

BSA Transition Activity on Course; Meet the New Associate Director For a New BNL Directorate — Applied Science & Technology

This is one of a series of weekly messages about transition activities from Brookhaven Science Associates (BSA) Transition Manager Robert McGrath to BNL employees. BSA will assume the management of BNL from Associated Universities, Inc. (AUI) on March 1.

After five weeks, BSA's transition activities remains on course.

The study phase of most of the tasks has been finished, as reported in prior weeks, and there is now considerable report writing in advance of the readiness review to be conducted by DOE before the turnover from AUI to BSA expected on March 1. This week, there are several training sessions involving new senior managers in the BSA approach to performance-based management.

This week, I want to profile Adrian Roberts, who will be the Associate Laboratory Director for Applied Science & Technology, a new directorate comprised of the Department of Applied Science, Department of Advanced Technology, the Computing & Com-

munications Division and the Office of Technology Transfer & Economic Development.

The mission of this new directorate is to conduct research and development within major DOE and other federal agency programs on energy, environment, national security and transportation, and to deploy the resulting technologies effectively in products and services for both public and private sectors.

Adrian is no stranger to the national laboratory scene: the Brookhaven assignment will be his third.

Born and educated in England, he started his career in the U.S. some 30 years ago, at Argonne National Laboratory, where he managed a ceramic properties group and, as he says, "actually did research and published."

Then followed 11 years, from 1974 to 1985, with the Electric Power Research Institute (EPRI), which exposed him not only to West Coast culture, but also to the private-sector business environment. Adrian directed the



Roger Stoutenburg

Adrian Roberts (seated left), who will be BNL's Associate Laboratory Director for Applied Science & Technology when transition to management by Brookhaven Science Associates is completed, attends a presentation on Air Force Science and Technology Needs by Gary Deckard, Air Force Sciences Technology Manager, Battelle, Wright Patterson Office. Also shown is Robert Bari (right), Chair of BNL's Department of Advanced Technology.

Upgrade Reduces Nutrient Discharge From Sewage Treatment Plant



Roger Stoutenburg

Kenneth Johnson, Plant Engineering Division, inspects one of two modular aeration system tanks at the Lab's upgraded sewage treatment plant. Completed last September, the upgrade brings the plant from primary to tertiary treatment, reducing organic material and nitrogen, and thereby minimizing the nutrients discharged to the Peconic River. In addition, the effluent from the plant is now disinfected with ultraviolet light, eliminating the use of chlorine. Operating since 1969 under a New York State permit, the plant treats about one million gallons of effluent each day, which is discharged into the dry riverbed of the Peconic River on the Lab site. Hendrickson Brothers, Inc., of Farmingdale, Long Island, completed the upgrade project at a cost of \$3.25 million.

Meetings Involve BNL Employees in Compliance With Regulations

BNL's record of compliance with federal regulations and how employees can help the Lab improve that record are the main subjects being covered in a series of employee meetings that began on Wednesday in the Alternating Gradient Synchrotron Department.

These meetings will continue through this month so all BNLers who are members of departments or divisions that do radiological work will have the opportunity to attend.

Presented by BNL Interim Director Peter Bond, Deputy Director Mike

Bebon and Henry Kahnhauser, Safety & Environmental Protection (SEP) Division, the meetings are called "Working Within the Requirements — Regulatory Compliance at BNL."

As Bond explains, "BNL's track record in regulatory compliance is poor, and this has had an impact on both DOE's and the public's confidence in our Laboratory. It has also resulted in BNL's being cited for violations under the Price Anderson Amendment Act."

Bond continued, "I know BNL and all of us are capable of much more. We can and must improve our perfor-

mance. These meetings are intended to focus on what we all must do and how you can help — and to assure you that you will not be penalized in any way for doing whatever you believe must be done to keep BNL in compliance."

As a national laboratory, BNL is subject to many federal regulations, and, to enforce these further, compliance is written into the U.S. Department of Energy's (DOE) contract with BNL's managing organization, which is currently Associated Universities, Inc. (AUI), but is slated to become

specialization as Director of PNNL's Economic Development Office.

"This latest job introduced me to the worlds of venture capital, science-park administration and incubator development," says Adrian. "We were able to create 30 new technology-based businesses in 30 months, by bringing PNNL into these networks."

Adrian believes all these experiences are relevant to his new directorate's future direction. "Based on the detailed program reviews that Peter Paul and I have conducted as part of the transition, I am impressed with the quality and capabilities of the Brookhaven staff. While traditional sources of funding might be disappearing, I am convinced that the core capabilities that remain can be redirected into growth areas with DOE, other federal agencies and industry," he says. "I see solid opportunities for us to compete for new environmental, transportation, energy and national security programs."

