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<th>Author</th>
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<tr>
<td>Sloane, B. F.</td>
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INTRODUCTION

The AACR's Employment Register is intended to attract young scientists to the Association, increase interest in AACR programs, and provide a valuable service to all cancer researchers, both senior and junior investigators.

The AACR had operated a limited Employment Register since 1983 with a fee structure that permitted only the listing of positions and candidates at the annual meeting. Beginning in 1988, AACR Staff scheduled interviews at the annual meeting, and brief advertisements describing available candidates and positions were published in the *Proceedings of the American Association for Cancer Research* and in two issues of *Cancer Research*. These services will be continued in 1995. Registration forms for the 1995 Employment Register can be found on the following pages. Fees have been set at the following levels:

<table>
<thead>
<tr>
<th>Each candidate registration</th>
<th>US$/C$</th>
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<tbody>
<tr>
<td>- by an AACR member</td>
<td>10/15</td>
</tr>
<tr>
<td>- by a nonmember</td>
<td>25/36</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Each position listing</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>- by an AACR member from a nonprofit or governmental organization</td>
<td>75/107</td>
</tr>
<tr>
<td>- by a nonmember from a nonprofit or governmental organization</td>
<td>125/179</td>
</tr>
<tr>
<td>- by a commercial organization</td>
<td>275/393</td>
</tr>
</tbody>
</table>

(USS225/C$321 for companies participating in the 1995 AACR Exhibit Show)

INSTRUCTIONS FOR CANDIDATES

1. Supply all information requested on the attached candidate registration form.
2. Type a short description of your background and the position you are seeking in the 5” X 1¼” box provided. Do not include your name; the AACR will assign identification numbers to all candidate listings. Please type carefully: this description will be reproduced as described in the section below entitled PUBLICATION OF LISTINGS.
3. Enclose the original form plus 1 copy.
4. Enclose appropriate payment:
   a. US$10/C$15 from AACR members
   b. US$25/C$36 from nonmembers
5. Checks should be issued in U.S. or Canadian dollars, drawn on a U.S. or Canadian bank, and made payable to AACR, Inc.
6. **Forms should be submitted by December 5, 1994,** to ensure publication of listings in the *Proceedings*. However, candidate registration forms will continue to be accepted in the Association Office until February 24, 1995. After that date forms should be submitted at the annual meeting.
7. Mail all candidate registration forms to:
   Employment Register
   American Association for Cancer Research, Inc.
   Public Ledger Building, Suite 816
   150 S. Independence Mall West
   Philadelphia, PA 19106-3483

INSTRUCTIONS FOR EMPLOYERS

1. Complete a separate position listing form for each position available and supply all information requested.
2. Type a short description of the position available in the 5” X 1¼” box provided. Please type carefully; this description will be reproduced as described in the section below entitled PUBLICATION OF LISTINGS.
3. Enclose the original form plus 1 copy.
4. Enclose appropriate payment for each position listed:
   a. US$75/C$107 from AACR members in nonprofit or governmental organizations,
   b. US$125/C$179 from nonmembers in nonprofit or governmental organizations,
   c. US$275/C$393 from commercial firms (US$225/C$321 from firms participating in the 1995 AACR Exhibit Show).
5. Checks should be issued in U.S. dollars, drawn on a U.S. bank, and made payable to AACR, Inc.
6. **Forms should be submitted by December 5, 1994,** to ensure publication of listings in the *Proceedings*. However, position listing forms will continue to be accepted in the Association Office until February 24, 1995. After that date forms should be submitted at the annual meeting.
7. Mail all position listing forms to:
   Employment Register
   American Association for Cancer Research, Inc.
   Public Ledger Building, Suite 816
   150 S. Independence Mall West
   Philadelphia, PA 19106-3483

SCHEDULING OF INTERVIEWS

The AACR will set aside space at the annual meeting for interviews which will be scheduled at mutually agreeable times during the following hours: Sunday, Monday, and Tuesday, March 19-21, from 8:00 a.m. to 5:00 p.m., and Wednesday, March 22, from 9:00 a.m. to 1:00 p.m. Each candidate and employer will receive an identification number. Registrants who submit their forms and fees by February 24, 1995, will receive an acknowledgment card which contains their identification number.

