

Communiqué From BSA

DOE Reviewing BSA's Readiness To Take Responsibility for BNL; Meet the New Deputy Director For Science & Technology



Roger Stoutenburgh

At a recent management meeting, Peter Paul, whom Brookhaven Science Associates has designated to be BNL's Deputy Director for Science & Technology, sits front and center.

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.

This week, the U.S. Department of Energy (DOE) is conducting a review of the readiness of BSA to assume management and operational responsibility for the Laboratory.

The BSA Transition Team believes that the work during these seven weeks on program assessments, on establishing good communications with all stakeholders and on orienting managers to BSA objectives has gone very well.

As I've written before, all the persons who have come to the Laboratory on behalf of the Transition Team have expressed admiration for the professional, dedicated and collaborative assistance of BNL incumbents. The team also much appreciates the thoughtful advance planning on the part of BNL, which has resulted in excellent working accommodations for the team.

So far, I've used this column to give brief bios on most of our new senior personnel. Today's focus is on the new Deputy Director for Science & Technology, Peter Paul.

Peter is an experimental nuclear physicist and received his education in Germany. He comes to BNL from the State University of New York at Stony Brook, where he has been Chair of the Department of Physics and Astronomy for several years. He came to Stony Brook as an Assistant Professor in 1967, from Stanford University.

Peter is no stranger to BNL. Until Stony Brook built up its own nuclear physics laboratory, he collaborated directly with the nuclear physics group at Brookhaven. During the late 1970s, he headed the group of faculty and students at Stony Brook that designed and built the superconducting linear accelerator for heavy ions that is still in operation today. During this period, he again profited from BNL through the person of Ernest Courant, who developed the basic concept for the beam dynamics of the machine.

During the 1980s and early '90s he was associated with the Nuclear Science Advisory Committee, which advises DOE and the National Science

Foundation on their nuclear physics programs. From 1989 until 1992, he served as chair of this important committee. Peter recalls this as a most exciting time and a period when nuclear physics worldwide was defining its priorities for the next stage of complexity.

In 1989, the committee developed a new long-range plan for nuclear physics, and one of its main recommendations was to begin the construction of the Relativistic Heavy Ion Collider (RHIC) at BNL. Today, with the RHIC Project and its detectors nearing completion, Peter comments, "BNL can take great pride in the way that this complex accelerator has been (continued on page 3)

Result of Budget Shortfall: G&A Increase, Consideration Of Voluntary Reductions in Force

A funding shortfall for fiscal year 1998 (FY98) has prompted BNL Interim Director Peter Bond to take actions to reduce costs in the Lab's overhead units by about \$3 million.

"As you are aware," Bond wrote in a memo to BNL management on Wednesday, February 18, "we are continuing to work with the Department of Energy [DOE] to address our funding issues for this fiscal year. While we are hopeful that the Department will provide some additional assistance, it is clear that we must also implement further measures at the Laboratory to facilitate resolution of these issues."

Toward this end, Bond said, "Overhead costs must be substantially reduced. Some savings will be achieved through the hiring freeze which is in effect and through reductions in our travel and materials budgets. Further savings are needed, and voluntary reductions in force in the overhead accounts will be considered."

In addition, Bond announced that the general and administrative (G&A) rate by which other BNL departments are assessed for overhead services has been raised by one percentage point, retroactive to October 1, 1997. He noted, "I am hopeful that the outcome of the initiatives outlined above and our cooperative efforts with DOE will be successful and that no further adjustments in the G&A rate will be required this year."

In the Brookhaven Bulletin story of October 31, 1997, the headline read: "Lab's Budget for FY98 Still Taking Shape, Expected to Increase Over Last Year." Unfortunately, said BNL Budget Officer Richard Melucci, "Those expectations never came to pass."

At that time, the Lab's final budget for operating, capital and construction expenses was projected to finalize at about \$408 million by the middle of FY98, which would have been about \$3 million more than BNL had received in FY97.

With the midyear approaching, however, BNL's budget projection for FY98 still stands at less than \$394 million, down about \$11 million from FY97. In addition, in FY98, Brookhaven's budget has had to cover about \$8 million in expenses related to the ongoing transition of the Lab's management from Associated Universities, Inc., to Brookhaven Science Associates. DOE has so far provided \$3 million to help with transition expenses and is currently exploring the possibility of several million more.