However, Adrian cautions, "These are all highly competitive areas, and so to win the big contracts, we must clearly understand what the customer needs and provide the entire solution." This will necessitate extensive teaming and collaborations with universities, other laboratories and industry.

Adrian comments that the BSA partners, Battelle and the State University of New York at Stony Brook in

(continued on page 2)

HR Transition Team Explains BSA's 'Not-for-Profit' Status

Many questions have been asked about the tax status of Brookhaven Science Associates (BSA). Here, the Human Resources (HR) Transition Team answers some of the most frequently asked questions.

Q: *What is the difference between "non-profit," "nonprofit" and "not-for-profit?"*

There is no practical difference. All three terms refer to organizations that are not formed for private profit and which have no stockholders.

Q: *Are the State University of New York (SUNY) and Battelle Memorial Institute "not-for-profit" organizations?*

The Research Foundation of SUNY is a non-profit educational corporation. Battelle Memorial Institute is a non-profit corporation under Ohio law.

Q: *So, what type of organization is BSA?*

BSA is a not-for-profit limited liability company whose two members are The Research Foundation of SUNY and Battelle.

Q: *Are The Research Foundation of SUNY and Battelle tax-exempt?*

The answer to this question depends upon the type of tax at issue. The Research Foundation of SUNY is exempt from federal income tax. Battelle is no longer exempt from federal income tax, having relinquished that status in 1974. Battelle also pays applicable state and local taxes. The Research Foundation is exempt from New York State sales and use taxes, as was Associated Universities, Inc. Battelle does not currently have such an exemption, but has applied to New York State for exempt status and expects an early decision.

Q: *Is BSA tax-exempt?*

Again, the answer depends upon the type of tax at issue. For purposes of federal income tax, BSA has elected to be treated, for tax purposes, as a partnership. This means that The Research Foundation of SUNY will not pay income taxes on any part of BSA's fee that is distributed to it. Battelle, on the other hand, will pay federal income taxes on any distributions.

BSA has requested a determination that it is exempt from New York State sales and use tax. We are hopeful that this issue will be resolved in BSA's favor before the end of the transition period.

HR Hotline Questions & Answers

Following are answers to recent questions to the HR Hotline, Ext. 8200 and e-mail hrhotline@bnl.gov.

Q: *I read the article in Newsday about 401(k) plans. Does BSA charge a fee to administer the plan?*

No, BSA will not be charging an administrative fee to employees who participate in a 401(k) plan. However, the investment companies TIAA-CREF, Fidelity and Vanguard may charge a participant fee. For example, Vanguard requires an annual per participant fee of \$10 for the regular retirement plan and an annual per participant fee of \$25 for the 401(k) plan.

Q: *Can I enroll in the Flexible Spending Accounts at this time?*

No, new enrollments or changes to elections within the Flexible Spending Accounts are not permitted at this time. The next opportunity to enroll would be during open enrollment in the fall of 1998. All employees will be notified of this by memorandum.

Q: *How much of my base salary am I contributing to my current 403(b)?*

The HR Transition Team can provide you with details about the percentage that you are contributing to the investment companies TIAA-CREF, Fidelity and Vanguard that you selected. However, we cannot tell you how you have allocated money to funds within these companies. For this information, you will need to call the appropriate investment company. The telephone numbers are:

TIAA-CREF.....1 (800) 842-2776

Fidelity.....1 (800) 343-0860

Vanguard.....1 (800) 523-1188

Q: *When is the deadline for submitting enrollment forms for the new 401(k) plan?*

The deadline for submitting the completed Agreement For Salary Reduction forms for March 1, 1998, enrollment in the 401(k) plan is Friday, February 20. Completed forms should be returned to the Benefits Office in Building 185.

Compliance (cont'd.)

Passed by Congress in 1988, PAAA provides authority for DOE to levy fines and penalties, including criminal penalties that can be prosecuted by the U.S. Department of Justice, against contractors or employees of contractors for regulatory violations as a result of nuclear activities. PAAA also requires that covered DOE nuclear and radiological facilities have procedures and programs in place to ensure compliance.

A Look at the Track Record

Under the PAAA, AUI is exempt from civil fines and penalties. However, this will not be true for BSA, which will be subject to fines and penalties for safety violations.

