Los Alamos NATIONAL LABORATORY
# NewsLetter
Week of Jan. 19, 2004 Vol. 5, No. 2

Los Alamos NATIONAL LABORATORY memorandum

## Laboratory addresses salary issues

***Editor's note: The following is from an all-employee memo issued Jan. 6 from Laboratory Director G. Peter Nanos.***

I am pleased to announce that the Laboratory has taken positive steps to address salary issues identified in a comprehensive study commissioned by the Laboratory and conducted by the Welch Consulting Group, a nationally recognized, independent consulting firm. Adjustments to compensation were reflected in the Jan. 8 paychecks of 670 Laboratory employees. These employees had salaries that were significantly different when compared to the salaries of their peers using an objective comparative statistical analysis, which included a wide array of factors such as years of service, years of relevant experience, job series, hire date, overall relative contribution, career progression, etc. All possible gender and ethnic combinations were considered and statistically evaluated in an equivalent manner.

To validate that the 670 salary adjustments addressed the issues identified in the original and widely publicized Welch analysis, the Laboratory conducted a follow-up analysis of salaries using the original Welch methodologies; the subsequent analysis showed that previous differences had been properly adjusted and that no new differences had been created in the process.

It is important to note that managers' salaries and the salaries of technical staff members with doctorates were not adjusted. This is because neither the Welch analysis nor the follow-up analysis identified salary issues in these employee groups. Part-time and limited-term employees also were not part of the analysis. This means that about 10 percent of the remaining work force will see a pay adjustment. Pay adjustments reflect salary increases ranging from about $170 to $10,000 annually, with the increases becoming effective Dec. 22, 2003.

Line managers notified employees who received a salary adjustment, and each affected employee received a written notice reflecting the adjustment.

Shortly after I assumed leadership of the Laboratory, a number of people brought their concerns about compensation to my attention. After learning of this issue, I pledged to complete an independent analysis of salary issues and to quickly take actions to adjust significant salary differences in an ethical and equitable manner. The previously mentioned pay increases demonstrate a fulfillment of my earlier pledge; furthermore, I want employees to know that my commitment to maintaining comparative compensation at this Laboratory will continue as long as I remain director. As such, I want people to realize that this salary adjustment is the first step in a continuing process and that I am personally holding managers accountable to maintain competitive compensation within their respective organizations.

I realize the possibility that some individual cases may have remained unaddressed for one unforeseeable reason or another. I urge employees who have genuine concerns about potential disparities in their own salaries to contact their managers and/or send e-mail to *comp@lanl.gov,* and I will see to it that the matter is reviewed and addressed if appropriate.

## Los Alamos Isotope Production Facility dedicated

New Mexico congressional representatives and Department of Energy officials joined Laboratory staff and management last week to dedicate and begin commissioning the Laboratory's Isotope Production Facility at Technical Area 53. Funded by DOE's Office of Nuclear Energy, Science and Technology, full production capability is expected in this spring.

The Los Alamos Neutron Science Center delivered its first proton beam to the new Isotope Production Facility Dec. 23, 2003, making it the newest isotope production facility in the United States.

The IPF will produce radioisotopes for applications that range from commercial uses to medical imaging and therapy, including some short-lived isotopes used for cancer treatment.

Isotopes are used not only in medical research, but also in commercial products, environmental research, materials science, national security and a variety of other research and development applications. In most instances, the DOE laboratories (principally Los Alamos and Brookhaven) are the nation's only suppliers. In the past, Los Alamos has produced more than 30 different isotopes at the LANSCE accelerator. Many of those will be available with the new facility.

***At right: Gov. Bill Richardson, left; Laboratory Director G. Peter Nanos, center; and Tom Meyer, right, associate director for strategic research, talk during Monday's Isotope Production Facility dedication at TA-53. Photo at left: U.S. Sen. Jeff Bingaman, D-N.M., uses the hot-cell manipulators in the new Isotope Production Facility at the Los Alamos Neutron Science Center.*** *Photos by LeRoy N. Sanchez*

# Inside this issue ...




Los Alamos NewsLetter

**The *Los Alamos NewsLetter,* the Laboratory bi-weekly publication for employees and retirees, is published by the Public Affairs Office in the Communications and External Relations (CER) Division. The staff is located in the IT Corp. Building at 135 B Central Park Square and can be reached by e-mail at *newsbulletin@lanl.gov*, by fax at 5-5552, by regular Lab mail at Mail Stop C177 or by calling the individual telephone numbers listed below. For change of address, call 7-3565. To adjust the number of copies received, call the mailroom at 7-4166.**

**Editor:**
Jacqueline Paris-Chitanvis, 5-7779

**Associate editor:**
Judy Goldie, 5-0297

**Managing editor:**
Denise Bjarke, 7-3565

**Graphic designer:**
Edwin Vigil, 5-9205

**Contributing photographers:**
LeRoy N. Sanchez, 5-5009
Edwin Vigil, 5-9205

**Contributing writers:**
Nancy Ambrosiano, 7-0471
Judy Goldie, 5-0297
Todd Hanson, 5-2085
James E. Rickman, 5-9203
Steve Sandoval, 5-9206

Los Alamos National Laboratory is operated by the University of California for the National Nuclear Security Administration (NNSA) of the U.S. Department of Energy and works in partnership with NNSA's Sandia and Lawrence Livermore national laboratories to support NNSA in its mission.

Los Alamos enhances global security by ensuring safety and confidence in the U.S. nuclear stockpile, developing technologies to reduce threats from weapons of mass destruction and improving the environmental and nuclear materials legacy of the Cold War. Los Alamos' capabilities assist the nation in addressing energy, environment, infrastructure and biological security problems.