About 85 percent of BNL's funding comes from DOE, and Melucci said, "Although we are still hopeful that we will receive some additional funding during the year, at this late date, it is clear that we will not approach the projection of \$408 million."

For more information about voluntary layoff, contact Robert D'Angio, Manager of the Human Resources Division, Ext. 2113.

334th Brookhaven Lecture

Looking at the Psychology of Organizations

Naval aircraft carriers, air traffic-control centers, nuclear power plants — what's the common bond?

They're all "high-reliability" organizations — places where workers cannot afford to make a mistake because there are serious ramifications for public health and safety.

Individual workers are part of an organizational whole, with its own culture and other attributes, all of which either support or undermine safe organizational performance. Since 1988, Sonja Haber, a psychologist in BNL's Department of Advanced Technology (DAT), has been looking at the attributes of safe organizations and sharing her findings with organizations from Siberia to Canada.

Haber will discuss her research when she delivers the 334th Brookhaven Lecture, on Wednesday, February 25, at 4 p.m., in Berkner Hall. Entitled "Psychology of Organizations," her talk will be introduced by Ann Reisman, Head of DAT's Interna-

tional Projects Division.

Fundamental to Haber's study is the model of organizational structure that her group has developed to show how a safe organization should look.

This model, she will explain, identifies 20 dimensions as attributes of organizational performance, including: communications, planning, decision-making, problem identification, resource allocation, roles and responsibilities, and performance evaluation.

Using these attributes as the basis for hypotheses of what needs to be looked at to see if an organization is performing safely, effectively and efficiently, Haber will describe the methods that she uses to test the hypotheses during a field study. Her "field" ranges across the world, including such hard-to-reach places as Siberia, via an Aeroflot helicopter.

Once at a location — and she will focus on one specific application — Haber's assessment methods include

structured interviews, behavioral scales and observations, and surveys, a methodology that she plans to share with her audience.

Sonja Haber earned her B.A. in science and mathematics at the State University of New York at Binghamton, in 1972, then went on to Miami University, Ohio, for an M.A. and a Ph.D. in experimental psychology, in 1975 and 1976, respectively.

She joined BNL in 1976 as a research associate in the Medical Department. Becoming Assistant Scientist in 1978 and Associate Scientist in 1980, she pursued behavioral research into the role of psychological traits as markers for predisposition to certain types of diseases.

In 1981, Haber left BNL for a year to become an administrator in behavioral medicine at the National Institutes of Health.

She returned to Medical in 1982 and was named Scientist in 1984, while involved in experimental design, execution, statistical analyses and evaluation of behavioral data. Transferring to DAT in 1987, Haber took up her present research.

After the lecture all are invited to join Haber for discussions and refreshments. Following that, those wishing to continue the conversation may join Haber at the Brookhaven Center.

— Anita Cohen



Sonja Haber

Roger Stoutenburgh

Retirees Meet With BSA President, Human Resources Transition Team

During the transition to BNL's management by Brookhaven Science Associates (BSA), BSA's Human Resources (HR) Transition Team is providing Lab employees with updates on what the team is doing and what you can expect, and answering your questions.

Having met informally with representatives of the Brookhaven Retired Employees Association (BREA), the HR Transition Team was pleased to join John Marburger in addressing almost 200 retirees at an on-site BREA meeting on February 10.

Opening the presentation, Marburger spoke of the Lab's history and referred to BNL as "a bright star in the constellation of facilities" managed by the U.S. Department of Energy (DOE).

Looking to the future, Marburger spoke of the importance of the Lab's "continuing to be a great force," but pointed out that BNL needs to be more a part of the community — getting involved in Long Island's economic development, interacting with local schools, etc. Marburger also emphasized the importance of meeting and talking with the Lab's stakeholders. "We have a good story to tell," he said.

Focusing on the transition from AUI to BSA, which started on January 5 and will be completed February 28, Marburger said that the transition has been very smooth and emphasized that much will stay the same under BSA: same type of appointments, almost identical benefits.

The differences, he pointed out, are indicated in the organizational chart, which can be viewed on the BSA website, <http://www.pubaf.bnl.gov/transition.html>. These changes take into account DOE's concerns about environment, safety and health, and



John Marburger, President of Brookhaven Science Associates and BNL's next Director, speaks at a meeting of the Brookhaven

about community involvement, and elevate some groups as a result.