A look at BNL's track record will show how significant this is:

- In 1991, EPA issued a notice of violation against AUI for TSCA and RCRA violations. This carried a proposed fine of \$750,000, which AUI did not have to pay.
- In 1996, DOE sent AUI a PAAA enforcement letter saying that BNL had not adequately controlled its contractors, citing incidents where contractors doing paving in the areas of the Alternating Gradient Synchrotron and at the Brookhaven Graphite Research Reactor had moved radiation signs, barriers and postings, and another incident at Bldg. 801 where a contractor's employee — a safety officer — entered a radiological area without authorization.
- In 1996, DOE, also under PAAA, sent BNL a notice of violation following up on the incident at Bldg. 801, determining that the contractor's employee had committed a "willful violation," which could lead to criminal charges.
- In December 1997, DOE sent AUI a PAAA preliminary notice of violation for three significant events: failure to comply with internal BNL procedures when moving contaminated, dummy fuel elements at the High Flux Beam Reactor to a nonradiological maintenance area, which resulted in the contamination of a worker; unnecessary worker exposures at the Brookhaven Medical Research Reactor caused by failure to follow procedures regarding irradiation of experimental samples; and using radiation-control technicians who had been identified as not

fully qualified to perform duties of fully qualified technicians, despite previous commitments to correct the problem. This carried a proposed fine of \$142,000, which AUI did not have to pay.

The cover letter for the 1997 preliminary notice of violations stated: "DOE is particularly concerned about these violations because they are not minor isolated noncompliances, but rather reflect a trend of programmatic noncompliance with regulatory and BNL procedural requirements."

Three More Events

Of the cover letter, says Bond, "We have to agree. In fact, there have been three more events since the ones cited in the preliminary notice of violations."

Those three events were:

- In December 1997, workers at the sewage treatment plant removed radiological tape and posting.
- In December 1997, workers removed safety rope and posting at the Relativistic Heavy Ion Collider block yard.
- In January 1998, an individual whose training had elapsed did radiological work at BNL.

"We have found some common elements in all the employee events," Bebon says. "First, each employee made a reasonable judgment that a condition was safe and so chose to violate procedures. Second, the safety consequences were, fortunately, not severe. And third, each employee simply wanted to get the job done."

Bond adds, "In assessing the situations, the employees may have decided that they would face worse consequences if the job did not get done than if they violated the procedures. If this were ever true at BNL, employees must understand that it is definitely *not* true now."

To drive this message home to employees, users and contractors, BNL is holding these meetings, Kahnhauser says.

The Laboratory is also putting additional management systems in place, focusing on improving work planning and training, distributing training information, revising guidance documents, and expanding radiation work permit usage.

All employees should have training appropriate to their positions: special rad-worker training for people who work with radiation or in radiation

areas, training in safety procedures that are specific to a particular facility, and/or general employees' radiation training, or GERT.

Employees should be aware of the expiration of their qualifications.

Further, employees are reminded of the resources available to help them understand compliance requirements:

- BNL's environmental, safety and health (ES&H) standard 3.0.0i on Occupational Radiation Protection,
- BNL Radiological Control Manual,
- Department or Division procedures,
- SEP Facility Support and Health Physics Group personnel, and
- SEP home page at <http://sun10.sep.bnl.gov/sepoot.html>.

Stop Work Policy

All employees should be aware of BNL's "Stop Work" policy.

"In general," explains Bond, "the stop work policy gives an employee the authority to stop his or her own work and the work of others when the employee sees a condition that creates an imminent danger to life or property."

"What people have to recognized is that for radiological work, the Stop Work Policy is much broader," Bond continues. "If the work is radiological, the employee can stop work for inadequate radiological controls, if controls are not implemented or if radiological 'hold' points are not satisfied."

"The best way to avoid having to stop work is to avoid the conditions that require it," Bebon says. He suggests that you:

- plan your work and call for assistance if you have a question or a doubt about the right procedure.
- do not violate postings.
- know the procedures that affect your work.
- keep current in your training.
- take action if a coworker, user or contractor is violating requirements.

But if these measures are not enough, says Bebon, "Use your stop-work authority when necessary."

Employees who do not feel they have been adequately trained, are not clear on their responsibilities under the stop-work policy or have any other questions can go to their department or division's ES&H coordinator or its facility-support staff, or contact SEP's Health Physics Group, Ext. 7509 or 5868.

— Anita Cohen

BSA Transition (cont'd.)

particular, will play a significant role in helping us grow and diversify our programs.

Battelle's market sectors have access to key agencies and industries throughout the U.S. and world. We can leverage their customer relationships to "get our foot in the door" with new proposals. Similarly, through Stony Brook, we can strengthen our position in competing for some types of grants by joining their teams.

With his strong technology-commercialization experience, Adrian is also very interested in having Brookhaven play a stronger role in Long Island's and New York State's economic-development plans. He feels that Brookhaven, with its expert staff and one-of-a-kind facilities, could be a leader in the region for growing, creating and attracting high-tech business.

"I am looking forward to working with the Long Island Association, Long Island Research Institute and Long Island Forum for Technology, to increase local industry's access to the Laboratory's expertise," he says.