National Nuclear Security Administration

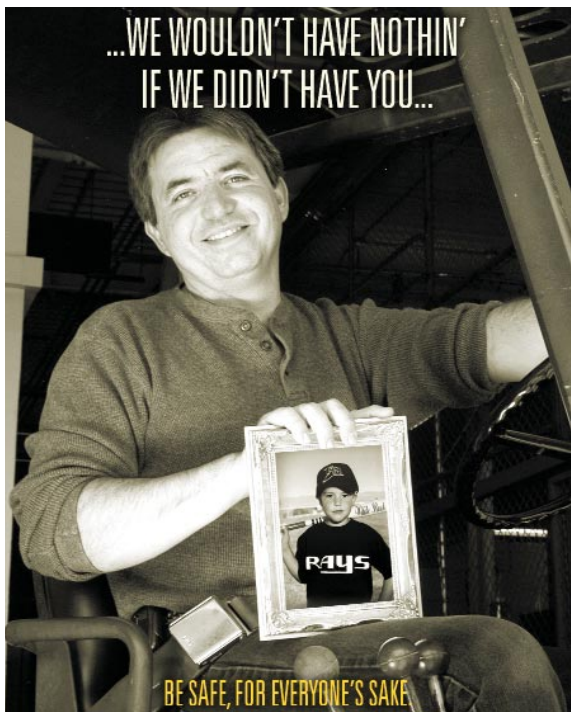
**Printed on recycled paper. Please recycle.**



***Nuclear Materials Technology (NMT) Division Leader Steve Yarbro, left, and Laboratory Director G. Peter Nanos admire the poster of Richard McLellan of Weapons Component Technology (NMT-5), one of three in the NMT safety awareness campaign.*** *Photo by Edwin Vigil*

# *A safety campaign with a personal twist*


***Rose Marie Andrade***




***Danny Borrego*** *Photos courtesy of NMT Division*

*by Judy Goldie*

Nuclear Materials Technology (NMT) Division is trying something new with its recently launched safety campaign that targets worker safety awareness — NMT employees in actual work environments with photos of their loved ones are featured in the campaign that carries the message, "We wouldn't have nothin' if we didn't have you," with the subtext of "Be Safe, for Everyone's Sake."

Recurring in each poster in the campaign is the gold-framed photo of the employees' loved ones. The first three posters in the campaign feature Rose Marie Andrade of the NMT Division Office with a picture of her sons Tony, James, Gabriel and Daniel; Danny Borrego, NMT-DO, with a picture of his son Jared; and Richard McLellan of Weapons Component Technology (NMT-5) with a picture of his son Brian and grandson Ashton.

The campaign is being rolled out as part of a renewed focus on safety throughout the division, said NMT Division Leader Steve Yarbro. "We are excited about this project. We think it will actually succeed in capturing people's attention and delivering an important message in a truly compelling way. That's always the challenge, Yarbro said.

"Every few months we will replace these images with new faces to keep the campaign fresh and interesting," said Jeff Segler, of the NMT New Media Team, which created the campaign concept and design for the NMT Worker Safety Committee. We planned NMT's safety campaign to coordinate with Director Nanos' institutional emphasis on safety, Segler added.

For more information, contact Marilyn Peabody, NMT Worker Safety Committee, at 7-9461 or Segler at 5-3643.

# Laboratory now has catastrophic leave policy

*by Todd Hanson*

Laboratory employees now have the option of helping to give other employees the security of paid time off work in the event of a personal catastrophe.

The giving opportunity comes in the form of the Laboratory's new Catastrophic Paid Leave Program. The program allows Laboratory employees to donate up to one half of their unused vacation time to a "bank" for use by other employees who don't have leave time available and are suddenly faced with a truly catastrophic situation, typically life-threatening, that forces them to be off work for an extended period. Only vacation time can be donated.

It might be preferable for individuals with "use or lose" time to donate that time, rather than lose it, said Donna Leshne of Occupational Medicine (HSR-2).

The program is available to all University of California Laboratory employees who accrue vacation and sick time. Catastrophic Paid Leave requests can be made for any sudden illnesses or accident for the employee or employee's family member, but cannot be used for noncatastrophic events like scheduled surgeries or pregnancy leaves. It also cannot be used to extend a bereavement period. The employee who requests Catastrophic Paid Leave can receive a maximum of 160 hours per calendar year, but the amount an employee will receive depends upon the total number of hours available in the "bank" and the number of other requests pending in the program at the time, said Leshne.

Employees can donate up to 80 hours of vacation time per calendar year. Donations are accepted in eight-hour increments. Employees who donate time and later wish to donate more, may do so again the following month. To donate time, follow the directions on Laboratory Form 1851 — Catastrophic Paid Leave: Request to Donate Vacation Leave and send it to the address listed on the form.

Any employee in need of donated leave can apply by completing and returning Laboratory Form 1850 — Catastrophic Paid Leave: Employee Request, along with either Form 1852 — Catastrophic Paid Leave: Certification of Physician or Practitioner on Eligible Family Member's Health Condition or, if the employee is the individual who is ill, Form 1853 — Catastrophic Paid Leave: Certification of Physician or Practitioner on Employee's Health Condition. The completed forms then will be considered, in the order they are received, by the Laboratory's Health Case Management Committee. This committee then will approve or deny the request and, if appropriate, allocate any available leave. Employees do not have to have donated to the "bank" in the past to receive Catastrophic Paid Leave, said Leshne

The CPL Program is the result of planning by a number of employees over many years. The original idea for the program started several years back, but only recently came to full fruition, said Deanne Phillips, also of HSR-2. The goal was to create a "bridge mechanism" between the time when the employee exhausts all of his/her sick and vacation leave and the start of a disability benefit as the result of a catastrophic event. Employees who have a family member with a medical issue are limited by Laboratory Policy AM 313.37 (Sick Leave-Family Illness) to using no more than 240 hours per calendar year of their sick leave for family illness purposes. If the family member's medical issue fits the criteria of a catastrophic illness, then the employee can request the CPL program allow him/her to use in excess of the 240 hour limit of sick leave. In this situation, the employee does not receive any grant of hours but instead, receives permission to use more than the policy-allowed amount of sick leave to care for the family member.

The Los Alamos CPL program works like other similar programs in that employees donate to a general account and the leave is then dispersed anonymously to the necessary individuals on a first come, first served basis. Leave cannot be designated for any particular individual. This aspect of anonymity ensures fairness and eliminates concerns of favoritism or coercion, said Phillips.