In terms of the impact to retirees, Marburger observed that items that might affect them, such as long-term disability and medical benefits, have not changed. Marburger also highlighted the important role that Lab retirees play, commenting that the group provides "a mechanism for acquiring knowledge of the past," and he thanked the group for coming forward with ideas and offers of assistance.

Marburger concluded by taking questions from the audience. Responding to: "What is BSA doing to increase funding for BNL?", Marburger pointed out that increased funding "depends a lot on people supporting us," adding that we need deep political roots. He also said that his ambition is for the Lab to expand and to capture opportunities in areas such as biomedical and materials science research.

In response to a question about possible competition between BNL and PNNL, where Battelle is also involved, Marburger emphasized the importance of collaboration, and also observed that the intention is to operate BNL as an independent laboratory. If this involves competition with PNNL, he said, BNL will meet it "head on."

Retired Employees Association held in Berkner Hall on February 10.

— Photos on these pages by Roger Stoutenburgh

The next speaker was Bob Gordon, Director of the Administrative & Financial Management Division for DOE's Brookhaven Group. He spoke of DOE's role and the hectic nine months that ensued following the termination of the AUI contract. Emphasizing that there had been no intention to close the Lab, Gordon noted DOE's commitment to current and retired Lab employees and stressed the importance of involving all stakeholders in decision-making for BNL, pointing out that stakeholders' opinions were taken into account in putting together specifications for the new contractor.

Next, Denise DiMeglio, Benefits Manager in the BNL Human Resources Division, responded to retirees' concerns about the benefits program.

Essentially, DiMeglio's message was one of "no change." As she wrote in a January 29 letter to former employees, employees on approved leave of absence and their families who are participating in a BNL benefit program, and as she reiterated at the meeting, everything in place now will continue to be in place on March 1 when BSA takes over. She emphasized that everything to do with retiree benefits will be the same — same

benefits, same benefit providers, same deductibles, same co-payments, same out-of-pocket expenses.

With regard to using "old" claim forms and ID cards, DiMeglio said that claims are tracked by social security number, and she advised retirees that they can continue to use old forms and ID cards until they receive new ones in the mail.

Those currently paying for medical coverage will continue to do so on March 1; those currently not paying for medical coverage will not have to pay a premium on March 1.

Speaking about dental coverage, DiMeglio pointed out that three of the five medical programs — HIP, U.S. Healthcare, and Vytra Healthcare — offer some level of coverage. She closed by asking retirees who have further questions to call the BNL Benefits Office at (516) 344-2881, or contact the BSA HR Hotline by calling (516) 344-8200 or sending e-mail to hrhotline@bnl.gov.

Answers to Hotline Questions

Q: Can I put my money into a Roth IRA?

The Roth IRA is a financial product for individuals that is not available through the Lab. Since there have been questions about private funds that may be available to employees, the BNL Benefits Office plans to invite American Express to offer a financial-planning seminar that will address these types of issues.

Q: If I decide I want to join the 401(k) plan after March 1, can I still do so?

Yes, you will need to complete a Salary Reduction Agreement form, available at the BNL Benefits Office in Bldg. 185. Once your form is signed and returned, your request will be input for the next available payroll.

New Sci-Fi Novel Makes RHIC Central to the Universe

Imagine a sphere about the size of a bowling ball that proves to be more like a crystal ball — providing a window into a new universe, with its whole life, from its earliest moments to its death throes, condensed into mere months.

If you imagine that this wonderful sphere could be brought into being in the year 2005 at BNL's Relativistic Heavy Ion Collider (RHIC), then you have the premise of *Cosm*, a science fiction novel written by Gregory Benford and published last month by Avon Books.

A physics professor at the University of California, Irvine (UCI), Benford is also an award-winning science fiction writer, having penned 18 novels including *Foundation's Fear*, *Great Sky River* and *Timescape*, and having won two Nebula Awards, a John W. Campbell Award, the Australian Ditmar Award and the United Nations Medal in Literature.

For RHIC to have captured Benford's imagination so strongly as to launch a new novel about a micro-*Cosm* universe is quite a compliment, says BNL Interim Director Peter Bond.

