

Communiqué

Special Issue 2001

A Special Message from President Dan Acosta

Dear SOT Colleagues,

As we approach our Annual Meeting in San Francisco, I want to share some important information with you about the finances of our Society. Your Council has been hard at work caring for our financial resources, and you need to know as much as possible about our efforts.

First, it is important for you to understand our current budget situation. Many of you are aware that we have asked our Committees to undertake budget reductions. The Council has also sought to make some adjustments of its own. There are four reasons for our current need to trim expenses.

- In 1996, Council made a conscious decision to reduce our reserve surplus by investing more money in projects that would benefit the Society, toxicology, and public science education. Our goal, at that time, was to make good use of surplus funds. As a result, we were able to do some very positive things, but the surplus funds have now been fully expended. Some examples of these funded and completed projects are the more than thirty Long-Range Program initiatives, as listed on the SOT Web site.
- Our initial budget projections for this year did not anticipate the sharp decline in the financial markets. Where we expected gains on our investments, we have suffered paper losses. Our portfolio, which stood at roughly \$3.10 million a year ago, has diminished to \$2.47 million now, even with a reasonably conservative investment strategy recommended by our professional portfolio managers. Our financial policies require that our reserves be equal to at least 75% of our annual

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Pfizer Partners with SOT for Diversity Programs

Pfizer, Inc., has awarded a \$40,000 grant to SOT for use in conjunction with the SOT Undergraduate Minority Education Program and the SOT Internship Program. With this support, the Undergraduate Minority Program will return to a multi-day format for the 2001 Annual Meeting, beginning on Saturday evening, March 24, and concluding Monday afternoon. Students and advisors from across the country, including groups from two Native American colleges, have been invited to participate.

In presenting the check, Michael Aleo stated his organization's desire to highlight the tremendous opportunities afforded by pursuing advanced educational degrees in biomedical fields, especially toxicology. This additional funding will enable more students to attend the SOT meeting and learn about career opportunities in toxicology research and the value of obtaining doctoral degrees in the field. In addition, Pfizer hopes to help students gain access to graduate training programs by continuing to offer summer internship opportunities

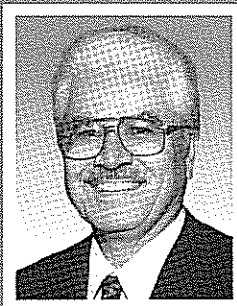
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PRESIDENT'S MESSAGE

A MEMBER CAN MAKE A DIFFERENCE (CONTINUED)



Daniel Acosta, Jr., Ph.D.
2000–2001 President of the
Society of Toxicology

New Long-Range Plan Core Purpose

In January 2000, the SOT Council met to review and update the SOT Long-Range Plan. In July, Specialty Sections and Committee comments were incorporated. This January, Council worked to apply the strategic objectives of the Long-Range Plan to SOT's programs and resources. The Society of Toxicology's core purpose is "to enhance human, animal, and environmental health through the science of toxicology."

The complete LRP, including goals and strategic objectives can be found on the Web site at www.toxicology.org.

In my previous messages I have stressed the importance of our members in the establishment of SOT as the premier scientific and professional organization in toxicology. I have also indicated that the main purpose of SOT is to enhance the professional and career development of our members through its committee structure, its Regional Chapters and Specialty Sections, its annual meeting programs and activities, and its headquarters staff services.

In order to best serve our members, we have an elected Council, which helps provide direction and leadership for the organization. It is the Council's responsibility to listen to all groups and individuals about how SOT can best serve the needs of its members. I want to offer a few pertinent examples of individual member suggestions and ideas that Council has acted upon.

- **Gaylen Bradley** suggested to Council that the two official journals of SOT—*Toxicology and Applied Pharmacology* and *Toxicological Sciences*—allow for free educational use of their contents for academic purposes in the classroom. We are presently exploring that possibility with the two publishers by including some statement on educational use in each journal. Our thanks go to Gaylen for this timely idea.
- **Yvonne Dragan** and **Rakesh Dixit** had the opportunity to attend a toxicology conference in Hungary this past fall, and, on the basis of this visit, they suggested to Council that some type of assistance be provided for Eastern European scientists to attend the SOT Annual Meeting. Yvonne is currently drafting a proposal to Council that could include a combination of travel support and local accommodations in homes and/or educational institutions of SOT members. Council appreciates the efforts of Yvonne and Rakesh in this matter.
- A student member of the Student Advisory Committee, **Shawn Kinser**, has taken the lead in seeking permission from the publisher of *Current Toxicology Protocols*, John Wiley and Sons, to have these titles placed on the SOT Web site for free student use. Although Shawn initially asked me to write a letter of support to the publisher, he was so effective and persuasive that my letter was not needed. Congratulations to Shawn and the SAC for their initiative in making these materials available for student members of SOT.
- At last year's Annual Meeting in Philadelphia, several members suggested that the Town Meeting with SOT Council members would have more attendance if an agenda were to be announced in advance. In previous years, the Town Meeting was a forum for questions and answers on topics raised by members at the annual meeting. For the meeting in San Francisco, we have re-named the session the Vice President's Forum and **Dave Eaton** (Vice President) will publicize an agenda prior to the meeting.