In closing, Adrian states, "To achieve the level of program growth and diversification that I believe we are capable of, my managers and I must be able to create an exciting environment to motivate and empower our staff to 'go the extra mile.' We must be able to provide 'seed money' to develop new proposals and to market and develop new customers. We must also continue to upgrade facilities and equipment to ensure a high-quality work environment. To achieve all this will be a challenge, but we can work smarter and learn to leverage our own and others' assets. It's a very exciting prospect, and I can't wait to get started."

— Robert McGrath
BSA Transition Manager

Coming Up

Sonja Haber, a psychologist with the Department of Advanced Technology, will give the next Brookhaven Lecture, "Psychology of Organizations," on Wednesday, February 25, at 4 p.m., in Berkner Hall.

In Memoriam: Gertrude Scharff-Goldhaber, Renowned Physicist

Gertrude Scharff-Goldhaber, a renowned nuclear physicist and BNL's first woman Ph.D., passed away on Monday, February 2, after a long illness. Scharff-Goldhaber, who was 86 years old at her death, had joined BNL in 1950, along with her husband Maurice Goldhaber, who later became BNL's third Director.

In his "What's New" column on the Internet on Friday, February 6, Robert Park of the American Physical Society called Scharff-Goldhaber: "One of the great women pioneers in what was an almost exclusively male profession. . . . An inspiration to generations of women in physics, she was only the third female physicist elected to the National Academy of Sciences [NAS]."

Trudy Scharff-Goldhaber began her nuclear physics career in 1935, when she earned a Ph.D. from Munich University in her native Germany. From 1935-39, she held a postdoctoral position at Imperial College in London, England.

She came to the U.S. in 1939 as a research physicist at the University of Illinois, becoming an assistant professor in 1948. At Illinois in 1942, she discovered that spontaneous fission is associated with the emission of neutrons — a discovery kept secret until 1946, after the end of World War II, and which BNL Senior Physicist Chellis Chasman called "a spectacular achievement, a beautiful thing."

In 1948, she and Maurice Goldhaber established the identity of beta particles with atomic electrons.

After first coming to Brookhaven as a visiting associate physicist from June 1949 to February 1950, Scharff-Goldhaber joined the BNL staff in June 1950, as an associate physicist. She was named Physicist in 1958 and Senior Physicist in 1962. She retired in 1977, but continued her association with BNL as a research collaborator until 1990. She also held adjunct professorships at Cornell University and The Johns Hopkins University in the 1980s.

In the early 1960s, Gertrude Scharff-Goldhaber specialized in studying the systematics and characteristics of nuclear excitations in a wide range of nuclei, and she synthesized her understanding of these static and dynamic nuclear properties into far-ranging models.

Recalling Scharff-Goldhaber as "one of the people who recruited me to come to BNL 25 years ago," Interim Director Peter Bond said, "She played a very important role in the development of nuclear models, by making specific observations of detailed nuclear decays, identifying trends and drawing conclusions about types of collective behavior of nuclei in different regions of the periodic table."

Of this work, also known as the VMI model, Chellis Chasman said, "It caused considerable interest and



Gertrude Scharff-Goldhaber

speculation in the field of nuclear physics, both experimental and theoretical."

For her contributions to nuclear physics, Scharff-Goldhaber was elected to NAS in 1972. Named a Fellow of the American Physical Society (APS) in 1947, she was also a Fellow of the American Association for the Advancement of Science and a member of Sigma Xi. In 1987, Brookhaven Women in Science (BWIS) sponsored a Nuclear Structure Colloquium at BNL in her honor.

"Trudy Goldhaber made important contributions to science," Bond observed, "but she also made strong contributions to the Lab as a whole, to women in science and to education. She made the Lab a better place."

At BNL in 1960, she started the Brookhaven Lecture series, which continues today to introduce Laboratory scientists and others to research by their BNL colleagues (see "Coming Up"

on page 2). In 1971, she presented the 100th BNL Lecture on "Collective Motions in Atomic Nuclei."

She was a founding member of BWIS in 1979, and she often lent her energies to education and to attracting women to the sciences. She was a member of the education advisory committee of the New York Academy of Sciences, lectured at 13 colleges and universities during the 1984-85 academic year as a Phi Beta Kappa visiting scholar, and served on APS's committee on the problems of women in physics, 1971-72, and on the National Research Council's Commission on Human Resources committee on the education and employment of women in

science and engineering, 1978-83.

In addition to Maurice Goldhaber, her husband of 59 years, Gertrude Scharff-Goldhaber is survived by two sons, Alfred Goldhaber of Setauket and Michael Goldhaber of Oakland, California; a sister, Liselotte Leoni of Nice, France; and two grandchildren, David Goldhaber of Cambridge, Massachusetts, and Sara Goldhaber, currently spending a year in Jerusalem, Israel.

