

BSA and DOE Sign Contract for Management of BNL; Transition Under Way, Targeted for Completion by March 1

In a brief ceremony held in Room C of Berkner Hall at 8:45 a.m. this past Monday, January 5, the final signatures were affixed to the contract between Brookhaven Science Associates (BSA) and the U.S. Department of Energy (DOE) for the management and operation of Brookhaven National Laboratory.

The signing began a transition period during which BSA will work toward assuming operational control and responsibility for the facility from Associated Universities, Inc. (AUI), the contractor that founded BNL in 1947 and has operated it for the past 50 years. Until BSA assumes full responsibility for operating the Laboratory — an event expected to take place on March 1 — AUI will remain the contractor of record for BNL.

BSA is led by the Research Foundation of the State University of New York (SUNY) on behalf of the State University of New York at Stony Brook and by Battelle Memorial Research Institute of Columbus, Ohio.

"We are looking forward to a smooth transition so that the new SUNY-Battelle team can hit the ground running at the end of February," said Secretary of Energy Federico Peña. "The department has high expectations for the new contractor, in terms of scientific achievement, community involvement and protection of the environment, worker safety and public health. This will be a critical time for the new management to prepare for their important responsibilities."

During the transition, the contract calls for completion of specific activities that would enable BSA to: assume control of Brookhaven's scientific programs and facilities; continue cultural change in environment, health and safety management; analyze and initiate any needed enhancement of man-



Roger Stoutenburgh

John Kennedy (seated, second from right), Acting Manager of the U.S. Department of Energy's (DOE) Chicago Operations Office, puts the final signature on one of six copies of the prime contract between DOE and Brookhaven Science Associates (BSA) for the management of BNL. Also at the signing table are (from left) John Marburger, BSA President and BNL's next Director; Dean Helms, Executive Manager of DOE's Brookhaven Group; and Gregory Fess, BSA Legal Counsel. Overseeing the proceedings (right) is Joan Shands, head of DOE's transition team.

agement systems; initiate planning to assume responsibility for existing regulatory and commercial agreements; and undertake a variety of

actions involving employee compensation and benefits, property management, diversity, cost mitigation, litigation management, subcontractor

management and substance abuse initiatives.

BSA will formally notify DOE when these activities have been completed and it is prepared to assume full responsibility for operation of Brookhaven. This action is expected by the end of February.

Following the signing, personnel from DOE, BNL/AUI and BSA met to commence the transition activities.

Joan Shands of DOE's Brookhaven Group heads the DOE transition team and observed that, for now, "DOE has two contracts to manage." She then invited remarks from members of all three groups.

Speaking first, Dean Helms, Executive Manager of the Brookhaven Group, said, "This is a great day — a day we have all been eagerly anticipating for some time — the first day in the next chapter of this great Laboratory."

Helms also had some words of caution: "This is not a dress rehearsal," he said. "We only get one shot at this transition business, and we will need to do it right in the next few months as we go forward."

Also, Helms cautioned, "We need to be very conscious of resources during transition and hold the costs down.

(continued on page 2)

Communiqué From BSA

Introducing Transition Teams and Tasks

This is the first of a series of weekly messages to BNL employees about transition activities from the perspective of Brookhaven Science Associates (BSA), which is slated to assume the management of the Laboratory from Associated

Universities, Inc. (AUI), on March 1.

In this article, BSA Transition Manager Robert McGrath introduces the transition teams and outlines BSA's plans for transition.

Transition Teams: Leaders and Responsibilities			
Task Description	BSA	DOE	BNL/AUI
Transition Management	Robert McGrath Guy Cunningham (Deputy)	Joan Shands	Henry Grahn
Science and Technology	Peter Paul/ Adrian Roberts	Milton Johnson	John Searing
Community Involvement	John Marburger	Frank Crescenzo	Marge Lynch
Human Resources	Robert Lincoln	Robert Gordon	Robert D'Angio
Legal	Gregory Fess	Joan Shands	Michael Goldman
Finance and Administration	Martin Conger/Richard Mann	Robert Gordon	Henry Grahn
Procurement	Martin Conger/Richard Mann	Michael Senitta	Mary-Faith Healey
Information Management	Martin Conger/Richard Mann	Michael Senitta	Mary White
ES&H/Q	Kenneth Brog	Angela Harvey	Robert McNair
Facilities and Operations	Thomas Sheridan	Michael Butler	Lance Warren
Life Cycle & Asset Management	Thomas Sheridan	Joseph Eng	Lance Warren
Safeguards & Security	Thomas Sheridan	Michael Senitta (Thomas Gradle/ Richard Diem)	John Searing
HFBR Safety Basis Analysis	William Reeside (DES)	Michael Holland	Robert McNair
Environmental Management	Michael Schlender	Angela Harvey (Caroline Polanish)	Robert McNair
Waste Management	Richard Pierce (WMFS)	Angela Harvey (Caroline Polanish)	Robert McNair
Environmental Restoration	James Kannard (BN)	Angela Harvey (Caroline Polanish)	Robert McNair