These are just a few examples of our members helping make SOT a better and more responsive organization for everyone. Although the deadline for payment of dues has passed, there is still an opportunity for all members to fill out the questionnaire on the back of the dues renewal form if you have not yet done so. This questionnaire is used to collect demographic information about the membership (the questionnaire can also be found in the SOT Web site). The more that Council and SOT know about the makeup of the membership, the better we can provide services for all of our members.

This letter is my last opportunity to communicate to you in a written format, although I will continue to serve as President through April. I will, however, be able to talk to many of you at the Annual Meeting in San Francisco, and I encourage you to attend the Society's Business Meeting and Vice President's Forum scheduled on **Tuesday, March 27 at 4:30 p.m.** and **Wednesday, March 28 at 7:00 a.m.**, respectively. The program for this year's meeting is outstanding, and our thanks go to **Dave Eaton**,

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Leavin' on a Jet Plane

Chair of the Program Committee and Co-chair, **Bill Greenlee**; to the Chair of the CE Committee, **Yvonne Dragan**; and to the members of these two committees for their significant contributions to the development of the program. I also want to thank my fellow colleagues on Council for their unselfish support and dedication this past year. Finally, I am deeply indebted to the members of our many SOT committees, subcommittees, task forces, Specialty Sections, and Regional Chapters who have been so instrumental in meeting the goals of the Society. In closing, I wish to acknowledge the exceptional and highly professional assistance of **Shawn Lamb**, **Clarissa Wilson**, and their staff in making my year as President so enjoyable. It has been my distinct honor and privilege to serve as President of SOT for 2000–2001.

Thank you,

Daniel Acosta

Daniel Acosta, Jr., Ph.D.
2000–2001 President

Toxicology Education Foundation Names 2001 Dixon Award Winner

Mark Fielden, Biochemistry and Molecular Biology, Michigan State University, is the recipient of the 2001 Robert L. Dixon International Travel Award. The Award includes a stipend for travel to attend the 9th International Congress of Toxicology in Brisbane, Australia. The Toxicology Education Foundation (TEF) provides this award to a graduate student in reproductive toxicology through a fund established in memory of 1982–83 SOT President Robert L. Dixon. **Jason Hansen**, Environmental Health Science, University of Michigan, received Honorable Mention. Both will be recognized at the Student/Post-Doctoral Fellow Mixer on **March 25** at the SOT Annual Meeting in San Francisco.

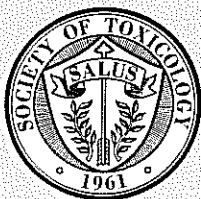
SOT members traveling to San Francisco for the Annual Meeting can book their flights and help SOT at the same time. Navigant International has been selected as the official travel agency for the SOT 2001 Annual Meeting. Call them, toll-free, at (800) 284-1515 or at (713) 622-8700.

Several airlines, including Air Canada, American, Continental, Delta, United, and U.S. Airways, are offering special discounts to Annual Meeting participants. The airlines also give credit to SOT, which helps offset travel costs for invited speakers, keeping meeting and registration expenses down. For more details and a full list of participating airlines, see the complete article in *Communiqué On-Line* or visit the 40th Annual Meeting section of the SOT Web site.

Media Training at the Annual Meeting

Are you ready to "Meet the Press?" Every week dozens of toxicologists find themselves on the hot seat, answering questions from the media. Questioners may be supportive or hostile. Subjects may be clear or confusing. Knowing how to deal with such situations is a skill that can be acquired and developed.

Media training will be part of this year's Annual Meeting. As in the past, sessions will be conducted by Kalish Communications. New content is featured in all workshops. Present plans include two on-camera sessions on **Sunday at 10:00 a.m. and 1:00 p.m.** These sessions will help individuals develop media skills in a simulated setting. **A more general session will begin at 3:00 p.m. on Sunday afternoon.** Participants will learn the basics of preparing for and conducting a media encounter. The cost for the general session is \$25 and for the on-camera sessions \$75. Registrations are welcome in advance by visiting the SOT Web site at www.toxicology.org or tickets may be purchased at the Registration Desk on Sunday, March 25.