Both donation and request forms are available at *http://enterprise.lanl.gov/catastrophic.htm* online.

The CPL program is managed by HSR-2, with Leshne as the official point of contact. Employees can donate time by contacting Carolyn Drymiotis of Accounting (CFO-1) at 7-4594 or by writing to *drymiotis_carolyn @lanl.gov* by e-mail.

According to Leshne, this initiative is important for the Laboratory work force because in times of crisis — personal, institutional or otherwise — Lab workers need each other's support. "As a catastrophic illness can strike anyone at anytime, it is imperative that we all be prepared. The Laboratory and the University of California have taken the first step by providing the mechanism, but it is up to Laboratory employees to make the CPL program work by contributing," said Leshne.

# New policies of general interest


***Editor's note: The following is from an all-employee memo from M. Diana Webb, director of the Policy Office. To view the attachment with summary information, go to* int.lanl.gov/memos/alldist/LANL_ALL565.PDF *online.***

I want to ensure that employees are aware of several Laboratory policies that have been promulgated or revised over the past few months. We are reviewing all Laboratory policies and will be updating, revising and reformatting many of them over the remainder of fiscal year 2004.

New and revised institutional policies and procedures are linked to the Policy Office Web site, called the Policy Center, which is now the Labwide source for centralized policy information. Last month we announced the Policy Center and the virtual Policies and Procedures Manual, and we have received many comments that employees like this new, consolidated approach to policy information.

Take a moment to look at the Policy Center (from the Lab's home page, click on "Policies" on the left side of the page). On the Policy Center, new policies and those under review are listed under "What's New" on the right side of the page.

In particular I would like to bring your attention to the following:

## *Governing Policies*

Governing Policies are a new set of high-level policies that provide the basis for how we execute our work. The twelve governing policies include safety, safeguards and security, environment, performance, mission, science, people, assets management, facilities management, knowledge management, good neighbor and emergency management. They can be found on the Policy Center under "Governing Policies" in the virtual manual as well as under "What's New."

## *Personnel Policies*

Laboratory personnel policies were reviewed in 2003 and many were updated to comply with changes to federal or state law and regulations, Department of Energy guidance, University of California policy or to bring them into conformance with current practice.

## *Policy Review*

The Policy Office has been charged with the task of reviewing all Laboratory policies. We held a Town Meeting in December to solicit employee's views and comments on our policy system. Additional comments are welcome through the "Submit Comments" section of the Policy Center. We will use this input to help guide our review.

**During inclement weather, dial UPDATE at 7-6622 or 1-877-723-4101 (toll free) to find out about delays or closures at the Lab.**

# HR transitioning to 'service delivery' model

Human Resources

*by James E. Rickman*

The year 2003 was one of change for the Laboratory's Human Resources (HR) Division.

Laboratory employees began seeing improvements in HR services last year as the division continued its transition to a new "service-delivery model" for employee and management services, said Judy Ackerhalt, acting HR Division leader. Improvements will continue this year as more facets are added to the model, she said.

The division's efforts support the Director's Performance Improvement Program, an initiative designed to improve the delivery of services at the Laboratory.

"Incorporating a new service-delivery model will enable us to meet two specific, long-term division goals," said Ackerhalt. "Our first goal is to radically improve our effectiveness and efficiency in processing HR transactions. Second, we are striving to provide a broader range of strategic, customized HR services to our customers."

The division intends to meet its goals through a three-pronged approach: creating a customer-focused HR Service Center; making more strategic use of deployed HR generalists; and having corporate HR functions such as compensation, training and development, staff relations and work-force data analysis focus on the development of institution-wide programs and policies.

One component of the Service Center is the Benefits Service Center. The Benefits Service Center, part of Benefits and Employment Services (HR-B), has gone through significant change that includes dramatically increasing access to benefits representatives. Now customers have a direct connection to benefits representatives by calling 7-1806; previously, all traffic was funneled through a two-person front desk. The new system has seen great improvement to direct customer access, said Chris Binns, a team leader in HR-B. In 2002, about one to two out of 10 people who called the benefits office spoke to someone on their first attempt. Most callers went to voice mail. In 2003, seven to eight out of 10 customers spoke to someone on their first attempt to contact the office, Binns added. While HR-B will continue to improve its access, the new model has improved customer service without adding staff.

The other component of the HR Service Center, 4myhr (pronounced "for my HR"), will allow transactional work — such as hiring new people, changing salaries or job classifications for employees or determining classifications for new positions — to be performed at a one-stop service center.

Managers can use 4myhr to take care of routine tasks that might normally be done by an HR generalist in the field. At this time, the division has dedicated six full-time employees to the center, which is located near the HR Division Office on the second floor of the Otowi Building in Technical Area 3.

The 4myhr component started as a pilot program for the Strategic Research (ADSR) and Threat Reduction (ADTR) directorates. The remaining directorates, and five additional 4myhr staff to support them, will be phased in over the next three to four months. "HR will continue to update and improve processes as the transition continues and will identify additional services 4myhr can provide to better meet customer needs," said Diane Kean of Staffing (HR-S), team leader for 4myhr.

Technology will be used within the HR Service Center to improve case-management support, to provide real-time HR transaction updates to deployed HR staff and later to customer organizations and to continually improve the support provided by the HR Service Center.

The implementation of the new 4myhr Service Center allows HR Division to become more customer focused and service oriented in other ways as well, said Ackerhalt.

"HR generalists deployed to individual organizations are beginning to transition to 'strategic business partners' within their respective organizations," Ackerhalt said. In other words, since deployed generalists no longer will be working on routine transactions — transactions that can be taken care of through 4myhr — the generalists can work with managers on strategic initiatives, such as organizational strategic planning; setting and accomplishing long-term hiring and staff-retention goals; or reducing employee attrition, if it is an issue within an organization. Recently, a pilot group of 16 HR professionals completed a 24-week intensive development program in support of this effort. A similar program will be offered again this year.