PUBLICATION OF LISTINGS

Short advertisements describing each candidate and position listing will be published in Volume 36 (1995) of the *Proceedings of the American Association for Cancer Research* and in the July 1, September 1, and November 1, 1995, issues of *Cancer Research*. The attached forms contain space for copy for these advertisements. Please type carefully to ensure accurate reproduction of your advertisement. Your copy must not exceed the limits of the box because space for these advertisements is limited. Advertisements for available positions should contain the name and address of the person conducting the job search, and candidates will be able to communicate with that person directly. Candidate advertisements will be anonymous. The AACR will send the candidate’s complete form via first-class mail to any registered employer who requests it. The employer must bear the cost of receiving candidate forms in any manner other than first-class mail.

As noted above, because of the early publication date of the *Proceedings*, forms must be received by December 5, 1994, to ensure publication in that document. However, all advertisements submitted before or during the meeting will be published in the three issues of *Cancer Research*. Registrants wishing to withdraw their advertisements must submit written requests to that effect to the Association Office by May 15, 1995, for the July 1 issue; July 14, 1995, for the September 1 issue; and September 15, 1995, for the November 1 issue. All participants in the Employment Register are urged to notify the Association immediately of any change in their status so that all listings will remain current.

FURTHER INFORMATION

Questions about the Employment Register may be directed to the Association Office at 215-440-9300.
DESCRIPTION OF POSITION

Title__________________________________________________________

Nature of Work and Responsibilities (research, teaching, administration, etc.)

Education and Experience Required

Date Position Available________________________________________ Annual Salary Range__________________________________________

Location of Position____________________________________________

Areas of Specialization
(Indicate a maximum of three in order of greatest activity)

  12. Virology  13. Other (please specify):______________________

EMPLOYER'S REPRESENTATIVE(S) AACR Member Number

Name(s) and Title(s)__________________________________________________________

Institution_________________________________________________________________

Address______________________________________________________________________

Telephone____________________________________________________________________

AVAILABILITY FOR INTERVIEWS AT AACR ANNUAL MEETING

I ___ plan ___ do not plan to attend the AACR Annual Meeting in Toronto.

Dates available for interviews: ___March 19  ___March 20  ___March 21  ___March 22

ADVERTISEMENT (Please type a short description of the position in the box below. If received by December 5, 1994, your advertisement will be printed in the 1995 Proceedings. All advertisements will appear in the July 1, September 1, and November 1, 1995, issues of Cancer Research.)

CANDIDATE REGISTRATION

AMERICAN ASSOCIATION FOR CANCER RESEARCH
EMPLOYMENT REGISTER

(Please type and submit original and 1 copy)

TYPE OF POSITION DESIRED (Check all that apply)

___ Postdoctoral    ___ Physician in Training    ___ Research Associate/Staff Scientist    ___ Faculty

TYPE OF INSTITUTION DESIRED (Check all that apply)

___ Industry    ___ Academic    ___ Government

Name: ___________________________________________________________ ___ AACR Member Number

Last      First      M.I._____________________________________________

Business Mailing Address:______________________________________________ Major Field:__________________________

________________________________________________________________________

Highest Degree:__________________________________________ Year Obtained:________

Bus. Telephone_________________________________ Citizenship____________________

Type of Visa_________________________ Desired Salary________________________

Date Available________________________ Geographic Preference________

Areas of Specialization

(Indicate a maximum of three in order of greatest activity)

___ ¹Biochemistry & Biophysics    ___ ²Carcinogenesis    ___ ³Cellular Biology & Genetics    ___ ⁴Clinical Investigations

___ ⁵Endocrinology    ___ ⁶Epidemiology    ___ ⁷Experimental Therapeutics    ___ ⁸Immunology

___ ⁹Molecular Biology & Genetics    ___ ¹⁰Prevention    ___ ¹¹Radiobiology/Radiation Oncology

___ ¹²Virology    ___ ¹³Other (please specify):________________________

ADVERTISEMENT (Please type a short description of your background and the position you are seeking in the box below. If received by December 5, 1994, your advertisement will be printed in the 1995 Proceedings. All advertisements will appear in the July 1, September 1, and November 1, 1995, issues of Cancer Research. DO NOT GIVE YOUR NAME OR ADDRESS; the AACR will assign identification numbers to each advertisement.)