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Deadlines for Upcoming Issues:
April 3, 2001 (Spring Issue)
June 2, 2001 (Summer Issue)
August 3, 2001 (Fall Issue)

COUNCIL HIGHLIGHTS

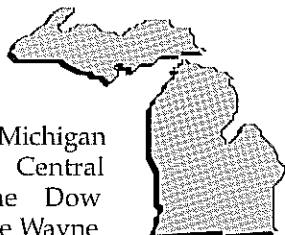
Highlights from the November Council Meeting

- 1 Council approved a new Web-based Undergraduate Student Affiliate category. Undergraduates may apply for a period to last two years. There is no application fee.
- 2 Council approved the text of the Animals in Research brochure. (The full text is posted on the SOT Web site at www.toxicology.org)
- 3 Council approved proposed changes to the SOT By-Laws and directed that they be submitted to the membership for final approval.
- 4 Council approved the text of the K-12 Education subcommittee brochure. (The full text is posted on the SOT Web site at www.toxicology.org)
- 5 Council adopted new language for the policy on drafting Position Statements. Under the new language, proposals may originate with individual members, committees, or other groups. Council then appoints a balanced Task Force to draft a position statement for Council and membership review.
- 6 Council continued to review the budget, seeking additional opportunities to bring expenditures into compliance with Council budgetary policy.

REGIONAL CHAPTER NEWS

MICHIGAN REGIONAL CHAPTER

High school science teachers in Michigan had a wonderful opportunity to learn about toxicology on November 6, 2000. That was the date of the "Toxicology for Teachers" program sponsored by the Michigan Society of Toxicology, Central Michigan University, the Dow Chemical Company, and the Wayne State University EHS Center Community Outreach and Education Program. The program also enjoyed support from the Society of Toxicology.

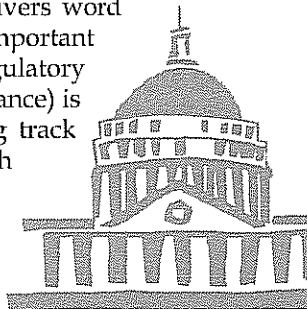


Teachers gathered in Midland, Michigan for the continuing education program, which featured an assortment of presentations and experiments designed to introduce concepts in toxicology and risk assessment. Highlights included hands-on activities for the classroom and a timely discussion of the recent recall of Bt corn products. For a full description of the activities, see the *Communiqué On-Line*.

Many SOT Regional Chapters meet during the SOT Annual Meeting. A Listing of all Regional Chapter receptions will be included in the *Program* which will be mailed to members this month.

RALA Wants You!

The news constantly delivers word of emerging issues that are important to toxicologists. RALA (Regulatory Affairs and Legislative Assistance) is SOT's committee for keeping track of and responding to such issues on the regulatory and legislative front. RALA seeks your opinion about the best way to notify the membership when these issues arise.



Is it appropriate to send out a broadcast e-mail to the entire membership? Should the committee post URL sites with information and articles that members can access directly? Is it sufficient to place announcements on the Web site and in the *Communiqué*? What is the best way to let people know what is happening and, more importantly, what they can do about it?

RALA has supported a number of approaches to notifying members about current public affairs issues and assisting them to respond. RALA continues to sponsor the Write to Congress program and the Congressional Science Fellow in Washington. The Committee continues to place informative announcements on the Political Section of the SOT Web site. Now RALA wants your input.

Please consider offering your suggestions about the most appropriate and effective ways of getting the word out about current issues of concern and about enabling the membership to respond. Send your suggestions to RALA, c/o Michael McCoy, SOT Director of Public Affairs at the Headquarters office; michael@toxicology.org.

Congratulations to the 2001 SOT Award Winners

ACHIEVEMENT	MARTIN PHILBERT
ARNOLD J. LEHMAN	SAMUEL COHEN
COLGATE-PALMOLIVE AWARD TRAVELING LECTURESHIP	MEDICAL COLLEGE OF WISCONSIN GAROLD YOST, LECTURER
CONTRIBUTIONS TO PUBLIC AWARENESS OF THE IMPORTANCE OF ANIMALS IN TOXICOLOGY RESEARCH	MASSACHUSETTS SOCIETY FOR MEDICAL RESEARCH
EDUCATION	HARIHARA MEHENDALE
ENHANCEMENT OF ANIMAL WELFARE	ALAN GOLDBERG
MERIT	DONALD REED
PUBLIC COMMUNICATIONS	ANNA SHVEDOVA
SCIENTIFIC ACHIEVEMENT	JAMES TROSKO
ZENECA TRAVELING LECTURESHIPS	RONALD HINES, RICHARD SEEGAL
HONORARY MEMBER	HERBERT NEEDLEMAN

BOARD OF PUBLICATIONS BEST PAPER AWARDS:

Toxicology and Applied Pharmacology

The Extracellular Signal-Regulated Kinase (ERK) Pathway Contributes to Mitogenic and Anti-apoptotic Effects of Peroxisome Proliferators In Vitro.

BARBARA J. MOUNHO AND BRIAN D. THRALL

Toxicological Sciences

Increased Mitochondrial Superoxide Production in Rat Liver Mitochondria, Rat Hepatocytes, and HepG2 Cells following Ethinyl Estradiol Treatment.

JINQIANG CHEN, JACKIE A. LAVIGNE, YUNBO LI, MICHAEL A. TRUSH, AND JAMES D. YAGER

2001 Toxicology Fellowship Finalists Announced

The Education Committee has announced the finalists for the SOT Fellowship Programs. All finalists will be recognized during the Annual Meeting at the Student/Post-Doctoral Mixer on **March 25**.