During the two-month transition period, BSA will assess the Lab's science programs, management and operations systems, facilities, physical plant, inventory controls, and existing contracts and agreements, and will make an environmental audit.

Our highest priority will go to personnel matters: getting offers of employment out promptly, making it easy to get questions answered and making sure that employees know what is happening at all times [see story, page

3]. Ultimately, as the new contractor for BNL, BSA must demonstrate to DOE that it is ready to assume operational responsibility for the Lab.

Our philosophy and management approaches are described briefly in the BSA brochure distributed when the contract award was announced on November 25 and now available at the Employee Information Center in Berkner Hall and on the World Wide Web at <http://www.pubaf.bnl.gov/pr/BSA.html>.

BSA will strive to work with DOE to allow BNL to produce science in a safe, environmentally benign manner with the broadened support of the community and nation. In the new BNL organization, there will be clear lines of responsibility. Individuals will know what is expected of them and will have meaningful evaluations, the requisite training and a supportive management.

How will transition actually hap-
(continued on page 3)

Marburger, Helms Meet Today With Employees

John Marburger, President of Brookhaven Science Associates (BSA) and the future Director of BNL, and Dean Helms, Executive Manager of the U.S. Department of Energy's Brookhaven Group, will introduce BSA's plans for the Laboratory's organization at a meeting with BNL employees today, Friday, January 9, at 11 a.m., in Berkner Hall.

Because the auditorium can accommodate only about 450 people, each department and division has been asked to send only about 15 percent of its employees to the meeting. Monitors will be set up in Rooms A and C to accommodate some overflow.

Information about the meeting will also be placed on the BNL home page on the World Wide Web: <http://www.bnl.gov/bnl.html>.

Community Supports BNL & Science: 18,285 Sign Petition

Over 18,000 signatures gathered by Lab employees from their neighbors, friends and families in support of BNL as "a valued asset to the Long Island community" were delivered on December 17 by officers of Friends of Brookhaven (FOB), Inc., to Dean Helms, Executive Manager of the U.S. Department of Energy's (DOE) on-site Brookhaven Group.

The 18,285 people who signed the FOB petition, which was circulated from late October 30 through early December, supported four specific issues: first, "the valuable scientific research carried out at BNL"; second, "the Lab's commitment to operate in an environmentally sensitive fashion and its efforts to identify and remediate all environmental problems"; third, "the safe, peaceful use of neutrons and radioisotopes that are essential to its medical and scientific mission"; and finally, "the position of our civic and business leaders: the future of the High Flux Beam Reactor (HFBR) research should be decided only after completion of the ongoing evaluation."

John Shanklin, FOB president, commented, "I was surprised and heartened by the response of the community to our petition, because it has often been stated that BNL has lost community support. I personally approached over 100 people in my community and the majority of them said they were happy to demonstrate their support for the Lab. Many also commented that Lab employees contribute in positive ways to local neighborhoods. Store owners were also willing



Roger Stoutenburgh

Friends of Brookhaven (FOB), a nonprofit organization for advancing the cause of scientific and medical research, presented petitions with over 18,000 signatures in support of BNL to Dean Helms (center), Executive Manager of the U.S. Department of Energy's Brookhaven Group. FOB officers on hand for the December 17 presentation are: (from left) Jean Jordan-Sweet, Frank Marotta, Joanna Fowler, John Shanklin, Edward Kaplan, Benjamin Ocko and William Graves. Not present are: Jim Hurst and Sean McCorkle.

to show their support for the Lab by displaying the petition for their customers to read."

