

Energy Secretary Peña Terminates Contract With AUI, Announces Six-Step Action Plan During Visit to BNL



U.S. Department of Energy (DOE) Secretary Federico Peña addresses the media at BNL on May 1. At right is John Wagoner, Manager of DOE's Richland Operations Office, who Pena appointed to oversee Lab operations during the transition to a new contractor.

During his first visit to Brookhaven, last Thursday, May 1, U.S. Secretary of Energy Federico Peña announced six steps aimed at correcting problems at the Laboratory, at a series of meetings with various constituencies.

The problems at BNL involve both the Laboratory and the U.S. Department of Energy (DOE) system, said Peña during a meeting with employees that morning. He explained that there is a serious need to define management roles and responsibilities, "... a lack of focus on environment, safety and health [ES&H], and a lack of commitment to public participation and community involvement." Furthermore, he said, the DOE system has "discouraged response and accountability."

Chief among the six steps that Peña

In only one principle — competence commensurate with responsibilities — did BNL rate an "effective performance."

"Competence commensurate with responsibility means, in everyday, layperson's language, that we have very good people in a bad system," said Peña in his Berkner Hall meeting with employees.

"The 3,000-plus people here at Brookhaven are extraordinary and talented and dedicated professionals, and we very much appreciate their work," Peña said. "You are committed to research that benefits the entire country, in fact, the world, and we respect that."

Peña stressed, "The problems that Dr. O'Toole's report emphasizes are with leadership and management, lack

Two Reports Evaluate BNL's ES&H, Decision-Making Efforts

During his talks at BNL last Thursday, Energy Secretary Federico Peña ceded the podium to Tara O'Toole, the U.S. Department of Energy's (DOE) Assistant Secretary for Environment, Safety & Health, so that she could summarize the findings of the Integrated Safety Management Evaluation (ISME) of BNL produced by DOE's independent Office of Oversight.

The report, O'Toole pointed out, resulted in unsatisfactory ratings in many areas due to lack of strong management regard for environmental, safety and health (ES&H) issues at the contractor level, and confusion about roles and insufficient accountability at the DOE level.

"Excellent science of the sort that goes on all the time at Brookhaven National Lab requires a mix of creativity and discipline," O'Toole said. "Excellence in environmental, safety and health matters requires no less. I am confident that you can bring your talents to bear on these problems, which we have identified in this ES&H report, and that we will make the progress necessary to build a great future for Brookhaven National Lab."

"I would like to thank you all for the professionalism and openness that you accorded my colleagues in the Oversight Office as we did this work over the past three months," O'Toole concluded, "and we will continue to work with you to do whatever we can to move forward — we're in this together."

Some of the findings of the ISME report (see main story), were similar to those in the Report of the Ad Hoc Committee on Environmental, Safety & Health Decision Making at Brookhaven National Laboratory, which had been commissioned by former BNL Director Nicholas Samios on March 3, and was released on April 29.

Headed by Department of Advanced Technology (DAT) Chair Robert Bari,

the BNL committee that produced what is called the "Bari Report" used the events and decisions related to the tritium plume as its mode of inquiry to evaluate the decision-making process.

Bari's committee did its work completely independently from the DOE oversight team that prepared the ISME report. Said Bari, "Our independent review came to conclusions that are similar to the ISME report, and this provides a measure of validation for our review."

Additionally, said Bari, "With the intellectual openness found here, the Laboratory is a place where self-criticism is more than tolerated — it's encouraged. This is not true of all organizations, but our committee was able to go forward and feel comfortable about reporting whatever our review might reveal."

The Bari report recommends that Laboratory management continue to



While visiting the High Flux Beam Reactor (HFBR), Energy Secretary Federico Peña (right) views the experimental floor with: (from left) John Axe, Scientific Program Head for the HFBR, and Tara O'Toole, the U.S. Department of Energy's Assistant Secretary for Environment, Safety & Health.

communicate with the DOE program offices on the need to increase the budget for ES&H projects so that the conflict between ES&H and programmatic needs is minimized.

Likewise, the ISME report found an imbalance between ES&H and science missions, resulting, for example, in the perception that funding improvements in worker safety and environmental protection are "trade-offs" for dollars that could be spent on research.