Name___________________________________________________________
Candidate I.D. Number_____________________________________________

ACADEMIC TRAINING
College or University From/To Major Minor Degree(s)
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

POSITIONS HELD (List in chronological order, current position first)
Employer From/To Position/Nature of Duties
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

PUBLICATIONS (List five most recent; include titles and co-authors)
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

OTHER (List specific areas of expertise, professional societies, honors, etc.)
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

REFERENCES (Give name and business address)
________________________________________________________________
________________________________________________________________
________________________________________________________________

AVAILABILITY FOR INTERVIEWS AT AACR ANNUAL MEETING
I ___ plan ___ do not plan to attend the AACR Annual Meeting in Toronto.
Dates available for interviews: ___March 19 ___March 20 ___March 21 ___March 22

(This form may be reproduced)
AMERICAN ASSOCIATION FOR CANCER RESEARCH
GUIDELINES FOR APPLICATION FOR ACTIVE AND CORRESPONDING MEMBERSHIP

BENEFITS OF MEMBERSHIP
The American Association for Cancer Research (AACR), a scientific society of over 10,000 laboratory and clinical cancer researchers, was founded in 1907 to facilitate communication and dissemination of knowledge among scientists and others dedicated to the cancer problem; to foster research in cancer and related biomedical sciences; to encourage the presentation and discussion of new and important observations in the field; to foster public education, science education, and training; and to advance the understanding of cancer etiology, prevention, diagnosis, and treatment throughout the world.

Members of the AACR enjoy the following benefits:
1. the privilege of sponsoring a proffered paper (abstract) for consideration for presentation at the AACR annual meeting;
2. an advance copy of the Program and Proceedings of the American Association for Cancer Research pertaining to each annual meeting;
3. reduced registration rates at annual meetings;
4. priority notice of small, focused meetings in the AACR's exciting series of Special Conferences in Cancer Research;
5. reduced registration rates for Special Conferences;
6. opportunities for participation in AACR meetings in North America and abroad with other scientific societies around the world;
7. receipt of AACR Newsletters and other important announcements;
8. early notification of and reduced rates for participation in the AACR Employment Register;
9. an up-to-date Membership Directory of thousands of researchers in the cancer field;
10. the professional benefits of AACR's public education activities concerning funding for cancer research and press coverage of the latest research findings;
11. participation in Summer Workshops that foster networking opportunities and science education for young investigators; and
12. many more ongoing benefits.

QUALIFICATIONS FOR MEMBERSHIP
Active membership in the AACR is open to investigators who live in the Americas. Individuals who have conducted two years of research resulting in peer-reviewed publications relevant to cancer, or who have made substantial contributions to cancer research in an administrative or educational capacity, are eligible. If a candidate has conducted research in an area of biomedical science related to cancer, he or she will qualify for membership. Evidence of patents relevant to cancer research may be submitted as qualifications for membership in lieu of peer-reviewed publications.

Corresponding membership is open to persons who are not residents of the Americas. The qualifications for corresponding membership are the same as those indicated above for active membership. Visiting scientists from outside the Americas who intend to return to their countries of origin by the anticipated time of election should apply for corresponding membership. All other visiting scientists should apply for active membership and transfer to corresponding status upon leaving the Americas.

Graduate and medical students, postdoctoral fellows, and physicians in training who do not yet meet the above qualifications for active or corresponding membership should apply for associate membership. Forms for associate membership are available from the AACR Office.

PROCEDURES FOR APPLICATION
There are three deadlines for the receipt of a membership application: January 1, May 1, and September 1 of each year. The Membership Committee will review all complete applications for active membership that have been received by these deadlines and will make recommendations on each candidate to the Board of Directors which formally elects all members. The same procedure is followed by the Special Memberships Committee which receives applications for corresponding membership. Candidates will be notified according to the following schedule:

<table>
<thead>
<tr>
<th>Receipt of Application in AACR Office</th>
<th>Notification of Candidate</th>
</tr>
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<tbody>
<tr>
<td>January 1</td>
<td>March</td>
</tr>
<tr>
<td>May 1</td>
<td>July</td>
</tr>
<tr>
<td>September 1</td>
<td>November</td>
</tr>
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A complete application consists of the following material:
1. 6 copies of the form on the opposite side of this page, with all requested information provided.
2. 5 copies of the candidate’s most current curriculum vitae and bibliography.
3. 5 copies of a letter of recommendation from a nominator who is an active, corresponding, emeritus, or honorary member of the AACR (at least one copy must be a signed, original letter). This letter should describe the candidate’s achievements in laboratory research, clinical investigations, or epidemiological research, and it should affirm that this research adheres to accepted ethical scientific standards. —OR— The nominator may supply the responses requested at the bottom of the application form in the section entitled “STATEMENT OF SUPPORT” (at least one copy of the form must be the signed original).
4. 5 copies of a letter of recommendation as described in Item 3 above from a secondor who is an active, corresponding, emeritus, or honorary member of the AACR (at least one copy must be a signed, original letter). —OR— The secondor may supply the responses requested at the bottom of the application form in the section entitled “STATEMENT OF SUPPORT” (at least one copy of the form must be the signed original).
5. 5 reprints of each of two publications on which the candidate appears as author. As noted above, evidence of patents developed by the candidate may be submitted in lieu of one or both of the publications. If submitting patents, supply patent number and year awarded.

All material should be collated into five complete sets with the original application form as a covering document and sent to the address given below. Questions regarding procedures for membership application may also be directed to the following address:

American Association for Cancer Research
Public Ledger Building, Suite 816
150 S. Independence Mall West
Philadelphia, PA 19106-3483
Phone: 215/440-9300
FAX: 215-440-9313

RESPONSIBILITIES OF MEMBERSHIP
Candidates should be aware of the following responsibilities of membership in the AACR. Active members must pay annual dues. In 1995 annual dues for active members are $160, $95 of which is designated for AACR journal subscriptions. Newly elected members of the AACR who have already purchased subscriptions to Cancer Research, Clinical Cancer Research, Cell Growth & Differentiation, or Cancer Epidemiology, Biomarkers & Prevention at the higher nonmember rates will receive reimbursement of the unused portion of those subscriptions once their first year’s membership dues are paid in full.

Corresponding members are required to pay dues ($80 in 1995) and may, if they wish, subscribe to Cancer Research, Clinical Cancer Research, Cell Growth & Differentiation, or Cancer Epidemiology, Biomarkers & Prevention at reduced member rates.

Applicants elected in March will be responsible for payment of that year’s dues; applicants elected in July and November will pay dues for the following year. Applicants elected in March and July will be eligible to sponsor an abstract for the next annual meeting. Every effort will be made to afford the same opportunity to applicants elected in November.

Margaret Foti
Executive Director
APPLICATION FOR ACTIVE OR CORRESPONDING MEMBERSHIP

NAME OF CANDIDATE: _____________________________ DATE OF BIRTH: ____________

LAST FIRST M.I.

PRESENT POSITION/TITLE: _____________________________

INSTITUTIONAL AFFILIATION: _____________________________

INSTITUTIONAL ADDRESS: _____________________________

(City) _____________________________ (State/Province) _____________________________ (Country) _____________________________ (Postal Code) _____________________________

TELEPHONE NUMBER: _____________________________ E-MAIL NUMBER (CARRIER): _____________________________ FAX NUMBER: _____________________________

PRIMARY FIELD OF RESEARCH (Please check only one):
- Biochemistry and Biophysics
- Biostatistics
- Cellular Biology and Genetics
- Clinical Investigations
- Epidemiology
- Immunology
- Preclinical Pharmacology and Experimental Therapeutics
- Carcinogenesis
- Endocrinology
- Molecular Biology and Genetics
- Virology
- Other: _________________________________________ (Please specify)

ACADEMIC DEGREES (Including where and when granted)

EXPERIENCE SINCE HIGHEST DEGREE WAS GRANTED (Please list most recent first)

PUBLICATIONS (Reprints of two peer-reviewed articles on which the candidate appears as an author must accompany this application. For these two articles list the authors, title, journal, volume, inclusive pages, and year. Do not submit abstracts. If submitting patents, supply patent number and year awarded.)