From the DOE Brookhaven Group, the petition will be sent to Secretary of Energy Federico Peña as part of the community input being gathered prior to his decision on whether or not to work toward restarting the HFBR.

That decision is now expected in early 1999, and, in making it, Peña will take into account scientific, budgetary, environmental and community issues related to the reactor.

Said Helms, "Clearly, the community's views concerning BNL are extremely important to DOE and the Laboratory. The 18,000 signatures on

this petition represent significant input that will be evaluated with other information that we are receiving from various elements of the community on a continuing basis. These metrics are helpful indicators of attitudes and expectations of important stakeholders.

"I am particularly impressed with the efforts of the Friends of Brookhaven organization," continued Helms. "The members worked so hard to collect these signatures and to talk with many local citizens along the way about things that are being done at the Laboratory to assure that the research and other activities are conducted in a responsible manner."

Formed in May 1997, FOB is a nonprofit organization, the purpose of which is to advance the cause of scientific and medical research. FOB is not affiliated with DOE, its contractors or BNL, though many Lab employees belong to FOB or have participated in its events (see Brookhaven Bulletins of September 12 and 26, 1997). FOB activities are performed on participants' own time and at their own expense.

Concluded Shanklin, "Beyond collecting so many signatures — which was made much easier by the distribution efforts of Jenn O'Connor and Dan Oldham and others — perhaps an even more important outcome of this petition drive is that many BNL employees opened a personal dialogue with their neighbors regarding issues at BNL. I hope we can build on this foundation of support as we move forward with the new contractor."

— Liz Seubert

Contract Signed (cont'd.)

The Lab will have to soak up a lot of the costs. Every dollar put into transition will come from somewhere else, either science or support."

Finally, Helms said, "It's going to be a very visible process. We have been operating in a fishbowl here at the Lab for a number of months. We'll continue to be visible with Lab staff and visitors, and also with elected officials, the local community, the media and DOE. This is something that DOE's Office of Energy Research [OER] labs have not been through very much so how we do is going to be looked at very carefully by the Department."

Representing OER Director Martha Krebs as the transition commenced was her Associate Director Milton Johnson. "The people here at the Lab are outstanding, and they are looking to all of us for a new beginning," he said. "The country needs national labs like this. Brookhaven can be the kind of lab that reflects the science that they have produced and that allows

them to do the science in an environmentally safe, cost effective manner."

Next, speaking for AUI, Jerome Hudis, AUI Vice President-Programmatic Affairs, said that, as BNL's founding organization, "It's our very strong intention to preserve the health and capabilities of Brookhaven as far into the future as possible. We will do our utmost to make the transition fast, smooth and pleasant."

Shands observed that although DOE and BSA's goal was to effect transition within 60 days, only 55 calendar days remained until the target transition completion date of March 1. Though BSA will become the Lab's contractor of record when transition is complete, Shands said that the close-out of AUI's contract could take a year or more.

Final remarks came from BSA President John Marburger, who is slated to become BNL's eighth Direc-

tor when the transition is complete. "This is a very exciting day for us," Marburger said. "After knowing we were going to have the contract for over a month, today is the day we begin to implement our plans."

Some of the things he learned over the past month, Marburger said, were surprises. For example, he said, "The community around BNL is much more supportive of Brookhaven than you would expect from reading the newspapers — a good surprise. We must find ways of using that good feeling to power our missions and satisfy our customers."

Marburger also shared his personal belief "that the change in management is greater for this Lab than any of us imagine. There is going to have to

be a lot of mutual understanding. We have to realign things, and that realignment will be greater than most people think. It doesn't look much different on paper, but the thinking is going to be very different, and there are going to be conflicts between old and new perceptions. . . . This will be the most difficult part of the transition. Getting the nature of the change into people's consciousness will be a major readjustment."

And, stressing to the assembled group the importance of the task they were about to undertake, Marburger also emphasized: "This is not just a paper exercise, a rehearsal. This is something that is extremely important, and people's lives are going to be affected."

— Anita Cohen

Book Commemorates Lab's First 50 Years

As a coda to BNL's 50th anniversary celebration, the commemorative book, *From 50 to the Future*, was delivered to all Lab employees earlier this week.