But Bond also cautions that imagination is the key word: What Benford describes starts from a blend of fact and fiction.

When the novel opens, RHIC has been operating for five years, which will be the fact in 2005 — based on the RHIC Project's continued budgetary support and on-schedule construction.

It's also factual that RHIC will be a huge colliding accelerator, 3.8 kilometers in circumference, in which heavy ions of species as heavy as gold will circulate in two rings in opposite directions at near the speed of light. At the six points where the rings intersect and heavy ions will collide, minute globules of high temperatures and high densities are expected to be created that have not existed since the earliest moments of the universe.

Working with the above facts, Benford has fictional UCI physicist Alicia Butterworth stationed at BNL to conduct an experiment using BRAHMS, the Broad Range Hadron Measuring Spectrometer — which is actually the name of one of four experiments now under construction and expected to be ready to collect data when RHIC comes on line in 1999.

At the beginning of the book, Butterworth is eager to begin her experiment using heavy ions of uranium, which had not yet been collided in RHIC. But her experiment cannot start until a court-ordered environmental impact report is completed.

Sounds factual so far, but the fiction really takes over when Butterworth bypasses safety channels and runs her experiment anyway. And then, in a physically impossible scenario given the actual energies at which RHIC

will be operating, an explosion occurs and destroys Butterworth's experiment.

In the wreckage is the mysterious sphere, which she manages to hide from the swarming safety inspectors and physicists, then transport back to UCI secretly, as cargo on her transcontinental flight.

As BNL management and staff catch on to what has happened, they want the sphere back. And, even though Butterworth's grad student was killed at UCI because he was too close to the sphere at a key instant in its development, scientists at BNL were not given enough information to realize how dangerous it might be: They run uranium in the much larger PHENIX experiment, creating a much larger explosion, in which one person is killed and from which a much, much larger sphere results.

The reality is, as Bond reiterates, "This is not only science fiction, but also safety fiction and environmental fiction. The Laboratory has never and will never act with such callous disregard for the safety of people or the environment."

Regardless, he added, "If you take it as science fiction, then whether it's factually correct or not doesn't matter."

One breath of fact in *Cosm* is a fictionalized Tom Ludlam.

Ludlam, who is RHIC's Associate Project Head for Detectors & Experiment Support, is the only real-life BNLer who is cameoed in the book and one of "several actual people" Benford uses as background figures, "for a note of authenticity."

Within the book, Ludlam is a person to be reckoned with. For instance, on page 12, two BNL physicists are discussing the holdup on getting the legal go-ahead for Butterworth's experiment, and the dialogue goes as follows:

"Lawyers never do anything fast."

"Yeah, or cheap," Hugh said sourly.

"These will. Tom Ludlam has been riding their asses about this."

In Ludlam's second mention, on page 39, Alicia poses a possible scenario for how the sphere was created and has the following conversation:

"It's worth checking into," Dave said. "I'll recommend a look-see to Tom Ludlam."

Alicia nodded. Ludlam was the highly respected research director.

As he explains in his "Afterword," Benford met Ludlam during "[a] visit to [BNL], hosted by old friends Laurence and Marcia Littenberg." Laurence Littenberg is a senior physicist in the Physics Department. Benford toured RHIC with Ludlam and others during his two visits to BNL, the first in 1994.

— Anita Cohen

BNL's New, State-of-the-Art Waste Facility Called 'Best on Long Island'

A ribbon-cutting ceremony last December 18 officially opened BNL's new, state-of-the-art Waste Management Facility (WMF). Built with the most advanced environmental-protection systems and features, the \$13-million facility allows the Lab to handle its waste with the utmost consideration for the environment.

"For BNL and its neighbors, I cannot think of a more important act with which to conclude the year 1997 than the opening of this state-of-the-art facility," said Interim BNL Director Peter Bond in opening the ceremony. "This has been a year focused on environmental issues, and this new facility is another clear sign that BNL, as part of the community, is serious about its stewardship of the environment."

"The facility is by far the best on Long Island and a good teaching facility," said guest George Proios, Assistant County Executive for Environmental Affairs.

