmental genetics. In order to ensure full consideration, please send application letter, three references, and curriculum vitae to:

Philip Iannaccone, M.D., D.Phil.
Children's Memorial Institute for
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Northwestern University Medical School and
Children's Memorial Hospital
2300 Children's Plaza, Number 204
Chicago, IL 60613 U.S.A.
Attention: Postdoctorate
FAX: 773-880-8266
E-mail: d-lilly@northwestern.edu

Northwestern University and Children's Memorial Hospital are Affirmative Action/Equal Opportunity Employers. Hiring is contingent upon eligibility to work in the United States. Women and minorities are encouraged to apply.

POSTDOCTORAL POSITION in neuro/cord-blood stem cell laboratory. Available immediately. Candidate will be energetic, curious, bold, organized; have a strong background in neuroscience/cell biology; and experience in molecular biology. Project is focused on molecular mechanisms underlying the differentiation of stem cells into the neural lineages. Send a handwritten cover letter, curriculum vitae including a one-page description of previous work, and three reference letters to: C. Tule, Coriell Institute for Medical Research, 401 Haddon Avenue, Camden, NJ 08103 U.S.A. FAX: 856-964-0254. Affirmative Action/Equal Opportunity Employer.

POSTDOCTORAL POSITIONS are available to study the cell cycle regulation of the malaria parasite. The NIH-funded project will focus on the characterization of CDK-like kinases and the components of the prereplication complex of Plasmodium falciparum. Ph.D. in biochemistry/molecular biology/cell biology and interest in molecular parasitology are required. Please send curriculum vitae and names of three references to: Debopam Chakrabarti, Ph.D., Molecular Biology and Microbiology, University of Central Florida, 12722 Research Parkway, Orlando, FL 32826. FAX: 407-384-2062; e-mail: dchak@pegasus.cc.ucf.edu. Affirmative Action/Equal Opportunity Employer.

POSTDOCTORAL POSITION available immediately to study development of vertebrate skeletal muscle fiber types. The NIH-funded research focuses on signal transduction pathways leading to muscle-specific gene expression. Applicant must have a Ph.D. and experience in molecular biology and/or signal transduction. Send curriculum vitae and three reference letters to: Dr. Joseph DiMario, Department Cell Biology and Anatomy, Chicago Medical School, 3333 Green Bay Road, North Chicago, IL 60064. E-mail: dimarioj@finchcms.edu.

POSTDOCTORAL FELLOW MOLECULAR BIOLOGY/BIOCHEMISTRY Auburn University, Alabama

Position available immediately to develop bioselective phage-displayed ligands for biosensor detection of microbial threat agents in a collaborative project funded by DARPA and ARO. Appropriate skills and interests include molecular biology of bacteriophages, vector design, construction of phage display libraries, site-directed mutagenesis, biopanning, ELISA, DNA sequencing, and general genetic engineering methods. Ph.D. in molecular biology or biochemistry. A minimum of three years of postdoctoral training is required. Our laboratory occupies renovated research space in a highly collaborative environment. Please send curriculum vitae and names of three references to: Professor Valery Petrenko, Department of Pathobiology, 264 Greene Hall, College of Veterinary Medicine, Auburn University, Auburn, Alabama 36849-5519. E-mail: petreva@vetmed. auburn.edu. FAX: 334-844-2652.

Auburn University is an Equal Employment Opportunity Employer. Ethnic minorities and women are encouraged to apply.

FELLOW OR INSTRUCTOR HARVARD MEDICAL SCHOOL

Two positions are available immediately in the Neuroprotection Research Laboratory, Massachusetts General Hospital/Harvard Medical School, to investigate mechanisms of brain cell death and neuroprotection using in vitro and in vivo models of ischemia, hemorrhage, and trauma. The first position is suitable for a Physiologist with experience in microsurgery, in vivo pharmacology, and biochemistry. The second position is suitable for a Molecular or Cellular Biologist with experience in signaling pathways of neuronal death. Both positions can be filled at the senior Postdoctoral Fellow or Instructor level depending on experience. Our laboratory is fully NIH funded, and successful candidates will have the opportunity to advance in a long-term academic track at Harvard. Send curriculum vitae and three references to: Eng H. Lo, Neuroprotection Research Laboratory, MGH East 149-2322, Charlestown, MA 02129. E-mail: Lo@helix.mgh.harvard.edu.

POSTDOCTORAL POSITION is available beginning July 1, 2001, to joint an NIH-funded laboratory studying the molecular basis of outflow tract and atrioventricular canal development in the heart (see website: http://www.musc.edu/CBA/SKubalak.htm). Potential candidates should have a Ph.D. with experience in molecular biology techniques and a background in cell biology. Send a brief description of research experience and interests, your curriculum vitae, and the names of three references to: Dr. Steven Kubalak, Cardiovascular Developmental Biology Center, Department of Cell Biology and Anatomy, Medical University of South Carolina, Charleston, SC 29425. E-mail: kubalaks@musc.edu; Telephone: 843-792-0624; FAX: 843-792-0664. An Equal Opportunity Employer promoting workplace diversity.

POSTDOCTORAL RESEARCH ASSOCIATES

Three POSTDOCTORAL RESEARCH AS-SOCIATE positions are available immediately in inorganic/bioinorganic chemistry at the University of Toledo. Positions require a Ph.D. in chemistry or a related area and expertise in synthesis and characterization of metal complexes, metalloprotein chemistry, or molecular biology of metalloproteins (website: www.chem.utoledo.edu/chem/FAC_ INFO). Initial appointments will be for one year and may be renewable. Send curriculum vitae and two letters of recommendation to: Professor B. A. Averill, Department of Chemistry, University of Toledo, 2801 West Bancroft Road, Toledo, OH 43606-3390. The University of Toledo is an Equal Access/Equal Opportunity/Affirmative Action Employer and Educator.

POSITIONS OPEN

POSTDOCTORAL FELLOWSHIPS APOPTOSIS RESEARCH

Stanford University seeks motivated researchers with experience in molecular and cellular biology to work on (1) Bbp/53BP2, a protein which interacts with p53 and Bcl2 (MCB 20:8018, 2000) and (2) novel chemotherapy drug resistance genes identified by screening cDNA libraries. E-mail curriculum vitae and three references to: naumovsk@leland.stanford.

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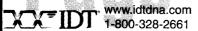
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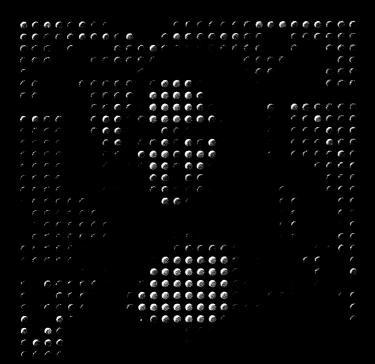
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