Written, edited and published by the staff of the Public Affairs Office and designed by Theresa Esposito of the Information Services Division, the book uses five decades of photographs taken by Lab photographers to highlight BNL's history and its contributions to science and the world over the Laboratory's first 50 years.

Retirees who would like a copy of the book may contact Public Affairs at (516) 344-2345. Additional copies are being supplied to department and division offices and are also available in Public Affairs, Bldg. 134.

Two Public Meetings On EIS for HFBR

The U.S. Department of Energy (DOE) has scheduled the following two meetings to solicit public comment on the scope and content of the Environmental Impact Statement (EIS) that it has been directed to prepare for BNL's High Flux Beam Reactor (HFBR):

• **Saturday, January 10**, Longwood High School, 1-4 p.m.

• **Thursday, January 15**, Shoreham-Wading River Library, 5:30-8:30 p.m.

All are invited, and requests to speak at the meeting or in advance to Michael Holland, DOE Brookhaven Group, Ext. 3552, fax Ext. 1377, or e-mail mholland@bnl.gov.

The EIS process was described in an article on page four of the Brookhaven Bulletin of December 5, 1997. DOE's notice of intent to undertake the EIS for the HFBR is on the World Wide Web at <http://tis.eh.doe.gov/nepa/>.

BNL & BNLeers Spend Millions On Long Island in 1997

Almost \$33 million — that's the worth of the supplies and services that BNL purchased from Long Island businesses in fiscal year 1997 — up about \$4 million from the total spent in Suffolk and Nassau Counties in fiscal year 1996.

In addition, BNL's approximately 3,100 employees improved the local economy by spending most of their earned income on Long Island. All told, employee salaries, wages and fringe benefits accounted for 61 percent, or \$247 million, of the Lab's 1997 budget of \$405 million.

During the period from October 1, 1996, to September 30, 1997, Brookhaven made 8,676 individual purchases on Long Island. Out of those, 6,511 totaling more than \$24.3 million were made in Suffolk County, and 2,165 amounting to about \$8.3 million were made in Nassau County.

Mary-Faith Healey, Manager of the Division of Contracts & Procurement, which handles purchasing for the Lab, said, "Brookhaven is pleased to procure goods and services locally in support of our mission of doing research in long-term, leading-edge programs. We make a significant contribution to the local economy."

New construction and upgrades of existing facilities accounted for many of BNL's purchases during fiscal year 1997.

For instance, Brookhaven paid approximately \$3.3 million to Hendrickson Brothers, Inc., of Farmingdale — the number-one vendor this fiscal year — to upgrade the Lab's sewage treatment plant.

Northrop Grumman Corporation of Bethpage received \$1.5 million for manufacturing superconducting magnets for the Relativistic Heavy Ion Collider, now under construction.

— Diane Greenberg

Personnel Matters Take Top Priority With BSA and HR Transition Team

In his article on page one of this week's Brookhaven Bulletin, Robert McGrath, who is heading the transition team for Brookhaven Science Associates (BSA) notes that the highest priority during transition is being given to personnel matters.

As part of that effort, beginning today and continuing on a regular basis, BSA's Human Resources (HR) transition team will provide Lab employees with updates on what the team is doing and what you can expect. They'll also respond to your questions on HR issues.

During this transition period, the BSA HR transition team is working closely with Associated Universities, Inc. (AUI) and the U.S. Department of Energy (DOE).

Robert Lincoln, HR transition team head, said, "We want to remind employees that we are a resource for you. Should you have questions about HR matters related to BSA, please call our hotline at Ext. 8200, e-mail us at hrhotline@bnl.gov or set up an appointment to meet with one of the team. We're located in Bldg. 118 and can be reached at Ext. 8202."

What the HR Team Is Doing

Initially, the HR transition team, working closely with staff in BNL's Human Resources Division and the DOE's transition team, has established four goals:

- Develop all the material needed to enable BNL employees to move from AUI's to BSA's payroll as smoothly and efficiently as possible.
- Work with BNL managers to ensure that BSA has identified positions for all employees at BNL.
- Finalize contracts from all benefits providers to assure benefit continuity, to the greatest extent possible.
- Assure ongoing communication with employees in as many formats as possible.

What You Should Expect to See

- **Individual offer letters** — During the last week in January, you should

expect to see an individual offer letter from BSA, which you will need to review, sign and return within 10 days. HR will send offer letters to department and division administrators, who will distribute these within their groups.