Jeffrey Kassner, Brookhaven Town Director for Planning, Environment & Development, then commended



George Proios (fourth from left), Suffolk County's Assistant County Executive for Environmental Affairs, and Jeffrey Kassner, Brookhaven Town's Director for Planning, Environment & Development, cut the ribbon to open BNL's new Waste Management Facility. Among those on hand are: (front, from left) Leland Willis, Associated Universities, Inc.; William Gunther, BNL; Interim BNL Director Peter Bond; Leonard Emma, BNL; Dean Helms, U.S. Department of Energy Brookhaven Group; and (second row, far right) Interim BNL Deputy Director Michael Bebon.

BNL on all it is doing to protect the environment and shared a message from Brookhaven Town Supervisor Felix Crucci, expressing hope for a continued partnership with Brookhaven Town.

Dean Helms, Executive Manager of the U.S. Department of Energy's (DOE) Brookhaven Group, said, "This is a major accomplishment of the Lab," and remarked on the teamwork between BNL and DOE that had made the project a success.

The WMF is part of BNL's Hazardous Waste Management Section of the Safety & Environmental Protection Division. Led by Leonard Emma, this section's staff catalogues, sorts, packages and stores all BNL's hazardous waste — both chemical and radioactive — in accordance with strict local, state and federal guidelines before it is shipped for off-site disposal. An inspection of these operations in mid-1997 by the U.S. Environmental Protection Agency found full compliance with regulations. The WMF will allow BNL to continue reducing its hazardous-waste quantities, as has been the case for three years.

The new facility stands on 18 acres

within a controlled-access security fence. Its four major buildings, with a total floor area of about 55,000 square feet, were built by J. Kokolakis Con-

tracting, Inc., of Rocky Point. The WMF is in full compliance with Suffolk County's groundwater protection statutes, some of the most stringent in the nation.

Advanced features and technologies used in the facility to prevent potential environmental insults associated with inadvertent spills and other releases of hazardous material include spill-diversion and hold-up capability, secondary containment, radiation shielding and sub-floor impermeable membranes, as well as fire protection and filtered ventilation.

Leland Willis, Vice President for Environment, Safety & Health for Associated Universities, Inc., under whose aegis the WMF had been started five years ago, concluded the program, saying, "With this new facility now open, another step has been taken in excellent environmental safety at BNL." — Liz Seubert

Put It in Writing

People interested in writing letters to newspapers or elected officials are invited to a meeting on Thursday, February 26, at noon in Room A, Berkner Hall, where Diane Greenberg and Liz Seubert of the Public Affairs Office will share tips about effective letter-writing.

For more information, call Greenberg, Ext. 2347.

IBEW Meeting

Local 2230, IBEW, will hold its regular monthly meeting on Monday, February 23, at 6 p.m., in the Knights of Columbus Hall, Railroad Avenue, Patchogue. There will be a meeting for shift workers at 3 p.m. at the union office.

The agenda includes regular business, committee reports and the president's report.

Volunteers Needed

Healthy males and females above 18 years of age are needed to volunteer for magnetic resonance imaging (MRI) studies of the brain. For more information, call Noelwah Netusil, Ext. 8032, after 9:30 a.m.

Amateur Radio

The BERA Amateur Radio Club will next meet at noon on Thursday, February 26, in Room D, Berkner Hall. All BERA members and licensed amateur-radio operators are invited to attend.

For more information, call Chris Neuberger, Ext. 4160, or Nick Franco, Ext. 5467.

Communiqué From BSA (cont'd.)

pushed forward on time and within a very tight budget. When it starts its international research program in 1999, it will be the flagship of BNL and of the entire nuclear physics program in the U.S."

He points out, however, that Brookhaven has always been a multidisciplinary laboratory. Coming from a large physics department, where he became familiar with a broad range of science programs, Peter feels very strongly that the diversity of facilities at BNL today is one of the Lab's major strengths. "It is the symbiosis of all the various scientific activities done at these facilities that will allow BNL to move right along with the evolving priorities of science and of the DOE mission," he says.

Peter remarks that the increasing use of beam lines at BNL's National Synchrotron Light Source (NSLS) by biologists is a prime example of the unforeseen benefits that a major facility can bring to the national research program. He notes how the vision of the Biology Department, which sees BNL as a major center for research in structural biology, is directly tied to the availability of the NSLS, and, in the past and possibly in the future, the High Flux Beam Reactor.