Funeral arrangements were private, and Maurice Goldhaber has asked that donations in his wife's memory be sent to the BWIS Gertrude S. Goldhaber Prize, PO Box 183, Upton NY 11973 (see box below). — Anita Cohen

In Memoriam: Edwin Popenoe

Edwin A. Popenoe, a researcher in biochemistry in the Medical Department for 44 years, died at home on January 13. He was 75 years old.

Medical's Eugene Cronkite, who worked with Popenoe for many years, said, "Dr. Popenoe was a shy and retiring individual who always had time to discuss problems with a fellow scientist."

Having earned his Ph.D. in biochemistry at the University of Wisconsin in 1950, Popenoe became a research associate at Cornell University Medical College, 1950-54, learning his biochemical skills under Vincent du Vigneaud. Together, they worked out the structure of antidi-



Edwin A. Popenoe

uretic hormone secreted by the posterior pituitary gland, for which du Vigneaud was awarded the Nobel Prize.

Popenoe arrived at BNL on February 1, 1954, as a medical associate in the Medical Department. He began a series of studies on the structure of carbohydrate-containing proteins.

Named Associate Scientist in 1958, then Scientist in 1959, Popenoe was granted tenure in 1963. He had retired on September 30, 1986, but he continued in Medical as a research collaborator since 1987.

At BNL, Popenoe became an authority on collagen, the structural protein of skin and its unique amino acid, hydroxyproline. In the 1970s, he turned his attention to airborne toxins, and, most recently, he collaborated with Brenda Laster on two brain cancer therapies being developed in Medical: boron neutron capture therapy with boron and gadolinium, and photon activation therapy.

"I have never met a chemist with such a vast repertoire of laboratory skills and techniques, such meticulous approaches to scientific experimentation, and with such veneration for the scientific process and its associated integrity," said Laster.

Popenoe was a member of the American Chemistry Society, the American Society of Biochemistry & Molecular Biology, the American Association for the Advancement of Science and Sigma Xi.

In addition to his scientific activities, Popenoe was active in cultural affairs at BNL, chairing BERA's Concert Committee for many years. He also served on the Shoreham-Wading River School Board for 17 years and was its president most of that time.

Edwin Popenoe was married to the late Estelle Kitay Popenoe and is survived by two daughters: Ellen of Port Jefferson and Anne of San Francisco.

Applications Being Accepted For Two BWIS Scholarships

Brookhaven Women in Science (BWIS) is currently seeking applications for its two scholarships:

Gertrude S. Goldhaber Prize

Created in 1992 to honor the late Gertrude Scharff-Goldhaber (see above) for her outstanding contributions in the field of nuclear physics and also for her support of women in science, this \$500 prize recognizes substantial promise and accomplishment by a women graduate student in physics who is either enrolled at the State University of New York at Stony Brook (USB) or performing her thesis research at BNL.

To be eligible for the award, a nominee must have been admitted to the candidacy for the doctoral degree, must still be actively enrolled in the graduate program and must not be receiving a degree before spring 1998.

Any member of the BNL staff or the USB Physics Department may submit a nomination, which should include a description of the candidate's accomplishments and list her publications, along with copies of any papers to which she has made a substantial contribution and her graduate-course transcript.

Deadline for nominations is Friday, February 27. The winner will be announced by April, and the award ceremony, at which she will be expected to give a seminar on her work, will take place in the spring.

For more information, contact Vinita Ghosh, Ext. 3527 or ghosh@bnlarm.bnl.gov, or Louise Hanson, Ext. 5849 or hanson2@bnl.gov.

Renate W. Chasman Scholarship

First awarded in 1986, this one-time, \$2,000 award honors the late Renate Chasman, a noted BNL nuclear physicist and accelerator theorist who co-designed the Lab's National Synchrotron Light Source and whose work influenced the design of other synchrotrons around the world.

Intended to encourage women to pursue a career in scientific research in the natural sciences, engineering or mathematics, the scholarship will be presented in July to a woman who had to interrupt her formal studies in one of those disciplines. Applicants must either be currently enrolled or accepted for a degree program at an accredited institution. They also must be a U.S. citizen or permanent resident alien who lives on Long Island — in Suffolk or Nassau Counties or the boroughs of Brooklyn or Queens — studying for 1998-99 at the junior or senior undergraduate level or first-year graduate level on a half-time or greater basis.

Applications are due on April 1. For forms or more information, write to: Chasman Scholarship Fund, PO Box 183, Upton NY 11973.