CANDIDATE NOMINATED BY*: _____________________________

(Please print) CANDIDATE SECONDED BY*: _____________________________

(Please print)

CANDIDATE IS APPLYING FOR (Check one): □ ACTIVE □ CORRESPONDING MEMBERSHIP

STATEMENT OF SUPPORT (in place of letters of recommendation)

Instead of submitting letters of recommendation, either the nominator or the seconder or both may complete the following section:

How long has the candidate worked in the field of cancer research? ______ years
Will the candidate make a long-term contribution to cancer research? ______ Yes ______ No
Does the candidate’s research adhere to accepted ethical standards? ______ Yes ______ No
I therefore recommend this candidate for membership in the American Association for Cancer Research.

Signature of nominator* _____________________________ Date _____________________________

Signature of seconder* _____________________________ Date _____________________________

See Guidelines for Application on the reverse side of this form for further instructions.

*Both nominator and seconder must be active, corresponding, emeritus, or honorary members of the AACR.

(This form may be reproduced.)
QUALIFICATIONS FOR MEMBERSHIP

Associate membership is open to graduate students, medical students, postdoctoral fellows, and physicians in training who are following a course of study or who are working in a research program relevant to cancer. Scientists in training who already have a substantial record of publications may wish to apply for active or corresponding membership which confers full benefits of membership.

BENEFITS OF MEMBERSHIP

The American Association for Cancer Research (AACR), a scientific society consisting of laboratory and clinical cancer researchers, was founded in 1907 to facilitate communication and dissemination of knowledge among scientists and others dedicated to the cancer problem; to foster research in cancer and related biomedical sciences; to encourage presentation and discussion of new and important observations in the field; to foster public education, science education, and training; and to advance the understanding of cancer etiology, prevention, diagnosis, and treatment throughout the world. Associate members of the AACR enjoy the following benefits:

1. the privilege of sponsoring a paper for presentation at the AACR annual meeting provided that (a) the associate member is the presenter of the paper and (b) an active, corresponding, emeritus, or honorary member in good standing of the AACR also signs the abstract of the paper in support of the work (In this instance, the member who cosigns the abstract does not lose his or her own sponsorship privilege.);
2. an advance copy of the scientific Program and (if one has been purchased by the associate member) the Proceedings of the American Association for Cancer Research which contains abstracts of all papers being presented at each annual meeting;
3. the privilege of registering for the annual meeting at the low student rate (This rate is otherwise available only to predoctoral students.);
4. preferred access to the AACR Employment Register;
5. optional subscriptions to the Association’s high-quality journals Cancer Research, Cell Growth & Differentiation, Cancer Epidemiology, Biomarkers & Prevention, and Clinical Cancer Research at reduced member rates;
6. priority notification of events in the AACR’s series of special conferences on timely subjects in the field;
7. reduced registration rates at special conferences;
8. the receipt of AACR newsletters, meeting announcements, and an up-to-date membership directory; and
9. the facilitation of informal scientific exchange with leading researchers in the cancer field.

PROCEDURES FOR APPLICATION

Persons wishing to apply for associate membership must use the official application form on the reverse side of these instructions. Each candidate for associate membership must be nominated by an active, corresponding, emeritus, or honorary member in good standing of the AACR. Three completed copies of the form should be submitted; at least one of these copies must carry the original signatures of both the candidate and the nominator. The application form may be submitted to the Association Office at any time.

After review of applications for associate membership, the Executive Director will notify candidates of their election or deferral within one month of the receipt of the application form. A check for one year’s dues payment must accompany the application. Dues for 1994 are $30 for associate members residing in the Americas and $40 for residents of other countries. For 1995 these rates are $35 and $45, respectively. This fee will be refunded to any candidate deemed to be ineligible for associate membership.

Checks should be in U.S. currency, made payable to AACR, Inc., and drawn on a U.S. bank. Send the three copies of the application form and the appropriate dues payment to:

American Association for Cancer Research
Public Ledger Building, Suite 816
150 S. Independence Mall West
Philadelphia, PA 19106-3483
215/440-9300

RESPONSIBILITIES OF MEMBERSHIP

Associate members must pay annual dues in an amount to be determined by the AACR Board of Directors. Dues for 1994 have been set at $30 per year for residents of the Americas and $40 for residents of other countries. For 1995 these rates are $35 and $45, respectively. If an application is submitted by August 31, the accompanying dues payment will be credited to the current year. Candidates submitting applications between September 1 and December 31 may indicate whether they wish their dues payments credited to the current or forthcoming year. Candidates should be aware, however, that associate members may sponsor an abstract for the annual meeting only if their dues for the current year are paid. For example, an associate member submitting an abstract in October 1994 for the forthcoming annual meeting must have paid dues for 1994. Any newly elected associate members of the AACR who have already purchased subscriptions to Cancer Research, Cell Growth & Differentiation, Cancer Epidemiology, Biomarkers & Prevention, and Clinical Cancer Research at the higher, nonmember rate will receive a refund for the unused portion of that subscription upon receipt of their payment for a member’s subscription.