Coming from Stony Brook, Peter is keenly aware of many opportunities for BNL and Stony Brook to strengthen existing or to develop new joint programs. Already, during the few weeks of the transition period, several departments from both institutions have met and discussed common plans. Such connections and many personal friend-

ships have, of course, existed in the past, and Peter believes that strengthening them can benefit both partners.

He has also emphasized how important the expertise of the six "core universities" in BSA — Columbia, Cornell, Harvard, Massachusetts Institute of Technology, Princeton and Yale — will be in assuring the continuing quality of the Brookhaven programs and in devising new directions.

With his past experience as a part-time accelerator builder, Peter takes a strong interest in applied science and in technology. He agrees with the current notion that, more than in the past, the national laboratories must be active participants in keeping the technological infrastructure of the U.S. at the cutting edge.

— Robert McGrath
BSA Transition Manager

New Seminar Series Focuses On Collaborations at BNL

As part of the interest on developing collaborations across departments for the applications of computational and analytical sciences, three Department Chairs — Robert Bari, Advanced Technology; Carol Creutz, Chemistry; and Nora Volkow, Medical — have announced the inauguration of a seminar series on the use of collaborations in the imaging sciences.

Senior Chemist Charles Springer, Chemistry, will present the first talk in the Interdepartmental Seminar series. He will discuss "The Molecular Basis of MRI: The 'Space' of Biological Images" on Thursday, March 5, at 1:30 p.m., in the Hamilton Seminar Room in the Chemistry Building.

Like Springer's talk, the seminars in this series will focus on specific topics, will be understandable by non-experts in the specific discipline and will provide a clear indication of the interdisciplinary collaboration that is sought. The ultimate objectives of the series are to strengthen current BNL programs, to explore and secure new programs for the Laboratory, and to promote a more integrated infrastructure for BNL scientific and technical talent.

BNLers from all departments and divisions are encouraged to attend the seminars and suggest topics.

Special for BNLers

Cellular Phone Offer

On Tuesday, February 24, from 10 a.m. to 2 p.m. in Berkner Hall, CTP Wireless World will be offering BNL employees a special AT&T wireless services corporate cellular package, with rates as low as 21¢ per minute, free digital phones and free features that include caller ID, voicemail with notification and numeric paging.

Financial Management & TFCU

Representatives from the Teachers Federal Credit Union (TFCU) and the financial-management program Plan America will be in Berkner Hall lobby on Wednesday, February 25, from 11 a.m. to 2 p.m. to open accounts, answer questions and provide product information.

Think Snow & Spring on BERA Bus Trips

Sign on for a Ski Day in Massachusetts

A few seats are still available for BERA's one-day ski trip to Brodie Mountain ski resort in Ashford, Massachusetts, on Wednesday, March 18.

The per-person price of \$45 includes round-trip bus transportation and lift tickets. Ski rentals are \$20 for adults and \$18 for children 12 and under.

Paid reservations are being taken 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 Bob Marascia, Ext. 7779.

Enjoy a May Day in New York City

On Saturday, May 16, BERA will offer a round-trip bus outing to New York City (NYC), for \$17 per person. Once in NYC, you can set your own agenda — browse, shop, visit museums, see a matinee or do anything else you choose.

The bus will leave the Brookhaven Center promptly at 9 a.m., with an extra pickup at LIE Exit 63, if requested. In the city, the drop-off and pickup location will be Rockefeller Center, at Fifth Avenue and 50th Street. The bus will leave NYC to return to BNL at 6 p.m.

For more information, call Andrea Dehler, Ext. 3347, or Kay Dellimore, Ext. 3873.

BROOKHAVEN BULLETIN

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Four Nominated for BERA Board

The BERA Nominating Committee has selected the following slate of candidates for the 1998 BERA Board election: Carol Bell, Safety & Environmental Protection (SEP) Division; Tracy Blydenburgh, Reactor Division; Robert Colichio, SEP; and Richard

Conte, Relativistic Heavy Ion Collider Project.

During the week of March 29, all eligible BERA members, including all BNL employees, on-site employees of AUI, BSA and DOE, and permanent employees of on-site contractors may cast their ballots to elect two of the four candidates to serve on the BERA Executive Board.