Five graduate students will be interviewed at the 40th Annual Meeting for the 2001 Graduate Student Fellowships. The finalists include **Kristen Fertuck**, Biochemistry, Michigan State University; **Stacey Rhodes-Brower**, Pharmacology and Toxicology, West Virginia University; **Patricia de la Rosa**, Microbiology and Immunology, West Virginia University; **Elizabeth Tonkin**, Pathology, Vanderbilt University; and **Vishal Vaidya**, Toxicology, University of Louisiana at Monroe. Three Fellowships will be awarded, thanks to the generous sponsorship of Covance Corporation, Novartis Corporation, and The Procter & Gamble Company.

Two finalists have been named for the Colgate-Palmolive Post-Doctoral Fellowship Award in *In Vitro* Toxicology. **James Kerzee**, Environmental Health, University of Cincinnati, and **Christopher Reilly**, Pharmacology and Toxicology, University of Utah, will be interviewed at the SOT Annual Meeting. The Post-Doctoral Fellowship Award is given in alternate years to encourage the development of alternatives to animal testing in toxicological research.

Pfizer Partners with SOT for Diversity Programs

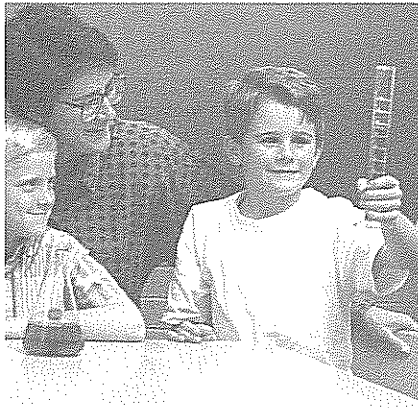
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and participating in SOT host/mentor relationships.

The Subcommittee for Minority Initiatives is recruiting internship sponsors to attend a new session to discuss internship positions with students. Academic program directors, internship sponsors, and potential mentors volunteering to participate can identify themselves via e-mail to bettye@toxicology.org at SOT Headquarters.

By posting positions to the SOT Web site, the SOT Internship Program

provides information to students about opportunities to be directly involved in toxicology research. E-mail is used to remind students to check the site. Last year, SOT received approximately 300 inquiries about internships, but the number of positions is very limited. Please make sure that your internships are included. This program needs additional internship placements. For more information, visit the SOT Web site or contact bettye@toxicology.org.



How to Help Kids Learn About Toxicology

Many career scientists are excited about introducing their field and life's work to younger students, but expecting to be successful the first time without any appropriate training has been described as "a recipe for disaster" (Science, 290:273, 2000). Three K-12 classroom mentoring assistance opportunities will be offered at the San Francisco Annual Meeting. All are free and guaranteed to provide many good ideas to help both novice and experienced science mentors transition into the modern K-12 science classroom. Pre-registration is strongly advised for the two workshop sessions so that organizers can plan for handouts and other "freebies" that will be offered during these sessions. Please see more details in the *Communiqué On-Line*, or Annual Meeting Program.

A Special Message from President Dan Acosta

Continued from page 1

expenditures, thus requiring some budget reductions because of the decline in the value of our reserves.

- Our expenses for *Toxicological Sciences* exceeded the revenue, partly because of lower than anticipated institutional subscriptions, and we took an operating loss for the first time.
- We overestimated the revenue and underestimated the expenses for last year's Annual Meeting, which also contributed to our need to trim expenses.

Second, it is important for you to know that SOT's Committees, in collaboration with the Council, have been working hard to keep the current year's budget in balance. Every SOT Committee and working group identified reductions that

could be made in its area. Council also identified a number of reductions that have enabled us to remain on a sound financial footing. We have been very careful not to reduce those areas, like the Annual Meeting, that are central and most important to our members. Indeed, the 40th Anniversary celebration is an enhancement to this year's Annual Meeting that will make it stand out for years to come.

Finally, it is important for you to know that Council has undertaken an important Strategic Planning Initiative this year. We have begun working with the committees, specialty sections, and regional chapters to identify key goals for the next fiscal year. We plan to focus on those goals that will have the greatest impact on our members

and, as additional funds allow, address goals that touch toxicology in general and the scientific education of the public.

As always, I encourage all of our members to be aware and be involved. If you have questions, concerns, or ideas, feel free to contact me directly by e-mail at daniel.acosta@uc.edu or by phone at (513) 558-3326. I look forward to working with you to make SOT as strong as it can be.

Sincerely,

Daniel Acosta, Jr., Ph.D.
2000-2001 President

Search for Undergraduate Students

The Education Committee would like contact information for undergraduate students planning to attend the 40th SOT Annual Meeting. These students will be invited to participate in the Undergraduate Program on Sunday and Monday. Please send information to bettye@toxicology.org.

Request for CE and Scientific Session Proposals

Do you have a great idea for a CE course or scientific session? The Society of Toxicology is committed to presenting quality sessions and courses at its Annual Meeting. Now is the time to submit an outline for a potential session for inclusion in the 2002 Annual Meeting Program. Guidelines for submission of an idea and the proposal forms are available at the SOT Web site.