• **Information on any benefit changes** — The major change that the HR team foresees is a change in the voluntary retirement program, which will move from a tax-deferred program governed by sections 403(b) of the Internal Revenue Code to a similar tax-deferred program governed by section 401(k) of that code.

• **Briefing meetings** — The team will hold these with all interested staff to discuss the new 401(k) pension plan and to provide a forum in which to answer your questions about other aspects of your BSA employment.

• **Answers to Hotline questions** — In this and future issues of the Bulletin, the team will answer questions that come through on the HR Hotline, Ext. 8200. Below are the first Q&As in this series:

Q: *Who is currently managing BNL? Is it AUI or BSA?*

A: AUI remains the contractor, with an obligation to manage BNL until BSA assumes this responsibility at the beginning of March. However, in the interim, BSA, AUI and DOE are working together as a team in an effort to effect a seamless transition.

Q: *Can you tell us more about the changes to the retirement plan?*

A: BNL Human Resources, in collaboration with the HR transition team, will be disseminating an information sheet to all employees explaining the changes in the voluntary retirement program. You can expect to receive this shortly.

Q: *Are my retiree medical benefits affected by the transition?*

A: Medical coverage will remain the same with minor changes to accommodate differences in state and federal laws.

Q: *Do I need to use new forms for dental and medical claims?*

A: No. The current forms can continue to be used since your health-care providers identify you by your social security number and not solely by organization.

Transition Teams (cont'd.)

pen? DOE, BNL/AUI, and BSA each have transition teams. Leaders of the three teams and their areas of responsibility are shown in the table on page 1.

I will meet with my fellow transition managers, Joan Shands of DOE and Henry Grahn of BNL/AUI, for daily coordination meetings. The three of us report, individually, to Dean Helms, DOE Brookhaven Group Executive Manager; Thomas Davin, AUI Vice President-Corporate Affairs; and John Marburger, BSA President and BNL's next Director, who, together with Interim BNL Director Peter Bond, form the Transition Steering Committee, which will act to resolve outstanding issues as they arise.

Transitioning is a big task! As many as 75 new people will be at BNL at the peak of work activities. The Request for Proposals called for a 60-day transition period, which is short compared to previous transitions that have occurred within DOE.

The BSA project plan calls for the work to be done in even less time, for two reasons: First, finishing the transition quickly allows the Lab to return to its proper focus on programs faster. Second, a shorter transition period costs less. With transition having begun on Monday, January 5, our plan is to be ready to assume Lab operation by March 1. To get this done, BSA team members are scheduled for six-day work weeks, with long hours per day. As an important aid in project control, the project management soft-

ware system Primavera will be used to monitor and update progress and costs throughout transition.

The BNL/AUI and DOE teams have been very helpful as we developed our plan. We are much appreciative and look forward to working collaboratively with them to get the work done.

The BSA and DOE transition teams are headquartered in Compton House, Bldg. 170. Lucy Quirk, Ext. 8624, and Lois Marascia, Ext. 8600, respectively, are the administrative assistants for BSA and BNL/AUI. They will either

answer questions or direct them to the appropriate persons. The BSA Human Resources [HR] Center is located in Bldg. 118; the HR Hotline number for questions is Ext. 8200.

The BSA team will do its best to accomplish the transition work with a minimum of disruption of ongoing activities. We look forward to working with you to achieve outstanding management of outstanding science, environment and other BNL programs.

Robert McGrath
BSA Transition Manager

Coming Up

Robert Crease, BNL Historian and a professor of philosophy at the State University of New York at Stony Brook, will give the next Brookhaven Lecture, "Two Brookhaven Parables: Changing Perceptions of Science," on Wednesday, January 21, at 4 p.m., in Berkner Hall.

Spotlight Shines on 48 BNL Employees in FY 1997

For extending short-term extraordinary efforts in response to the needs of their departments or divisions, 48 BNL employees were honored with \$500 after-tax Spotlight Awards during fiscal year 1997. The 24 present for this photo are:

Front row, from left — Susan Foster, Human Resources Division; Janice DePass, Department of Advanced Technology (DAT); Jane Guido, Administrative Support

Division (ASD); Diana Teich, Division of Contracts & Procurement (DCP); Kara Villamil, Director's Office (DO); Thomas Seda, National Synchrotron Light Source (NSLS) Department; Laura Zaharatos, DO; Robert Liegel, Physics Department; and Robert Barone, Computing & Communications Division (CCD).