Look for more about the candidates and the election in future Bulletins.

401(k) Deadline Today

BNL employees who want to participate in Brookhaven Science Associates' 401(k) voluntary retirement plan as of March 1, must return their completed Agreement for Salary Reduction forms to the Benefits Office in the Human Resources Division, Bldg. 185, before the end of the day today, Friday, February 20.

Arrivals & Departures

Arrivals

Kenneth J. Galan.....Financial Serv.
Oleg Gerasimov.....Chemistry
Michael B. Sivertz.....Physics
Yian Biao Zhang.....Biology

Departures

This list includes all employees who have terminated from BNL, including retirees:
Donald Cass.....RHIC

Service Awards

The following employees celebrated service anniversaries during January:

30 Years

Naomi R. Pappas.....Medical

20 Years

Samuel H. Aronson.....Physics
Warren W. Baumbach.....Plant Eng.
James R. Cullen.....AGS
Roy R. D'Alsace.....NSLS
Ludwig Frey.....Central Shops
John J. Gallagher.....NSLS
James W. Gordon.....Central Shops
Jerome Lamontagne.....App. Science
John R. Lemmon.....Comp. & Comm.
Raymond Lo Presti.....Reactor
Jeanne Madaia.....Adv. Technology
Alfred J. Minn.....Physics
Hue-Anh T. Pham.....RHIC
Ernst M. Sohn.....Central Shops
Helen K. Todosow.....Adv. Technology

10 Years

Louis F. Di Mauro.....Chemistry
Christopher J. Frosina.....RHIC
Gary F. Hanlon.....Plant Eng.
Robert L. Harrington.....NSLS
Robert G. Kelly.....Human Resources
Chau M. Lac.....RHIC
Scott L. Newton.....Central Shops

Bowling

Results from week of February 9

Red & Green League

R. Mulderig Jr. 279/236/705 scratch series, R. Mulderig Sr. 254/241/668 scratch, J. Goode 223/204/617 scratch, K. Asselta 213/201, K. Koebel 213/201/608 scratch, E. Larsen 205/202, W. Powell 208/203, G. Mack 236, S. Logan 233, R. Raynis 225, B. Giuliano 211, E. Sperry III 203, J. Toner 201, D. Fisher 201, R. Larsen 200.

Purple & White League

R. Mulderig Sr. 245/243/681 scratch series, B. Tozzie 238/200/619 scratch, K. Koebel 220/208, J. Zebuda 211/199, Diana Fisher 205/196, M. DiMaiuta 204/173, L. Simes 200/192, T. Mehl 189/182, D. Keating 181/178, B. Mullany 212, Don King 210, G. Mehl 202, S. DiMaiuta, 201, S. Rothe 192, L. Mulderig 189, Donna King 187, B. Lyons 185, M.G. Meier 183, P. Manzella 183.

Volleyball

Standings as of February 12

League I		League III	
Bikers & Spikers	45-9	Silver Bullets	33-6
Set to Kill	32-22	Group Sets	30-9
Rude Dogs	30-24	Just 4 Fun	24-15
Scared Hitless	27-27	Upton Ups	18-18
ReTurners	1-53	Just in Time	13-26
League II		Open League	
Safe Sets	36-9	Six Samurai	11-28
Spiked Jello	34-11	NWO	6-33
Monday Nite Live	32-13		
Jao-About-That	26-19	Spikers	40-14
Undecided	25-20	Shank, Carry&Throw	31-23
Nuts & Bolts	16-29	Death Volley	24-30
Fossils	9-36	Pass, Set & Crush	21-33
Setups	2-43	Far Side	19-35

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 vacancy is exempt from the Director's hiring freeze.

OPEN RECRUITMENT - Opportunities for Laboratory employees and outside candidates.

NS2237. COMPUTER ANALYST/PHYSICS ASSOCIATE POSITION - (term appointment) Requires an advanced degree in either physics or computer science (physics degree preferred) and experience in the design and implementation of on-line systems for high energy or nuclear physics experiments. Experience in at least one of the following areas is highly desirable: object-oriented analysis and design, high-speed networks, databases, VME, VxWorks, and EPICS. Will work in a team environment using software-engineering methods to design and implement the on-line computing system for the PHENIX experiment at RHIC. (reposting) Physics Department.