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ANITA COHEN, Editor
MARSHA BELFORD, Assistant Editor

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In Memoriam: Retirees

The Bulletin has learned that the following retirees have passed away:

Daniel Zelem, who left the Plant Engineering Division on January 25, 1971, as a grounds office clerk, died on September 22, at the age of 81. He had started in the Plant Maintenance Division on April 18, 1960, as a Laboratory janitor.

William J. Pollack, a patrol officer with BNL's Police Group who retired on October 23, 1980, died on December 16. He was 80 years old. His 33 years at the Lab had begun on April 28, 1947.

Donald W. Huszagh, a 36-year Lab employee who retired from the Department (continued on page 4)

Cooperative Extension: What It Can Do For You?

Brookhaven Women in Science (BWIS) presents lunchtime programs to which all members of the BNL community are invited. Please bring your lunch.

The next BWIS program — on Thursday, February 19, at noon, in Room D, Berkner Hall — will feature Sally Foulke, Program Director for Family & Consumer Sciences for Cornell Cooperative Extension (CCE) of Suffolk County.

CCE of Suffolk is one of the largest Extension offices in the U.S., offering County residents over 100 different types of programs and services at seven sites. Foulke will discuss how CCE provides support to Long Island's oldest industries, works to enhance the environment, and supports families and communities through health and nutrition, parent education and consumer programs. She'll also show a video and answer questions.

Foulke holds a Ph.D. in family studies from the University of Delaware. An 18-year veteran of the Extension system, she has held her current position since 1990 and is also now serving as CCE's Acting Executive Director.

Foulke, who is on the editorial board for the *Journal of Nutrition and the Elderly*, is president-elect of the New York State Association of Family and Consumer Sciences. In 1997, the East End Woman's Network selected her Woman of the Year.

In Memoriam (cont'd.)

of Applied Science on January 31, 1989, died on December 20. He was 73 years old. His first BNL assignment was as an associate engineer with the Accelerator Project, where he started on January 19, 1953. He retired as an engineer.

Charles W. Porcaro, who retired on October 27, 1978, as an electrician A in the Plant Engineering Division, died on December 24, at the age of 83. He joined the Lab on July 20, 1959, as an electrician B in the Electrical Shop.

Helen L. McNally, who retired from the Director's Office as a staff specialist on April 30, 1983, died on December 26. She was 73 years old. She had started at the Lab as a stenographer in the Medical Department on March 10, 1958, and had transferred to the Director's Office in 1964.

Otto Haller who retired from the Alternating Gradient Synchrotron (AGS) Department on March 30, 1973, died on December 31, at the age of 86. He started in the Physics Department on April 9, 1956 as a technician A and transferred to AGS in 1971. He was a technical associate when he retired.

Howard H. Farrell, who retired on May 31, 1984, with over 35 years of Lab service, died on January 2, at the age of 73. He started at BNL on October 30, 1948, as a technician working on the Brookhaven Graphite Research Reactor. At his retirement, he was a technical associate II in the Alternating Gradient Synchrotron Department.

Lee Gemmell, who concluded his 27 years at the Lab on April 30, 1974, as the Associate Division Head of the Safety & Environmental Protection Division, died on January 13. He was 87 years old. He had started at BNL on April 21, 1947, as an executive aide in the Instrumentation & Health Physics Department and was a health physicist when he retired.

Charles Bachsmith, who retired from the Department of Applied Science (DAS) on November 30, 1989, with 32 years of service to the Lab, died on January 25, at the age of 64. He had started in the Nuclear Engineering Department on January 28, 1957, as a laboratory assistant, transferred to DAS in 1969, and retired from DAS as a technical associate II.

Raymond H. Rheume, who spent 14 years at BNL as an electrical engineer with the Alternating Gradient Synchrotron (AGS) Department, died on January 25. He was 88 years old. He had joined the AGS on September 15, 1957, and retired on September 30, 1971.

Outreach Workshop Survival Skills for a High-Stress World

If you are seriously stressed out by all the changes going on around you, be it at work or home, then attend the upcoming Outreach stress-management workshop. Sponsored by the Employee Assistance Program (EAP) of the Occupational Medicine Clinic, the four-part workshop will offer survival skills for people working and living a high-stress world.

During the workshop, clinical psychologists Susan Dermit and Valdeane Brown will not only define stress and discuss its triggers and people's physical, mental and emotional reactions, but they will also demonstrate and have participants practice stress-reduction exercises, both mental and physical, as part of their approach to stress management.

The workshop will be held from noon to 1 p.m. on Tuesday, February 17; Tuesday, February 24; Friday, February 27; and Friday, March 6. Participants are advised to wear loose clothes so they may practice the yoga-type exercises in comfort.

Registration will be limited to the first 15 who sign up for all four workshops; a waiting list will be maintained for alternates. To register, return the completed portion of the Outreach flyer recently sent to all employees to EAP Staff Psychologist Dianne Polowczyk, by the morning mail of Tuesday, February 17.