Second row, from left — Leonard Santangelo, NSLS; John Carlson, Alternating Gradient Synchrotron (AGS) Department; Guy Hartsough, Reactor Division; Mary Dernbach, Office of Environmental Restoration; Joe Pavlak, Safety & Environmental Protection (SEP) Division; Harry Sauter, Physics; and Jim Pearsall, SEP.

Third row, from left — Bill DeVito, Relativistic Heavy Ion Collider (RHIC) Project; Al Ravenhall,

AGS; David Warburton, AGS; David Pate, RHIC; Tom Dilgen, RHIC; Bill Michalowski, CCD; Gil DeGregory, AGS; and Roger Thompson, SEP.

Those not present include: Raymond Ceruti, RHIC; Barbara Coughlin-Byrne, Medical Department; Leonard DeSanto, DAT; Mary Durham, Plant Engineering (PE) Division; Josephine Fanizza, DAT; Marie Gavigan, RHIC; Louis Gerlach, DAT; William Lenz, Physics; Nancy Nelson, DAT; Michael Paquette, PE; Paul Poleski, CCD; Gordon Rawn, SEP; Robert Retundi, Financial Services Division (FSD); Henry Schnakenberg, Medical; Gerard Shepherd, Safeguards & Security Division; Robert Sikora, RHIC; Samia Thomas, NSLS; William Venegas Jr., RHIC; Patriche Windley, FSD; Michael Witte, RHIC; Thomas Wozniak, RHIC; and Gary Zukas, Reactor.



Roger Stoutenburgh

BROOKHAVEN BULLETIN

Published weekly by the Public Affairs Office for the employees of BROOKHAVEN NATIONAL LABORATORY

ANITA COHEN, Editor
MARSHA BELFORD, Assistant Editor

Bldg. 134, P.O. Box 5000
Upton NY 11973-5000
Tel. (516) 344-2345; Fax (516) 344-3368

World Wide Web:
<http://www.pubaf.bnl.gov/bulletin.html>

The Brookhaven Bulletin is printed on paper containing at least 50 percent recycled materials, with 10 percent post-consumer waste. It can be recycled.



Volleyball

Standings as of December 18

League I		League III	
Bikers & Spikers	29-4	Silver Bullets	21-3
Rude Dogs	21-12	Group Sets	17-4
Set to Kill	17-16	Just 4 Fun	16-8
Scared Hitless	13-17	Upton Ups	13-11
ReTurners	1-32	Six Samurai	6-15
League II		Open League	
Spiked Jello	24-6	Just In Time	5-19
Safe Sets	23-7	NWO	3-21
Monday Nite Live	20-10		
Jao>About-That	19-11	Spikers	24-12
Undecided	15-15	Shank, Carry & Throw	21-15
Fossils	9-21	Death Volley	17-19
Nuts & Bolts	8-22	Pass, Set & Crush	16-20
Setups	2-28	Far Side	12-24

Healthline Lecture Money Still Matters

Attorney George Roach will present a Healthline lecture on "Money Matters When Illness Strikes: A Legal Update" on Tuesday, January 13, from noon to 1 p.m. in Berkner Hall.

Roach will explore the financial impact of caring for ill elderly parents or loved ones. He'll also review basic estate planning and recent changes in Medicaid law.

A member of the Legal Aid Society of Suffolk County for the past 19 years, George Roach is the Chief Attorney for its Senior Citizens Division.

To register for this lecture, which is sponsored by the Health Promotion Program of the Occupational Medicine Clinic, return the bottom portion of the Healthline flyer recently sent to all employees to Mary Wood, Bldg. 490, by January 12.

The lecture will be available afterwards on audio and videotape in the Research Library, Bldg. 477.

'Coffee Korner' Opening

The grand opening of a new "Coffee Korner" in the main lobby area of Berkner Hall will take place on Monday, January 12.

Operated by the Flik Corporation, which runs BNL's cafeteria, the Coffee Korner will be open from 7:30 to 9:45 a.m. weekdays. Flik invites everyone to stop by on January 12 for a grand-opening raffle ticket.