The division's third improvement initiative calls for re-creating "corporate" HR groups. These groups will act in an overarching, strategic capacity to plan and develop HR strategies and institutional programs for the Lab as a whole. For example, Compensation (HR-C) has started working with some divisions to update their job classification and compensation plans to meet the challenge of strategic recruitment and retention issues that are fundamental to the future success of the Laboratory.

"HR Division already has received positive feedback on many of our new initiatives," Ackerhalt said. "The changes people have seen in the past year put us on the right track. We will continue to solicit feedback from our customers to build on our successes in refining HR processes that support customer needs and are in line with other world-class businesses and organizations."

## KSL Services demonstrates commitment to Math and Science Academy

***Española Middle School seventh-grade students from left to right, Brandon Tafoya, Monica Herrera and Ashley Jaramillo attended a presentation in the school's library earlier this month during which KSL Services, the Lab's facilities and site-support services contract company, presented a check for $200,000 to the Laboratory's Math and Science Academy. The academy was created in 2000 to provide comprehensive and ongoing professional development programs to teachers in middle schools in Española, Chama, Mora and Pojoaque.*** *Photo by LeRoy N. Sanchez*

## ISEC Knows

### If it doesn't look right, it probably isn't

During the summertime, several Laboratory employees traveling to the West Coast to attend a scientific conference had interesting encounters from the operational security point of view. The incidents turned out to be good examples of how employees should be aware of attempts by foreign nationals to elicit information from them and how to conduct themselves when it happens, according to Internal Security (ISEC).

While attending the conference, four Laboratory employees were approached by two foreign nationals at the conference hotel's lounge. The two strangers began asking vague, open-ended questions about some Laboratory programs. The questions, for example, went something like this: "I know a guy, what was his name? The guy who wrote the big codes in the Applied Physics (X) Division?" At the same time the other foreign national proceeded to take pictures of the Laboratory employees. Feeling very uncomfortable, one employee asked to see the camera and proceeded to delete the pictures. The foreign nationals made no comment and quickly left the lounge.

At an evening banquet the following day, the same foreign nationals singled out another Laboratory employee who had given a presentation earlier in the day. Again, being very persistent, the foreign nationals began asking questions and seemed to know a lot of personal information about the Laboratory employee. Feeling uncomfortable, the employee finally told the two foreign nationals that the information they were asking about was available in open literature and walked away. The two foreign nationals eventually left the banquet.

ISEC congratulates those employees who did their part to protect our national security information and reminds all employees that being approached by people seeking information about Laboratory personnel and programs does not always require travel abroad. Be aware that others know who we are and what we do.

*Editor's note: Some of the individuals listed below are no longer employed at the Laboratory but were at the time they applied for the patent.*

## *Recently issued patent awards*

**Influenza sensor**

Patent No. 6,627,396 issued Sept. 30

**Xuedong Song** and **Basil Swanson** of Albert Michelson Resource (B-4); and **Jurgen Schmidt**, **Louis Silks III** and **Clifford Unkefer** of Leo Szilard Resource (B-3)

**Identification of the gene causing Familial Mediterranean Fever**

Patent No. 6,627,745 issued Sept. 30

**Norman Doggett** of the Bioscience (B) Division; **Zuoming Deng**, formerly of Science and Technology Based (STB) Programs; **Darrell Ricke,** formerly of Barbara McClintock Resource (B-1)**; Ivona Aksentijevichh**, **Trevor Blake**, **Michael Centola**, **Deborah Gumucio**, **Daniel Kastner**, **Paul Liu** and **Robert Richards** of the National Institute of Health; **Francis Collings** and **Ramen Sood** of the National Human Genome Research Institute**; Nathan Fischel-Ghodsian** of the Cedars-Sianai Medical Center; and **Mordechai Pras**, Sheba Medical Center, Israel

**Temporal dosimeter and method**

Patent No. 6,627,891 issued Sept. 30

**Benjamin Warner** of Actinide, Catalysis and Separations Chemistry (C-SIC) and **Thomas Lopez** of High-power Microwave, Advanced Accelerator and Electrodynamic Applications (NIS-10)

**Method for improving fuel-cell performance**

Patent No. 6,635,369 issued Oct. 21

**Francisco Urbie** and **Thomas Zawodzinski** Jr. of Electronic and Electrochemical Materials and Devices (MST-11)

**Circulating heat exchangers for oscilating-wave engines and refrigerators**

Patent No. 6,637,211 issued Oct. 28

**Scott Backhaus** and **Gregory Swift** of Condensed Matter and Thermal Physics (MST-10)

**Production of high specific activity copper-67**

Patent No. 6,638,490 issued Oct. 28

**Richard Heaton**, **David Jamriska Sr.** and **Martin Ott** of Isotope and Nuclear Chemistry (C-INC); **Clarence Fowler** of Materials Dynamics (DX-2); and **Wayne Taylor** of Actinide and Fuel Cycle Technologies (NMT-11)

**Line sensing device for ultrafast laser acoustic inspection using adaptive optics**

Patent No. 6,643,005 issued Nov. 4

**Thomas Hale** of Space and Remotes Sensing Sciences (ISR-2) and **David Moore** of DX-2

**Mechanism for rapid shutdown and restart of a thermoacoustic engine**

Patent No. 6,644,028 issued Nov. 11

**Gregory Swift**, **Scott Backhaus** and **David Gardner** of MST-10

**Cylindrical acoustic levitator/concentrator having noncircular cross-section**

Patent No. 6,644,118 issued Nov. 11

**Gregory Kaduchak** and **Dipen Sinha** of MST-11



## Cassidy chief of staff for ISR

**Mary Cassidy** is the chief of staff for the new International Space and Response (ISR) Division. Cassidy has been at the Laboratory since 1985 when she joined the then-Life Science — now Bioscience (B) — Division.

She has worked in both industry and other government institutions before joining the Laboratory. Most recently, Cassidy was a group leader in the Human Resources (HR) Division supporting the associate director of administration, the associate director for threat reduction and the associate director for weapons physics. Earlier in her Laboratory career, she worked in the Dynamic Experimentation (DX) Division. She has worked in both technical and administrative roles.