For more information about EAP and its Outreach workshop series, call Ext. 4567.

Note to Diners

BNL will be closed on Monday, February 16, in observance of Presidents' Day.

Over the upcoming three-day weekend, the cafeteria will be open each day for regular weekend hours, 9 a.m. to 2 p.m.

The Brookhaven Center will be closed on Sunday, February 15, but will be open Monday from 5 to 9 p.m.

Deadlines for Bulletin And Weekly Calendar

Deadlines for submitting material for Public Affairs Office publications are as follows:

Brookhaven Bulletin

- **Classified ads** — noon on Friday before the Friday of publication (see "Classified Ad Policy" on back of supplement).

- **Club notices and other short items** — noon on Friday before the Friday of publication.

If you would like more extensive coverage of research, events or other activities in the Bulletin, contact the Editor, Anita Cohen, Ext. 5054, e-mail acohen@bnl.gov, at the earliest possible date.

Items will be published as space permits.

Weekly Calendar

- **Submittal deadline** — 5 p.m. on Tuesday before the Monday of publication.

Bowling

Results from week of February 2 Red & Green League

R. Mulderig Sr. 256/225/213/694 scratch series, R. Mulderig Jr. 224/222/214/660 scratch, K. Koebel 214/209, E. Larsen, 236, E. Sperry III 236, A. Pinelli 229, D. Fisher 224, J. Goode 221, O. Mirjah 214, R. Raynis 211/602 scratch, G. Miltenberger 210, H. Dawson 210, G. Mack 202, S. Logan 201, N. Besemer 201, J. Giuffre 200.

Purple & White League

S. Frei 248/222/215/685 scratch series, B. Mullany 237/223/211/671 scratch, Don King 233/198, R. Koebel 230/187, R. Eggert 221/211, B. Tozzie 212/199, S. DiMaiuta 209/208, K. Conkling 202/176, M. Guacci 201/189, R. Mulderig 237, K. Koebel 213, Doug Fisher 209, M. G. Meier 204, L. DiPierro 197, C. Johnson 196, Diana Fisher 194, J. McCarthy 189, R. Picinich 187, P. Manzella 182, L. Simes 179, G. Mehl 186, L. Mulderig 174, D. Keating 178/177, M. DiMaiuta 190, J. Pinelli 188, K. Hogan 183, A. Epple 175.

You're Invited to Join Microcomputer Club

The BERA Microcomputer Club — which is made up of people who enjoy getting together semiformaly to discuss all matters pertaining to computers — is inviting all interested BNLers to become members. By paying dues of \$15, club members have access to all of the club's resources — software, magazines, books and hardware — and are invited to the annual holiday pizza party!

For more information, contact club president Steven Stein, Ext. 5694, or visit the club's web site at <http://www.bnlmcc.bnl.gov/>.

Daffodil Sale

Again this year, BERA is selling bouquets of daffodils to benefit the American Cancer Society. Each bouquet will sell for \$6.

Reserve bouquets now by paying in full at the BERA Sales Office, weekdays, from 9 a.m. to 1:30 p.m. Reserved daffodils may be picked up on Thursday and Friday, March 26 & 27, at the BERA Sales Office, from 9 a.m. to 1:30 p.m. Any remaining daffodils will also be on sale on March 26, in the Berkner Hall lobby, from 11:30 a.m. to 1:30 p.m.

For more information, call Andrea Dehler, Ext. 3347.

Cooking Exchange

Through the Cooking Exchange, on-site residents, spouses and friends meet for lunch on the third Thursday of each month. To join the group this month, come to the Recreation Building in the apartment area on Thursday, February 19, from noon to 1:30 p.m. and bring a favorite dish to share. You will enjoy recipes from several different countries.

For more information, call Susan Hart, 821-4257.

Arrivals & Departures

Arrivals
Anthony F. Mantone.....Plant Eng.
Joseph L. Nasta.....Financial Services
Donald J. Olsen.....Safety & Env. Prot.
Robert J. Weggel.....Physics
Charles R. Weilmminster.....Plant Eng.

Departures
 This list includes all employees who have terminated from BNL, including retirees:
Joseph R. Cuccia Jr......Physics
Neal G. Dauscher.....RHIC
James Jannes.....Financial Services
William J. Pinto.....Plant Eng.
Elizabeth Selcow-Stein.....Adv. Tech.

Answer the Phone, Support Public TV

If you have always wanted to be on TV, then here's your chance: On Thursday, March 12, from 6:30 p.m. onward, BNLers are invited to answer the phones during the televised fund drive at the Plainview studio of public television channel 21, WLIW.