MIX Meeting

At the next Monthly Information eXchange (MIX) meeting with the Computing & Communications Division (CCD) — on Wednesday, January 14, at 11 a.m., in Room B of Berkner Hall — Paul Kessler will present CCD's plan for phasing out VMS support. All are welcome to attend.

Arrivals & Departures

Arrivals

Lidia A. Didenko.....Physics
Michelle V. Leander.....Biology
Patricia A. Snyder.....Medical

Departures

This list includes all employees who have terminated from the Lab, including retirees:

Henry J. Link.....NSLS
Nicholas Cipolla Jr......Plant Eng.
Timothy J. Dwyer.....Admin. Support
Yuri L. Elisman.....RHIC
Janine S. Graves.....Biology
Luigi Mondini.....Reactor
Charles H. Muller.....RHIC
Charles E. Price.....RHIC
Kenta Shigaki.....Physics
Karl M. Shurberg.....Safety & Env. Prot.
Om Singh.....NSLS
Philip Sgro.....Plant Eng.

Healthfest '97 — Results of the 5-K Employee Fitness Run

Jen Schretzmayer*†	17:34	Lisa Miller*†	23:46	Sharon Wang†	25:42	Leon Goudikian	29:28
Emanuel Onillon*†	17:42	Dave Phillips	23:52	Robert Sikora	25:51	John Axe	29:30
Paul Geiger*	18:41	Alan Campbell	23:53	Mary Dernbach	25:56	Swapna Mukherji	29:31
Rich Ferrieri*	18:49	Alan Rosenberg	24:00	Sheryl Carey†	26:03	Vinny Lodestro	29:43
Mike Brennan†	19:15	Peter Cameron	24:04	Jim Hainfeld	26:08	Joe Delong	30:01
Wayne Rambo†	20:04	Ben Ocko	24:09	Kurt Vetter	26:10	Kathy Geiger	30:34
Tom Friessnegg†	20:48	Mike Seidman	24:16	Pat Rodgers	26:13	Jack Russell	30:52
John Skonieczny	20:55	Barry Karlin	24:21	Tony Tanza	26:15	Kathy Doty	31:24
Mike DePhillips†	21:09	David Pate	24:24	David Morrison	26:26	Jay Adams	31:26
Al DellaPenna Jr.	21:20	John Duggan	24:25	Mike Villaran	26:34	Ali Lopez	32:20
Chris Homes	21:32	Robert Todd	24:26	David Graham	26:35	Fran Loeb	32:21
Paul Lageraan	21:35	Jeff Coderre	24:28	Joseph Klemish	26:37	Beth Lin	32:23
Dan Weiss	21:50	Jim Rank	24:29	John Taylor	26:47	Tom Dilgen	32:24
John Bohenek	21:51	Alice Cialella†	24:35	Dave Cox†	27:16	Frank Teich	33:15
Seth Nemesure	21:52	Roger Davis	24:42	Richard Conte	27:18	Inan Feng	33:16
Neil Wade	21:53	John Young	24:44	Ron Mayo	27:22	Dave Alburger†	34:09
Roger Klaffky	21:55	Richard Wall	24:45	Kathleen Blackhett†	27:23	Walter Milaski	35:38
Tonica Valla	22:06	Weimm Zhou	24:56	Craig Diaz	27:26	Y.Y. Chu	36:05
Omar Gould	22:20	Tom Clifford	25:02	Doug Zigrosser	27:35	Pat Gilleeny	37:35
Ed Gallagher	22:48	Rick Wagener	25:05	Al Borelli	27:43	Gail Brown	38:55
Tim Powers	22:51	Michael Sypes	25:10	Pete Palamidis	27:53	Laura Ayres	39:00
Vinny Racaniello	23:09	Michael Cowell	25:14	John Mollica	27:54	Mary White	40:15
Mike Anerella	23:16	Mow Shiah Lin	25:18	Mike Paquette	28:00	Kathleen Nasta	43:08
John Dabrowski	23:21	David Diamond	25:19	John Toner	28:38	Kara DeCastro	43:18
Don Litcher	23:22	Ray Duffield	25:26	Steve Shapiro	28:50	Bob Sabatini	43:33
Mona Rechner*†	23:35	Bob Litzke	25:29	Yong-nian Tang	28:56	Smita Sathe	45:07
John Escallier	23:45	John Ostaszewski	25:39	Chris Hanley	29:08		

* top-three male/female finishers
† age-group winners

Classified Advertisements

Placement Notices

The Lab'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.