"Mary's unique combination of education, job knowledge and experience will enable her to be a valuable asset to ISR," said J. Douglas Beason, ISR Division leader, when announcing her selection.

Cassidy holds an executive master's degree in business administration from the Anderson School of Management, University of New Mexico and a bachelor's degree in biology from the University of South Carolina.

*Mary Cassidy*

ISR Division is the recently renamed Proliferation Detection and Monitoring (J) Division and was created when Associate Director for Threat Reduction Don Cobb split the former Nonproliferation and International Security (NIS) Division into two new divisions. The other is the Nuclear Nonproliferation (N) Division.

*Barbara Tenorio-Grimes, left, and Roger Byrd*

## Two employees recognized for community service

Laboratory employees **Barbara Tenorio-Grimes** of the Government Relations (GRO) Office and **Roger Byrd** of Space and Atmospheric Sciences (ISR-1) are recipients of the 2003 community service award from the American Indian Science and Engineering Society.

The nonprofit organization recognized Tenorio-Grimes and Byrd at its national conference in November in Albuquerque. The award is in recognition of commitment, service and dedication to AISES.

The American Indian Science and Engineering Society is a national, nonprofit organization that nurtures the building of community by bridging science and technology with traditional Native American values. Through its educational programs, AISES provides opportunities for American Indians and Native Alaskans to pursue studies in science, engineering and technology arenas.

Tenorio-Grimes came to Los Alamos in July 1990 in the Laboratory's former Affirmative Action Office, now the Office of Equal Opportunity (OEO). A native of San Felipe Pueblo, Tenorio-Grimes has a bachelor's degree in elementary education from the University of New Mexico and a master's degree in education from Arizona State University.

Tenorio-Grimes is a member of the American Indian Diversity Working Group out of the Diversity Office (DVO) and started the Lab's American Indian Council, the precursor to the present diversity working group.

Tenorio-Grimes has organized scholarship reading sessions for AISES; recruits volunteers to serve as science fair and science bowl judges; does educational outreach in tribal communities throughout New Mexico, many of whom have schools with a working relationship with AISES; and develops education initiatives in partnership with the University of California, University of New Mexico, other colleges, tribal schools or schools with significant American Indian enrollment.

*continued on Page 6*

## *Hecker travels to North Korea*

*Sig Hecker*

Former Laboratory Director Sig Hecker visited North Korea, as a private citizen, early this month. Hecker traveled with John Lewis, professor emeritus of international relations at Stanford University and a former director of the university's Center for International Security and Cooperation; Jack Pritchard, a former staff member of President Bush's National Security Council; and two staff members of the Senate Foreign Relations Committee, Keith Luse, a republican Senate foreign policy aide who previously visited Pyongyang, and Frank Januzzi, a senior aide to Sen. Joseph Biden, D-Del. The two senate staff members were reported as pursuing a separate agenda from the group, and they planned to stay in the region to brief allies after the trip, according to Norm Kurz, a spokesman for Biden who is the ranking democrat on the Foreign Relations Committee.

Because Hecker is employed by a Department of Energy contractor, the University of California, and has a high security clearance, the administration was asked if it objected to his traveling to North Korea, and the administration said it did not.

The Wall Street Journal reported that the trip had been years in the making and wasn't related to any recent political events. The group is the first to visit Yongbyon, since North Korea's President Pyongyang expelled international inspectors a year ago.

The Yongbyon complex includes a nuclear reactor and also is the storage site for 8,000 spent nuclear fuel rods, which can be reprocessed to make weapons-grade plutonium.

## Two employees ...

*continued from Page 5*

She also was a member of the AISES conference volunteer committee responsible for recruiting volunteers to work at this year's national conference.

Byrd came to the Laboratory in September 1986 in the former Medium Energy Physics (P-2) Group. He has a bachelor's degree in physics from Georgia Tech and a doctoral degree in nuclear physics from Duke University.

Byrd also has been active in the American Indian Diversity Working Group since the early 1990s. Earlier this year, Byrd was made a "Sequoyah" Fellow in AISES, which signifies lifetime membership.

Byrd also has participated in numerous AISES activities, including science fairs, summer programs and spoke at an AISES leadership conference earlier this year. At the November AISES national conference, Byrd organized the graduate-student poster session.

Both received a plaque and a "Circle of Life" blanket from AISES.

For more information on the group, go to *http://www.aises.org* online.

## Winske honored as AGU Fellow

*Dan Winske*

**Dan Winske** of Plasma Physics (X-1) recently was honored at an international American Geophysical Union meeting, where he was acknowledged as a 2003 AGU Fellow.

Winske's AGU citation states that this recognition is conferred, "For his fundamental contributions to the use of computer simulations in the understanding of space plasmas."

Winske, a Laboratory employee for more than 20 years, has worked on a variety of research topics ranging from magnetic confinement fusion to laboratory and space plasmas. He is best known for his work in shock waves in space.

Fellowship status is awarded to scientists who have attained acknowledged eminence in one or more branches of geophysics, according to the AGU, and the number of fellows elected each year is limited to no more than 0.1 percent of the total AGU membership.

Winske earned his bachelor's degree in 1968 from Purdue University, his master's degree in 1969 from the University of Illinois at Urbana-Champaign and his doctoral degree in 1974 in physics from the University of Illinois at Urbana-Champaign.

Winske also is an American Physical Society Fellow and a member of the Institute of Electrical and Electronics Engineers.

AGU is, according to its Web site, a worldwide scientific community that advances, through unselfish cooperation in research, the understanding of Earth and space for the benefit of humanity.

## In Memoriam

### *Antonia Flores*

Retired Laboratory senior secretary Antonia Flores died Oct. 17. She was 80.

Flores began her Laboratory career in the former Procurement Office (A-4) in 1947. She retired from the Lab in 1980 after 33 years of service in the former Energy (Q-14) Division.

Flores is preceded in death by her husband, Fred Flores Sr., a former Zia Co. employee.