Placement Seminar Offered at Annual Meeting

Career Compass—Getting Started in the Right Direction and How to Change

Sponsored by: The Placement Committee

Chairperson: José E. Manautou,
University of Connecticut

The main goal of this seminar is to provide attendees with valuable information on career development. We have assembled a group of speakers representing various toxicology employment sectors (such as the pharmaceutical industry and academia) as well as a recruitment specialist. Speakers will share their views on issues such as: 1) seeking mentoring and guidance as a junior toxicologist; 2) employer's expectations on qualifications, expertise, and training; 3) factors to consider when deciding on a sector of employment; and 4) career switching as a junior toxicologist. This seminar will not only be of benefit to junior toxicologists, but also toxicologists considering a change in career.

Monday, March 26, 2001

- 5:00 PM WELCOME, José E. Manautou,
University of Connecticut
- 5:10 PM Curtis D. Klaassen, University of Kansas
Medical Center
- 5:25 PM Eva Oberdörster, Clemson University
- 5:40 PM Gregory N. Cosma, Pharmacia & Upjohn
- 5:55 PM Karen Fulmer, Bench International
- 6:10 PM DISCUSSION

TEF Toxicology
Education
Foundation

TEF Receives Grant

TEF is pleased to announce the gift of \$3000 from the Eastman Charitable Foundation. These funds will be used to bring additional teachers to the *Paracelsus Goes to School Workshop* at the 2001 SOT Annual Meeting. The workshop and application information is available on the SOT Web site. TEF extends its appreciation to the many recent contributors who have provided vital funds to support TEF programs for increasing public understanding of toxicology.



Toxicology is Part of the Solution

In Memoriam



*John P. Frawley,
Charter Member of SOT,
Arnold J. Lehman Award Recipient*

Duncan James Gilroy

Frank L. Lyman

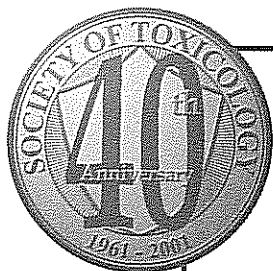
Robert Olcrest



- Rajender Abraham, Ph.D.
 Richard H. Adamson, Ph.D.
 Helmer P. K. Agersborg, Ph.D.
 Yves Alarie, Ph.D.
 James R. Albert
 M. W. Anders, Ph.D., D.V.M.
 Robert C. Anderson, Sc.D. (Hon)
 F.D. Andrew, Ph.D.
 Bernard D. Astill, Ph.D.
 John Autian, Ph.D.
 Domingo M. Aviado, M.D.
 Kenneth C. Back, Ph.D.
 Karl P. Baetcke, Ph.D.
 Robert E. Bagdon, Ph.D.
 Walter J. Bagdon, Ph.D.
 Tibor Balazs, D.V.M.
 Oneil M. Banks, Ph.D.
 James R. Beall, Ph.D., M.S.,
 D.A.B.T.
 Lloyd W. Beck, Ph.D.
 Robert P. Beliles, Ph.D.
 Karl-Fried Benitz, M.D.
 Donald R. Bennett, M.D., Ph.D.
 Karl H. Beyer, Jr., M.D., Ph.D.
 Herman A. Birnbaum, B.S.
 Robert V. Blanke, Ph.D.
 Marvin J. Bleiberg, Ph.D.
 Herbert Blumenthal, Ph.D.
 Joseph F. Borzelleca, Ph.D.
 James A. Botta, Jr., D.V.M., Ph.D.
 Gale C. Boxill, Ph.D.
 Carl E. Boyd, M.D.
 Balbir S. Brar, D.V.M., Ph.D.
 Monique C. Braude, Ph.D.
 Jules Brodeur, M.D., Ph.D.
 Daniel J. Brown, Ph.D.
 James V. Bruckner, Ph.D.
 Harold H. Bryant, Ph.D.
 John A. Budny, Ph.D.
 Edwin V. Buehler, Ph.D.
 Donald R. Buhler, Ph.D.
 John J. Burns, Ph.D.
 Evelyn G. Burtis
 William M. Busey, D.V.M., Ph.D.
 James L. Byard, Ph.D.
 Joseph C. Calandra, M.D., Ph.D.
 Benjamin Calesnick, M.D.
 Haney B. Camp, Ph.D.
 Gary P. Carlson, Ph.D.
 Robert G. Carlson, D.V.M., Ph.D.
 Charles P. Carpenter, Ph.D.
 Vernon L. Carter, Jr., D.V.M.
 Thomas R. Castles, II, Ph.D.
 Jose Alberto Castro, Ph.D.
 Clifford I. Chappel, D.V.M., Ph.D.
- Charles F. Chesney, D.V.M., Ph.D.,
 R.A.C.
 Rajendra S. Chabra, Ph.D.
 Clinton O. Chichester, III, Ph.D.
 Byong Han Chin, Ph.D.
 Herbert E. Christensen, D.Sc.
 Emil E. Christofano
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 John J. Clary, Ph.D.
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 Kent J. Davis, D.V.M.
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 Walter J. Decker, Ph.D.
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 Elmwood O. Dillingham, Ph.D.
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 Abel M. Dominguez, Ph.D.
 Frank N. Dost, D.V.M.
 John Doull, M.D., Ph.D.
 David T. Drees, D.V.M., Ph.D.
 Robert T. Drew, Ph.D.
 Hans P. Drobeck, Ph.D.
 Kurt M. Dubowski, Ph.D.
 Pierre A. Dumont, Ph.D.
 William F. Durham, Ph.D.
 Andrew G. Ebert, Ph.D.
 Donald J. Ecobichon, Ph.D.
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- John L. Emmerson, Ph.D.
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 Morris D. Faiman, Ph.D.
 Theodore M. Farber, Ph.D.
 Ernest S. Feenstra, D.V.M., Ph.D.
 John F. Ferrell, D.V.M.
 Lawrence Fishbein, Ph.D.
 James E. Fitzgerald, D.V.M., Ph.D.
 Frederick W. Fochtman, Ph.D.
 Ralph W. Fogleman, D.V.M.
 Bruce A. Fowler, Ph.D.
 Ralph I. Freudenthal, Ph.D.
 Jack Freund, M.D.
 Marvin A. Friedman, Ph.D.
 Seymour L. Friess, Ph.D.
 Harald Frohberg, M.D.
 James M. Fujimoto, Ph.D.
 George C. Fuller, Ph.D.
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 Sidney Green, Ph.D.
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 Edward J. Groskinsky
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 C.I.H.
 Anthony M. Guarino, Ph.D.
 Wallace L. Guess, Ph.D.
 Ruben J. Guzman
 Zareh Hadidian, Ph.D.
 Carl L. Hake, Ph.D.
 Thomas J. Haley, Ph.D.
- Richard L. Hall, Ph.D.
 Duane W. Hallesy, Ph.D.
 Walter H. Hansen
 Raymond D. Harbison, Ph.D.
 Kenneth H. Harper, Ph.D.
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SOT to Develop a Position Paper Regarding Genetically Modified Foods