In other areas, the DOE oversight (continued on page 2)



Secretary of Energy Federico Peña addresses employees in Berkner Hall during last week's visit to BNL. —Photos in this issue by Roger Stoutenburgh

announced was DOE's decision to terminate its contract with Associated Universities, Inc. (AUI), the management organization that created BNL and has managed the Lab for DOE and its predecessor agencies for the past 50 years.

Peña commented that this action "is a result of unresponsiveness on the part of AUI to address DOE's needs and expectations for community relations and environment, safety and health stewardship." DOE will hold a competition to select a new contractor, a process that is expected to take about six months to complete and in which AUI may participate.

Decision Based on ES&H Review

Peña made the decision to terminate the contract and take the other five actions after receiving the results of a laboratory safety-management review of BNL conducted by the independent oversight arm of DOE's Office of Environment, Safety & Health, which is headed by DOE Assistant Secretary Tara O'Toole.

The report rated Brookhaven as needing improvement in its overall safety-management program and in four out of seven guiding principles: line-management responsibility for safety, identification of safety standards and requirements, hazard controls tailored to work performance, and operations authorization.

Significant weakness was noted in two areas: clear roles and responsibilities implemented, and balanced priorities.

of focus on ES&H, lack of commitment to public participation and community involvement, and problems in a DOE system, in my department, that has discouraged response and accountability."

A Process of Rebuilding

"Today," Peña concluded, "I want to start to correct these problems step by step... with your strong help and your support, to begin the process of rebuilding confidence and trust, and to ensure that the scientific work and thousands of jobs that are here at Brookhaven continue for many, many, many years to come."

O'Toole had accelerated the oversight review — an Integrated Safety Management Evaluation (ISME) of BNL — in February, shortly after her initial arrival at the Lab to take charge of DOE's oversight of the Laboratory's handling of the on-site tritium-groundwater plume believed to be emanating from the spent-fuel pool of the High Flux Beam Reactor.

Completed in April, the report found that ES&H programs at BNL require improvement and significant attention. The report also found that DOE has to improve its performance in overseeing Lab operations, particularly to clarify management roles and responsibilities.

New Appointments

After announcing the first of his six steps — the termination of the AUI contract — Peña said that, to correct (continued on page 2)

Energy Secretary Peña Visits BNL

problems identified in the ISME report, he had appointed Martha Krebs, Director of DOE's Office of Energy Research, to complete an action plan within 30 days. This second step will also address responsiveness to the local community.

In his third action, Peña appointed John Wagoner, Manager of DOE's Richland Operations Office in the state of Washington, to oversee Lab operations during the transition to a new contractor. At BNL, Wagoner will represent Peña as Executive Manager of DOE's on-site Brookhaven Group (BHG), to ensure that the transition proceeds smoothly and safely.

As the fourth step, Peña announced that Dean Helms, Senior Manager of the Thomas Jefferson National Accelerator Facility, will also come to Brookhaven, to work with Wagoner.

Peña said that BHG Manager Carson Nealy and his staff will work to support the two transition managers.

In his fifth announcement, Peña said that Lyle Schwartz, who became BNL's Interim Director that same day and who had joined AUI as its President on March 18, "has given his assurance that he will provide leadership and stewardship necessary to ensure a smooth transition at the Lab."

Peña observed that Schwartz brings an outside perspective to his roles with both BNL and AUI, since he is new to both, having served as Director of the National Institute of Standards & Technology's Materials Science & Engineering Laboratory until this March.

EPA & Other Reviews

Lastly, Peña said the U.S. Environmental Protection Agency (EPA) would perform a full-facility inspection of BNL to document its compliance with environmental laws.

The inspection began this past Monday, May 5, with the arrival of a 16-member team headed by EPA's Charles Zafonte. It is working with personnel from the Lab's Directorate, Safety & Environmental Protection Division, Office of Environmental Restoration and other areas to conduct its independent audit. The inspection team's report is expected in the fall.

Also working at the Laboratory this

week was an external management-improvement team from Pacific Northwest National Laboratory (PNNL). Having dealt successfully with similar ES&H problems at PNNL, this team came to BNL at the request of Schwartz, who expects it to provide guidance on strengthening management structures and organization required to achieve a change in culture at BNL.