Flores is survived by her two children, Pamela Mascarenas of Nuclear Materials Information Management (NMT-3) and former EG&G employee Fred Jr.

### *Lawrence "Larry" McDowell*

Laboratory retiree Lawrence "Larry" McDowell, 68, died Nov. 13 from injuries sustained in an automobile accident. He joined the Laboratory in 1957 as a fabrication technician and retired as a facility coordinator in September 1995 from the then-Engineering-4 Group now Maintenance and System Engineering (FWO-MSE). He is survived by his wife, Rose, and many other family members.

## Lab's Small Business Office leader recognized

*Teresa Trujillo*

**Teresa Trujillo,** Small Business Office leader, recently received a Minority Business Advocate Award during a regional Minority Enterprise Development Week Luncheon. The award is a U.S. Department of Commerce's Minority Business Development Agency tribute. Trujillo was nominated for the MBDA award by Anna Muller, president of NEDA Business Consultants Inc., of the New Mexico statewide Minority Business Development Center.

"Trujillo has established a supplier development program that is designed to build capacity of the small and minority business community, and I want to make sure she is recognized for her outstanding efforts," said Muller.

*continued on Page 7*

## *Los Alamos radiation detector cited in technology awards*

A unique, handheld radiation detector developed by the Laboratory has been named a winner in both the "2003 InfoWorld 100" and IDG Computerworld's "Best Practices in Mobile & Wireless" Awards programs. The detector, called the CZT Spectrometer, detects both gamma rays and neutrons — signatures from nuclear materials that are of concern because of their potential for use by terrorists — and uses handhelds from palmOne Inc. for quick computer uploads.

The detector was developed in Advanced Nuclear Technology (N-2) and has been deployed to radiological response team members for advanced analysis of potentially radioactive items.

"We are pleased to find that these judges have found value in our work — we know how important it is to get accurate, effective radiation-detection equipment into the right hands with the right level of usability. In addition, we've found that innovative uses of tools such as personal digital assistants, in combination with Los Alamos' longtime expertise in nuclear detection analysis, are key to accomplishing homeland security missions in the rapid time frame required," said William Murray, leader on the handheld device's development.

Running on a lightweight handheld from palmOne, and using wireless technology to transmit data, first responders or border officials can identify most radioactive sources on the spot and can send information to experts who can provide further analysis, as needed. The device is a handheld, cadmium-zinc-telluride isotope detector capable of identifying gamma and neutron radiation emitted by radioactive materials. CZT is a semiconductor material that has the ability to detect various energy levels of radiation.

In real time, this device produces high-quality data in a portable system that is not sensitive to extreme variations in temperature or environment. The detector hardware includes a CZT crystal housed within the preamplifier. The unit also has read-out electronics to conduct the measurements of any radioactive materials present and provide analysis of those samples.

Using the detector, operators can identify whether a radiation source is near, how close that source is, what the radiation source is, what radioactive materials may be involved and how much of the material exists, based on the data collected by the detector and analyzed by an on-board microcomputer.


***Tracy Stidhman, a Los Alamos firefighter, holds the latest in nuclear detection and identification tools, a handheld spectrometer with a Personal Digital Assistant as the interface for quick uploading of technical data right from the field.***

# January service anniversaries

**35 years**
Richard Bagley, HSR-5
David Forslund, CCS-1
Steven Sylvia, CCN-18
Joseph Weber, HSR-1

**30 years**
Arthur Chavez, HSR-7
Harold Davis, DX-6
Yvonne Ebelacker, SUP-1
Steven Gitomer, N-4
Robert Heffner, MST-10
Fela Sanchez, ESA-EDE
LeRoy Sanchez, CER-20
Richard Siebelist, N-1

**25 years**
Michael Algire, PS-1
Ronald Barber, ESA-WDS
James Campbell, SUP-3
Albert Chacon, SUP-3
Tim Gallegos, FWO-WFM
Steven Girrens, ESA-DO
Kenneth Grady, CCN-5
Andrew Jason, LANSCE-1
Thad Knight, D-5
Alex Marquez Jr., DX-1
Connie Martinez, HR-TD
Ronald Martinez, D-DO
Sandra Martinez, FWO-IBS
Gloria Montoya-Rivera, CCN-DO
Richard Morgado, N-2
George Morgan, P-23
Eddie Rios, NMT-9
Clinton Shonrock, ESA-WR
James Sims Jr., ESA-WDS
Patricia Sylvester, SUP-1
Joe Tiee, C-PCS
Dolores Trujillo, SUP-1

**20 years**
Kevin Albright, P-21
Naomi Archuleta, IM-1
Maria Atencio, N-3
Brian Bartram, MST-6
Michael Burns, DIR
Cheryll Faust, ESA-ESA
Benny Garcia, ISR-4
Barbara Haarman, T-11
David Harris, X-2
John Horne, DX-3
Joseph Jackson, D-2
Eugene Kutyreff, N-1
Manuel Lujan, DX-1
Manuel Martinez, ESA-WSE
Gloria Martinez, ESA-ESA
Jim Morel, CCS-2
Robin Morel, CCN-7
Terrance Morgan, RRES-MAQ
Connon Odom, DX-5
Teri Ortiz, IM-1
Charles Pacheco, UC-NNM
Larry Rhodes, P-22
Martin Sweet, ISR-4
Gloria Zakar, CFO-EP
Gail Zimmerman, ESA-TSE
Wojciech Zurek, T-DO

**15 years**
Vera Aguino, NMT-6
Maureen Cafferty, ISR-4
David Funk II, DX-2
Manuel Garcia, ESA-EM
Bennie Glover, ADWEM
Marilyn Hawley, MST-8
Jeffrey Lewis, DX-DO
Kathleen Maestas, QIO
Raleigh Michel, FWO-TA-55
Stephen Mortenson, D-3
Frank Ortega, X-8
Barbara Partain, N-2
Eric Powers, CCN-4
Wayne Punjak, NMT-7
Dorothine Ryan, HSR-5
Gary Thompson, PM-DO
Kathie Womack, ESA-WR