At its September meeting, SOT Council approved the proposal to develop a position paper regarding the topic of genetically modified (GM) foods. The process will follow the recently adopted policy for developing position papers, which is printed below. Four Specialty Sections were identified to play a key role in this process, the Food Safety, Risk Assessment, Molecular Biology, and Immunotoxicology Specialty Sections. Each was asked to nominate members to serve on an *ad hoc* working group, chaired by Ken Wallace and charged with drafting this document. The plan is to produce an insightful and concise scientifically based assessment of the potential risks associated with the consumption of GM foods, in particular those that originate from biotechnical engineering. As the process unfolds, the working group will be soliciting comments and perspective from selected

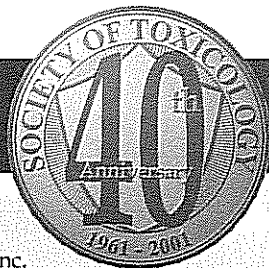
resource persons or groups, such as RALA and CPC, within SOT. Initial drafts of the paper will be reviewed by Council and posted on the SOT Web site for comment by the membership at-large. Once approved, the final draft will be submitted for publication as an official position paper of the Society of Toxicology, which we hope to complete by July, 2001.

The newly adopted protocol for developing position papers was drafted to encourage broad participation by the SOT membership. We invite you to contact members of the working group to express your comments and concerns regarding the position that SOT takes on this very important issue. We see this as an excellent opportunity for the Society of Toxicology to be part of the solution to this highly debated and important topic.

Council Procedures for Developing Position Papers on Major Issues

1. Any member who has identified an issue that appears to warrant the SOT's comment should notify either the president of an appropriate specialty section or a member of the SOT Council.
2. If the person contacted deems the issue appropriate for SOT comment, he or she should inform the SOT Council's Specialty Section Liaison or the SOT President.
3. The SOT President, with the Council's concurrence (i.e. a two-thirds vote), will decide whether or not to proceed with soliciting member comment and, if there is a decision to go forward, will identify which specialty section(s) will play the key role. The SOT Council's Specialty Section Liaison will inform the key specialty section(s) President(s) of the assignment, deadline and form of the response. The Council Specialty Section Liaison will also inform the other specialty sections of the task.
4. The Specialty Section Liaison will organize and chair an *ad hoc* Working Group to develop a draft Position Paper to be presented to Council. The working group will be comprised of at least 4 individuals, in addition to the Chair. Pursuant to a request made by the Specialty Section Liaison, presidents of particular Specialty Sections will be asked to nominate approximately 1-3 members of their specialty sections to serve as members of the working group (the President may nominate himself/herself as a member). The goal is to provide Council with a list of at least 10 (e.g., 10-12) nominees.
5. Council will review the list of nominees and select those who will serve on the Working Group. Depending upon Council's initial review of the list, it may request that the President(s) of a particular Specialty Section(s) nominate an additional member(s) of his/her Specialty Section in order to achieve a reasonable degree of "balance" on the Working Group.
6. Council will identify the potential target audience(s) and methods of dissemination of the Statement.
7. An article will be placed on our web site, and in the *Communiqué*, announcing that the Society is developing a position paper. This article will include: (1) the issue under consideration; (2) the names of the members serving on the *ad hoc* committee working on the paper; (3) an estimated time-line for the project, including the date that a draft (bearing the notation "Limited Distribution—Draft Only" on each page) is expected to be available on the Web site so that members may provide their comments.