During that evening, BNLers who volunteer will be noting the pledges of support that viewers phone in, as the station pitches for voluntary contributions between segments of *Polish Americans* (ethnic history), *Long Island on the Ground* (scenery) and *Vision of Long Island* (aerial footage) — three programs produced locally by Channel 21 — and *Sister Wendy* (art history and analysis).

Answering the phone on the air will also be an opportunity for BNLers to be seen working for a good community cause. Minimal talent is required, and training, coffee, cake and good company will be provided.

If you wish to participate, give your name, Lab extension and home phone number to Susan Sears or Gail Donoghue, Public Affairs Office, Bldg. 184B, or call Ext. 4495.

Spring Bus Trip To Atlantic City

The next BERA-sponsored, one-day trip to Atlantic City will be on Saturday, April 18, to an as-yet-undetermined casino-hotel on the Boardwalk. The cost of the trip will be \$23, and the coin package and casino-hotel will be announced before March 1.

The bus will leave the Brookhaven Center promptly at 8 a.m., with an extra pickup at LIE Exit 63, if requested. As usual, there will be free rolls and donuts on board; bring your own juice and coffee. After a six-hour stay in Atlantic City, return will be about 10 p.m.

Tickets are on sale now — first-come, first-served — at the BERA Sales Office in Berkner Hall, weekdays, 9 a.m. to 1:30 p.m. For more information, call Andrea Dehler, Ext. 3347, or M. Kay Dellimore, Ext. 2873.

Computing Corner

Computer Training

Seats are available for the following classes being offered by the Computing & Communications Division (CCD):

Feb. 20	EXCEL 97, intermediate
Feb. 23 & 25	ACCESS 97, introduction
Mar. 2 & 3	ACCESS 97, intermediate
Mar. 10 & 12	Project 98, introduction
Mar. 17	Word 97, introduction
Mar. 18-20	Visual Basic, introduction
Mar. 23-27	* AutoCAD release 14
Mar. 30	PowerPoint 97, introduction

**This class is five half days at a training fee of \$300. Submit an ILR to Chris Neuberger, Bldg. 515, by March 6; call him at Ext. 4160 for more information.*

The April schedule will include Visual Basic for ACCESS 97, HTML programming (hypertext markup language for Webpage creation) and Mechanical Desktop.

For course outlines and registration information, contact your department/division training coordinator or call Pam Mansfield, Ext. 7286 or e-mail pam@bnl.gov

No MIX Meeting

CCD will not hold a Monthly Information eXchange (MIX) meeting in February.

See Supplement for "Love Notes" and classified ads.

Classified
Advertisements

Placement Notices

The Laboratory's placement policy is to select the best-qualified candidate for an available position. Candidates are considered in the following order: (1) present employees within the department/division and/or appropriate bargaining unit, with preference for those within the immediate work group; (2) present employees within the Laboratory; and (3) outside applicants. In keeping with the Affirmative Action Plan, selections are made without regard to age, race, color, religion, national origin, sex, disability or veteran status.

Each week, the Human Resources Division lists new placement notices, first, so employees may request consideration for themselves, and, second, for open recruitment. Because of the priority policy stated above, each listing does not necessarily represent an opportunity for all people.

Except when operational needs require otherwise, positions will be open for one week after publication.

For more information, contact the Employment Manager, Ext. 2882; call the JOBLINE, Ext. 7744 (344-7744), for a complete list of all job openings; use a TDD system to access job information by calling (516) 344-6018; or access current job openings on the World Wide Web at <http://www.bnl.gov/JOBS/jobs.html>.

The following vacancies are exempt from the Director's hiring freeze.

SCIENTIFIC RECRUITMENT - Doctorate usually required. Candidates may apply directly to the department representative named.

ASSISTANT PHYSICIST - To play a crucial role in the development, production and operation of a new polarized hydrogen-deuteride (HD) cryogenic target in the Laser Electron Gamma Source (LEGS) Group at BNL. Extensive experimental experience with solid HD, $^3\text{He}/^4\text{He}$ dilution refrigerators and superconducting magnets is required. A history of creativity in low-temperature R&D work related to polarizing nuclei, and experience with NMR techniques used to monitor polarization and Kapitza resistance studies are essential. Experience in the computer interfacing and

control of power supplies and related instruments is desirable. Contact: Andrew Sandorfi, Physics Department.

OPEN RECRUITMENT - Opportunities for Laboratory employees and outside candidates.

DD7339. TECHNICAL POSITION - (term appointment) Requires an AAS in electromechanical technology or equivalent, with experience in electrical wiring, soldering, and fabrication of mechanical assemblies. Must be familiar with the operation of machine tools. Knowledge of electronic test instruments necessary. Will work from prints, rough sketches and verbal instructions. RHIC Project.