**10 years**
Paul Brooks, MST-7
Richard Conner, ESA-TSE
Larry Freestone, S-6
David Gardner, MST-10
Robert Grundemann, HSR-5
Robert Kimpland, N-2
Giovanni Lapenta, T-15
Pamala Maggio, LC
Frances Marino, ESA-WDS
Laura McClellan, X-8
Patrick McCormick, CCS-1
Robert Metcalf, HSR-4
Jennifer Pratt, HSR-DO
Douglas Revelle, EES-2
David Rogers, RRES-WQH
Darrell Roybal, MST-NHMFL
Eric Schmierer, ESA-TSE
Judith Snow, ADSR
Constance Soderberg, C-AAC
Parrish Staples, N-NP
Yusheng Zhao, LANSCE-12

**5 years**
Anthony Balmes, DX-6
Donald Bruhn, LANSCE-1
Vicky Carrejo, RRES-SWRC
Ronald Chapman, FWO-CMR
Manuel Chavez, NMT-5
Don Coates, P-DO
Kay Coddens, CER-1
Pamela Cruz, HSR-3
Sharon Dominguez, DX-5
Edward Folks, ESA-WMM
Vincent Garcia, NMT-2
Thomas Gianakon, X-4
Paul Henning, X-8
James Hill, X-4
Kristen Honig, PM-1
Thomas Intrator, P-24
Stephen Judd, ISR-4
Vicente Lopez, CCN-2
Joshua Lopez, RRES-WDS
Damien Lujan, STB-RL
Michael Manley, MST-6
William Masse, RRES-ECO
Allen Medendorp, ESA-TSE
Bradley Mitchell, NMT-5
Richard Montoya, FWO-LANSCE
Monica Noll, FWO-SWO
Kathleen Trujillo, N-2
Janelle Ulibarri, CFO-3
Phillip Ulibarri, CCN-18
Craig Van Pelt, NMT-9
Mary Velarde, NMT-5
Anthony Vigil, ESA-WMM
Darryl Vigil, NMT-15
James Warsa, CCS-4
Nan Watts, ISR-IT
Christopher Webster, ADSR

## Lab's Small Business Office ...

*continued from Page 6*

Linton F. Brooks, administrator of the National Nuclear Security Administration and under secretary of Energy for Nuclear Security Administration and under secretary of Energy for Nuclear Security, was the keynote speaker for the event.

Trujillo is the recipient of many honors including the New Mexico Distinguished Public Service Award, being a past member of Leadership New Mexico and receiving the Governor's Award for Outstanding New Mexico Women in 1987.

Trujillo has a bachelor's degree from the University of New Mexico and her master's, also from UNM, in public administration.

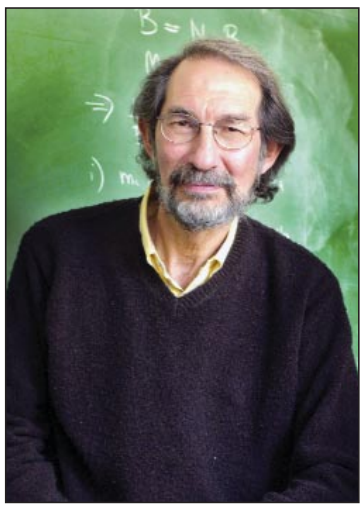
Hundreds of small businesses owners, government officials and nonprofit agency representatives attended. This event is an annual commemoration that recognizes minority businesses for their personal achievements and contributions to the U.S. economy.

## West named Phi Beta Kappa Visiting Scholar

**Geoffrey West**, a Laboratory Senior Fellow, is a Phi Beta Kappa Visiting Scholar for 2003-2004. He is one of 14 distinguished scholars selected nationally from all fields by the Phi Beta Kappa Society for this honor.

West of Elementary Particles and Field Theory (T-8) will visit universities and colleges that have Phi Beta Kappa chapters, meet informally with undergraduates, participate in classroom lectures and seminars and give a major address open to the entire academic community. West is slated to visit eight institutions: the University of Connecticut, University of Rhode Island, Elmira College, McDaniel College, Rhodes College, Hendrix College, University of Arizona and Southern Methodist University.

West came to the Lab in 1974 as leader of the High Energy Particle Physics Group. West received his bachelor's degree in physics from Cambridge University and his doctorate, also in physics, from Stanford University. In addition, he is a fellow of the American Physical Society.



*Geoffrey West*

## This month in history ...

### January

**1912 —** New Mexico is admitted to the United States as the 46th state.

**1923 —** Albert Fall, a New Mexico senator before becoming secretary of the U.S. Department of Interior, resigns in response to public outrage over the Teapot Dome scandal.

**1939 —** Otto Frisch observes fission directly by detecting fission fragments in an ionization chamber. With the assistance of William Arnold, he coins the term "fission."*

**1939 —** Leo Szilard hears about the discovery of fission from Eugene Wigner. He immediately realizes that the fission fragments, due to their lower atomic weights, would have excess neutrons which would have to be shed.*

**1939 —** Robert Oppenheimer hears about the discovery of fission, within a few minutes he realizes that excess neutrons must be emitted, and that it might be possible to build a bomb.*

**1944 —** Groves and Oppenheimer decide to plan for a fission bomb test (none was envisioned before this). Groves stipulates that the active material must be recoverable if a fizzle occurs, so the construction of jumbo, a 214 ton steel container, is authorized.*

**1944 —** An implosion theory group is set up with Edward Teller as head.*

**1945 —** The first stage of the K-25 plant is charged with uranium hexafluoride and begins operation.*

**1997 —** Raytheon Corp. acquires Hughes Electronics.

**1997 —** The first of eight public hearings in Santa Fe on the Waste Isolation Pilot Plant begins Jan. 8 at Sweeney Convention Center in Santa Fe.

**1998 —** The Laboratory takes possession of a Beechcraft Bonanza airplane it will use to re-establish a flight test program at Los Alamos. Officials from Cutter Aviation joined Lab officials to christen the airplane.