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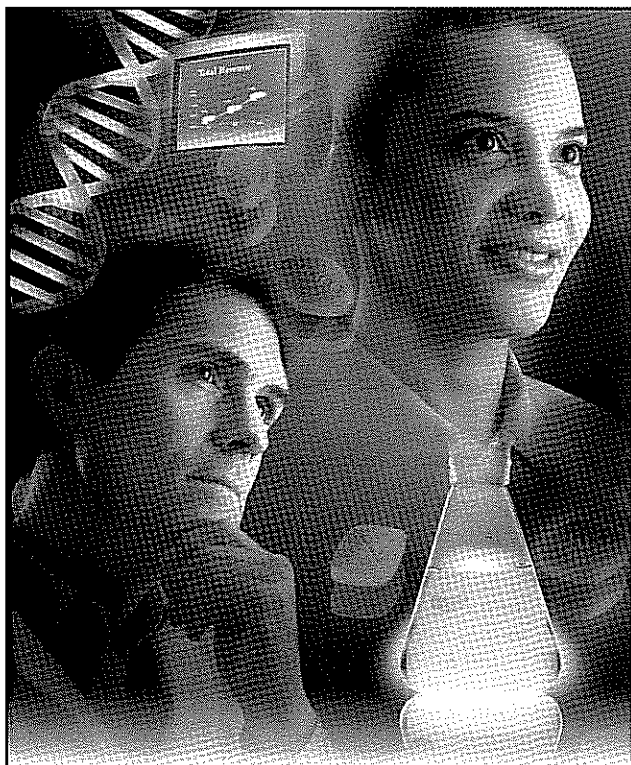
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The outstanding success of Schering-Plough stems from a basic commitment to scientific research & development. In order to discover and expedite the movement of new compounds into development, R&D expenditures have steadily increased since the early 1980s, with those in 1999 exceeding \$1 billion. We invite candidates who meet the following requirements to join the exciting growth environment at Schering-Plough Research Institute's Lafayette, New Jersey campus in picturesque, rural Northwestern New Jersey, less than one hour from New York City.

The successful candidate will direct regulatory and investigative studies in reproductive toxicology, monitor studies at outside contract research organizations and serve as a compound director on drug development teams. Requires doctoral and post-doctoral training in a scientific specialty related to reproductive or developmental toxicology plus 0-10 years experience.

We offer an excellent compensation package including competitive salary, comprehensive benefits, profit sharing, 401(k) plan, and a cash incentive program. For prompt, confidential consideration, we invite you to apply on line at www.what-drivesyou.com or mail a scannable resume and cover letter (original copy only) referencing Job Code XHXDD1969 to: Schering-Plough Research Institute, 144 Route 94, PO Box 32, Lafayette, NJ 07848. Schering-Plough is an Equal Opportunity Employer. We regret we are unable to respond to each resume. Only those selected for an interview will be contacted.

Department Head—Toxicology

Roche Bioscience offers an exciting pharmaceutical research environment focused on small molecule drug discovery. The following position is available in our Neurobiology Unit.

You will provide strategic and tactical direction to 10-12 research scientists generating toxicology input to project teams whose task is the identification of new medicine candidates. Your responsibilities will include designing, conducting and evaluating toxicology studies for entry into human and extended clinical evaluation: interacting with international Roche toxicology groups to insure compatibility with Development and Business groups; and following regulatory and internal Roche guidelines for toxicology studies. You will also be responsible for budget schedules and performance requirements.

To qualify, you must have a Ph.D. in Pharmaceutical Toxicology, 5-10 years experience in a related field, and familiarity with the regulatory aspects of toxicology. You will have presented studies to regulatory authorities. Strong communication skills and proven leadership talents are essential.

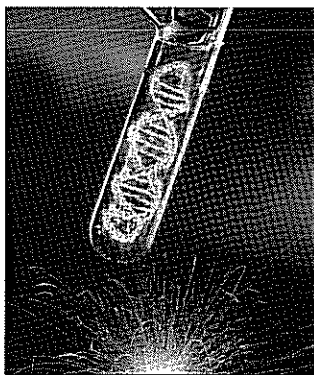
Roche Bioscience is proud to offer competitive salaries and a full benefits package, which includes relocation assistance, 401(k) and pension plan. If you would like to explore our opportunities firsthand, apply today by sending your resume, indicating Job Code 0600GF-STN, to geri.filippini@roche.com or mail to Roche Bioscience, 3401 Hillview Avenue, A2-HR, Palo Alto, CA 94304. Fax (650) 424-8159. As an equal opportunity employer, we are committed to workforce diversity.