Each Fall the AACR will send to current associate members an invoice for dues for the forthcoming year. Payment of this invoice must be accompanied by a statement signed by the associate member’s current registrar, dean, or department head, verifying the member’s current academic status. The Association’s By-Laws state that dues are payable for each year in advance by January 1 of the year to which they should be applied. An individual may be an associate member for a maximum of five years. Each year in which an individual pays dues will count as one full year of associate membership. Thus, an associate member who pays dues for 1994 may retain associate membership until December 31, 1998. The Board of Directors may terminate the membership of an associate member whose dues are in arrears for two years.

Margaret Foti
Executive Director
AOSPESIAL CONFERENCE IN CANCER RESEARCH

Signal Transduction of Normal and Tumor Cells

Co-Sponsored by the National Cancer Institute of Canada
with Additional Support from the
National Institute of Environmental Health Sciences

April 1-6, 1995
The Banff Centre, Banff, Alberta, Canada

CONFERENCE CHAIRPERSONS
Anthony J. Pawson / Toronto, Ontario, Canada
André Veillette / Montreal, Quebec, Canada
Grant McFadden / Edmonton, Alberta, Canada

PROGRAM COMMITTEE
Robert N. Eisenman / Seattle, WA
Alan Bernstein / Toronto, Ontario, Canada

SCIENTIFIC PROGRAM

Tyrosine Kinases
Michael Stern / New Haven, CT
Louis C. Cantley / Boston, MA
William J. Muller / Hamilton, Ontario, Canada
Morag Park / Montreal, Quebec, Canada

Development
Marian Barbacid / Princeton, NJ
Joseph Culotti / Toronto, Ontario, Canada
Michael Hoffman / Madison, WI
Ashley R. Dunn / Melbourne, Australia

Cell Cycle
Brenda J. Andrews / Toronto, Ontario, Canada
James Roberts / Pittsburgh, PA
Edward E. Harlow / Charlestown, MA
Jeffrey L. Wrana / New York, NY

Tumor Suppressors
Alan Bernstein / Toronto, Ontario, Canada
Paul Polakis / Richmond, CA
Additional Speakers to be Announced

Immune System/Hematopoiesis
André Veillette / Montreal, Quebec, Canada
Tak W. Mak / Toronto, Ontario, Canada
Chelm Roffman / Toronto, Ontario, Canada
James N. Ihle / Memphis, TN

DNA Viruses and the Immune System
Grant McFadden / Edmonton, Alberta, Canada
William S.M. Wold / St. Louis, MO
Thomas Schall / Palo Alto, CA
David C. Johnston / Hamilton, Ontario, Canada

Cytoplasmic Effectors
Anthony J. Pawson / Toronto, Ontario, Canada
Christopher J. Marshall / London, England
Sara A. Courtneidge / Heidelberg, Germany
Heidi E. Hamm / Chicago, IL

Transcription
Robert N. Eisenman / Seattle, WA
Steven Burley / New York, NY
Michael Z. Gilman / Cambridge, MA
James Woodgett / Toronto, Ontario, Canada

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Grove Park Inn, Asheville, NC

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Mangelsdorf, Dallas, TX
Whistler Resort and Conference Centre, Whistler,
B.C., Canada

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Molecular Biology of Cancer: Implications for
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MN; Masaaki Terada, Tokyo, Japan
Maui Marriott Hotel, Maui, HI

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86th Annual Meeting
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Chairperson: Anthony J. Pawson, Toronto,
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Banff Centre, Banff, Alberta, Canada

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The Sagamore, Bolton Landing (Lake George), NY

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Canada; Daniel D. Von Hoff, San Antonio, TX
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Hotel Del Coronado, Coronado (San Diego), CA

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3 X Li, W James, F Traganos & Z Darzynkiewicz, (1993) manuscript submitted.