SCIENTIST - Trained in condensed matter physics/materials science, to work in the area of x-ray scattering using high energy x-rays for the study of materials. Experience in synchrotron-based x-ray scattering is highly desirable. Duties will include the development of the scientific program and user support on the superconducting wiggler line X17 at the NSLS. Contact: Peter Siddons, National Synchrotron Light Source Department.

SCIENTIST - Trained in condensed matter physics/materials science, to work in the area of inelastic x-ray scattering for the study of electronic properties of solids. Experience in one or more of the following is desirable: experimental studies of electronic structure, x-ray scattering and neutron scattering. Duties will include the development of the scientific program and user support on the wiggler line X21 at the NSLS. Contact: Peter Siddons, National Synchrotron Light Source Department.

SCIENTIST - Trained in physical sciences, to provide support and training to users of an EXAFS beam line. Experience in the application of x-ray spectroscopy to materials science is required. Should have an interest in condensed-matter science and should be capable of carrying forward an independent research program using the facilities available. Contact: Peter Siddons, National Synchrotron Light Source Department.

POSTDOCTORAL RESEARCH ASSOCIATE - Trained in physical sciences, with an interest in the applications of the unique high-brightness infrared sources in operation at the NSLS. Should have an interest in condensed-matter science and should be capable of mounting an independent research program using these facilities, and, in addition, will be expected to provide support for users of the facility. Contact: Peter Siddons, National Synchrotron Light Source Department.

SCIENTIST - Trained in physics, to work at BNL on the Cathode Strip Chambers for the ATLAS experiment at the Large Hadron Collider. Experience with gas

detectors, such as proportional chambers and transition radiation detectors, is essential. Experience with simulations at the detector level and analysis of data obtained with such detectors is also required. Contact: Howard Gordon, Physics Department.

OPEN RECRUITMENT - Opportunities for Laboratory employees and outside candidates.

NS7337. PROGRAMMER/ANALYST POSITION - Requires MS in computer science or related field with at least five years' experience in software development in a scientific environment. Experience in C and C++ programming language necessary; experience programming large distributed applications as part of a team is highly desirable. Applicant should have demonstrated skills in problem solving, software design and debugging of networked systems. UNIX knowledge is helpful. Will participate in designing and developing applications software for the AGS/RHIC control system. RHIC Project.

DD7461. TECHNICAL POSITION - Requires a BS in electronic technology or equivalent. Will assist in the maintenance and administration of the department communication networks. Will also assist the staff with the installation and setup of computers connected to the network. Familiarity with network technology is necessary, including cabling, cable testing, network protocols, fiber optics, routers, switches and diagnostic tools. Additional responsibilities involve assisting the computer group in maintaining NSLS control systems, which include workstations and VME systems. National Synchrotron Light Source Department.

DD7462. TECHNICAL POSITIONS - Require an AAS degree in mechanical technology or equivalent and experience in machine-shop practices, with an emphasis on high-precision assembly. Responsibilities include the assembly, test and maintenance of experimental x-ray, optical and mechanical instruments. National Synchrotron Light Source Department.

DD7465. TECHNICAL POSITION - Requires an AAS degree in electrical engineering or electrical technology, BSET preferred. Familiarity with a variety of test equipment and experience with electronic assembly is required, as are strong skills in small-signal analog and mixed-signal electronics and the ability to work under minimum supervision. Responsibilities include working directly with engineering and scientific staff in the design, fabrication and maintenance of synchrotron beam line instrumentation. National Synchrotron Light Source Department.

NS 7581. PROGRAMMER/ANALYST POSITION - Requires a BS in computer science or related field with at least five years' experience in real-time software development and hardware/software integration. Experience in C and C++ programming language necessary; VxWorks experience highly desirable. Should have demonstrated skills in problem solving, software design, hardware/software integration techniques and debugging of networked systems. Accelerator experience desirable. Will participate in designing and developing embedded software for real-time systems in the AGS/RHIC control system. Will work closely with hardware specialists in the system-integration process and will be expected to provide support for new and existing systems. Alternating Gradient Synchrotron Department.