Visit our Web site for more information at www.roche.com/bioscience.

Council Procedures for Developing Position Papers on Major Issues

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8. The Working Group members are expected to solicit input from their respective Specialty Section membership, working through their Section's President, as they participate in drafting the position statement.
9. To gain a broad-based perspective on the issue, the working group will solicit comments from other groups/individuals (e.g., additional SOT Specialty Sections, SOT Committees, SOT Regional Chapters) and take into consideration comments received from the membership pursuant to No. 7, above, before presenting their draft to the Council.
10. The SOT Council will review the draft and may seek additional input before finalizing the document and issuing it as a SOT Position Paper (requiring the approval of at least eight (8) of the eleven (11) Council members). The Council will consider submitting position papers for publication in a scientific journal as a method of disseminating the information.



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SCIENTIST

PRECLINICAL DEVELOPMENT

You will be involved in registration-enabling preclinical studies to support lead candidate development for both biologic and small molecule development programs. Responsibilities will include the design and oversight of preclinical pharmacology, pharmacokinetic, and toxicology studies. In addition, you will be responsible for analysis and reporting of study results at both internal and external forums. You'll also participate in the preparation of regulatory documents for both domestic and non-domestic regulatory agencies.

A PhD in Pharmaceuticals, Pharmacology, Toxicology or related Biology/Immunology field with 0-3 years relevant pharmaceutical industry or academic experience is required. Your experience must include conducting various aspects of preclinical evaluations of drug molecules. Basic knowledge of drug development principles; broad training in basic biologic/medical sciences; and working knowledge of computer software, statistics, and standard bioanalytical methods are all essential. You must be a team player, capable of working in a fast-paced, collaborative manner with numerous individuals, departments, and project teams. You will be expected to establish and meet realistic goals and timelines based on priorities and resources, and to generate sound development plans that balance thoroughness with timeliness and resources. You need to exhibit confidence and be able to express opinions in project team and senior management level forums. Your speaking and writing skills should enable you to provide clear ideas, arguments, and rationales for study designs and analyses; you must also be capable of engaging in scientific dialog with large groups of scientists, senior management, and regulatory authorities.

Foster your initiative and creativity at Biogen. We have one of the strongest financial profiles in the industry and our compensation and benefits package, including equity participation, is unmatched. For consideration, please forward your resume to: Biogen, Inc., Attn: Human Resources, Source Code: JT-A100-SOT, 14 Cambridge Center, Cambridge, MA 02142; Email: resumes@biogen.com (Source Code ONLY must appear in the subject line). Biogen is an Equal Opportunity Employer. No phone calls, please.

PLACEMENT SERVICES

Senior Toxicologist

Career Marketing Associates is a private recruiting and search firm which maintains a full time practice specializing in the placement of toxicologists and related product safety and regulatory affairs professionals. We have been engaged by a specialty pharmaceutical company in the Southeastern U.S. to identify an experienced toxicologist.

Our client company seeks a person with an M.S. or Ph.D. degree and no less than three years of applied toxicology experience. Preference will be given to individuals who have worked in a product development, regulatory toxicology environment or contract testing laboratory. Job responsibilities will include the planning, oversight and monitoring of toxicology tests to meet U.S. and international regulatory requirements. This is not a laboratory based position, nor will it offer an outlet for a highly investigational/experimental toxicologist. The company offers significant career growth opportunities and a very competitive wage/benefit plan.

Interested parties should contact Mr. Cary Woody or Mr. Terry Leyden, Career Marketing Associates, 7100 E. Belleview Avenue, Suite 102, Greenwood Village CO 80111. Phone (303) 779-8890 E-mail: terry@cmagroup Confidentiality assured. This is an employer fee paid position.

Senior Scientist/Senior Principal Scientist/ Study Director—General Toxicology

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You will direct internal GLP studies in general toxicology, monitor external studies at contract laboratories, and manage preclinical development programs of novel therapeutic agents.

Doctoral and Post-Doctoral level training in a scientific specialty related to toxicology are required. You must have 0-10 years' experience in preclinical drug safety, including prior project management and regulatory submissions in the pharmaceutical industry.

We offer an excellent compensation package including competitive salary, comprehensive benefits, profit sharing, 401(k) plan, and a cash incentive program. For prompt, confidential consideration, we invite you to apply on line at www.whatdrivesyou.com or mail a scannable resume and cover letter (original copy only) referencing the job title to: Schering-Plough Research Institute, 144 Route 94, PO Box 32, Lafayette, NJ 07848. Schering-Plough is an Equal Opportunity Employer. We regret we are unable to respond to each resume. Only those selected for an interview will be contacted.