**1999 —** Lab astrophysicists are ecstatic when a robotic telescope called ROTSE spots the optical counterpart to a gamma-ray burst a mere 22 seconds after the gamma rays triggered a detector on NASA's Compton Gamma Ray Observatory.

**2000 —** Robert R. Wilson, 85, Manhattan pioneer, dies Jan. 16. He lived most of his life on the frontier of nuclear physics. Wilson was a key member of the Manhattan Project during the war years. He also served as director of Fermilab from 1969 to 1978.

***And this from the Jan. 11, 1985, weekly Newsbulletin:*** "Scientists from the Laboratory and Arizona State University have discovered that a shivering, dying star 25 times hotter and 10,000 times brighter than our sun is the hottest pulsating star known."

***And this from the 1964 Los Alamos Scientific Laboratory's Atom:*** "Civil Defense and the Los Alamos protective force share a new nerve center in Station 100, the Atomic Energy Commission security force headquarters and communication center behind South Mesa cafeteria [SM-100, demolished in September 2003], as the result of an extensive remodeling program just completed. In place of the cramped basement room used since 1953 for the communications center, a new, large, well-lighted and completely equipped center will be put in to operation shortly. The roof has been strengthened to provide standard fallout protection, so the center can be manned during a fallout emergency."

**Carey Sublette, "Chronology for the Origin of Atomic Weapons" from www.childrenofthemanhattanproject.org/MP_Misc/atomic_timeline_1.htm*

*The information in this column comes from several sources including the online History Channel, the Newsbulletin and its predecessors, the atomic archive.com, Echo Vitural Center, Science & Technology and Real History Archives.*

*Submissions are welcome. Please be sure to include your source.*

# Employee has a soft spot for horses

*Tabasco, aka "Bossy nose" was enamored by the camera.*

*by Judy Goldie*

As cute as puppies and kittens, but harder to find homes for, are hundreds of foals — the by-product of drugs such as Premarin.

These foals flood the market annually because the popular drugs, derived from the urine of pregnant mares, is needed in human hormone-replacement therapy.

Fortunately, the 2003 massive adoption effort was successful. And part of that success is Jane Enter of Isotope and Nuclear Chemistry (C-INC) who adopted two foals in late 2003: a three-quarters Norwegian Fjord cross, Tabasco, named, Enter said, because "she is a spicy little girl" and Ceilidh (pronounced "kay-lee," Gaelic for party or dance), a registered quarter horse.

Enter's foals came from Pregnant Mares Urine industry-run ranches in Canada and FoalQuest *[http://www.pmufoalquest.com/index.html],* the Canadian nonprofit "adoption agency" through which she found her foals. Enter lost her favorite horse about a year ago, and through correspondence with writers for Horsemen Voice, a magazine for "horse people," Enter discovered FoalQuest and the adoptions it conducts each May. Enter was able to view hundreds of foals on the FoalQuest Web site. She went in early and chose Ceilidh because she is a quarter horse of unique color ("grulla" — a mousey gray and dun). "She was a selfish choice," Enter added. So, knowing that the unadopted foals would be sent to feedlots, she went back to FoalQuest a couple of days before adoptions closed and asked for a listing of those foals not chosen. From that list, she chose Tabasco.

Enter's first horse, in 1996, was a "rescue," a horse she adopted because it was left to starve. "I have a soft spot for horses," she said, stating the obvious.

Quarter horses make up the largest percentage of PMU mares in the Alberta area, where Tabasco and Ceilidh came from, said Enter, but there are lots of other breeds, too. The PMU ranches also produce top-quality Belgians, Percherons and Appaloosas. Many ranches also have Fjords, Clydesdale crosses, Shire crosses and thoroughbred crosses, she said.

To the uninitiated, only a couple of breeds even sound familiar, but those in, or attached to, the "horse world" are conversant with them all and others can come quickly up to speed by perusing the Web. Most are draft breeds, larger animals that therefore produce more urine.

Each May, foals go up for adoption; in October the adopted foals start on their journeys "home." Enter's foals were trucked to Los Lunas, where she picked them up and brought them to her family's stable on North Mesa in Los Alamos. Waiting and worrying about potential hazards along the way, made the two-day transit time go slowly, she said. It's difficult to wait, once you've chosen your foal, until yours are on a 'haul.'" Horses are hauled by region, most in Florida are still awaiting their foals, she said. Canadian snowstorms have delayed some hauls, too, she added. People in New Mexico have adopted 35 foals, the most per capita, Enter said.

None of the foals are halter-broke or tame, though they are dewormed and Coggins tested (a blood test for disease) before being released to their new owners. But Enter's "babies," not yet at home for three weeks at the time the photos were taken, come up to strangers for nose rubs, treats and pats and each has her own personality. Tabasco was known as "bossy nose" while Ceilidh is a "daintier" animal, noted Enter. Enter said she always has wanted to own horses, but her grandmother told her, "First you have to see 100 white horses." "It took 40 years, but I finally saw 100!" And the proof of her grandmother's superstition is right there in Enter's stables.

The PMU industry in Canada has been around for more than 50 years, and the ranches and farms are well established with strict standards of care for the horses, said Enter. For more information about PMU ranches or future adoption possibilities, see the Web site noted earlier.

Recent trials with the hormone-replacement therapy drugs has raised concerns about their benefits and side effects. As a result, many mares are no longer needed — fewer foals in the future may need homes, but now there is a real need to find homes for several hundred mares that are pregnant. See the following Web site for more information about mares: *http://www.pmufoalquest.com/mares/mares.htm*.

***Jane Enter of Isotope and Nuclear Chemistry (C-INC) gives her adopted foals, Ceilidh, left, and Tabasco, a treat. Enter's foals came from Pregnant Mares Urine industry-run ranches in Canada and FoalQuest, the Canadian nonprofit "adoption agency" through which she found her foals.***
*Photos by LeRoy N. Sanchez*

Los Alamos NewsLetter
P.O. Box 1663
Mail Stop C177
Los Alamos, NM 87545

Nonprofit Organization
U.S. Postage Paid
Albuquerque, NM
Permit No. 532

LALP-04-001