Commitments Remain Firm

Though standing firm on the commitments to achieving fully integrated ES&H management at BNL that he and his deputies had made publicly on Monday, April 28, Schwartz acknowledged in a message to all employees last Thursday that he was disturbed, but not surprised, by Peña's announcements.

Nonetheless, said Schwartz, "In the coming months, we will work aggressively to set Brookhaven on a course toward a new culture, one that integrates environment, safety and health into everything we do, so that you, our employees, as well as our neighbors and our environment, are protected. We will make the first strides of change that must be made, we will embrace the input of the community, and we



The television cameras focus on U.S. Department of Energy Secretary Federico Peña on Thursday, May 1, as he holds a media conference at BNL to announce his six-step action plan aimed at correcting problems at the Laboratory.

Two Reports

(cont'd.)

team found that there were few tools to assure accountability for performance in ES&H, that the Lab did not pursue solutions for identified ES&H problems, and that the level of informality was inappropriate to ensure ES&H protection.

Similarly, the Bari report noted: "Communication needs to be improved with regard to ES&H matters. Improvement in organizational linkages would be beneficial to this end. Fragmentation of responsibility is evident, and, thus, roles and responsibilities need to be more clearly defined and communicated."

In their preface to the Bari report, the committee members, who also included David Gordon, DAT; Dennis Moran, Suffolk County Department of Health Services; and Nora Volkow, Medical Department, recognized: "... [I]t is always easy to criticize, especially when the basis for a review is the existence of a problem. It should also be stated that, even though we are focusing on a problem area, much is done by BNL to comply with regulations. We hope that this report will be regarded as constructive with suggestions for a positive path forward for the Laboratory."

On May 1, BNL issued a response to

the Bari Report, which noted: "The management and employees of BNL want to thank the Bari Committee members for their efforts in compiling this Report. We welcome the recommendations . . . and will incorporate them into our immediate and long-term plans to integrate environment, safety and health into all our programs and operations at the Laboratory."

BNL and AUI's responses to the Bari and ISME reports stressed that both entities are "prepared to aggressively act on the . . . recommendations."

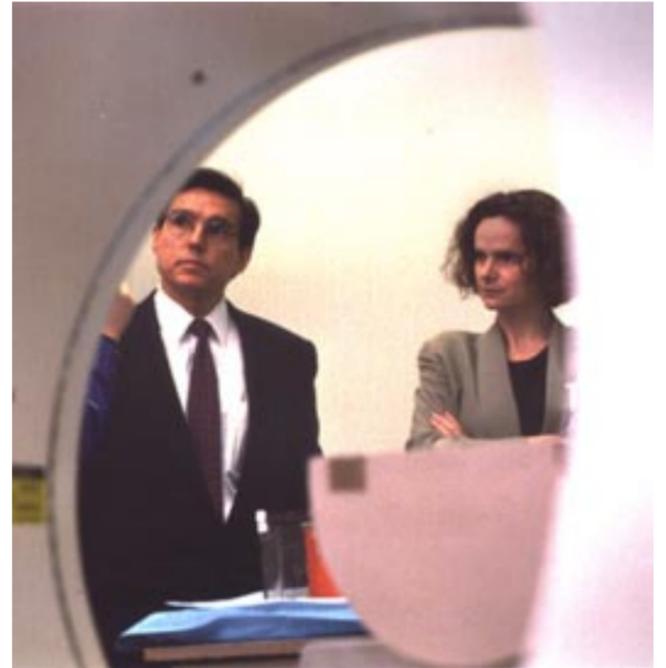
The two responses also outlined several initiatives that would ". . . begin the process of elevating environment, health and safety issues to the same level as the award-winning science for which the Laboratory is world renowned."

AUI and BNL's initiatives include:

- **management changes, announced April 28**, which are designed to form a team to manage the Laboratory with a new and intense emphasis on integrating environment, safety and health programs. Simultaneously, the AUI Board is aggressively continuing to identify candidates for the Laboratory's directorship.
- **three internal reviews already completed or under way**: first, the

(cont'd.)

Medical Department Chair Nora Volkow shows Energy Secretary Federico Peña BNL's newest Positron Emission Tomograph, during the Secretary's visit to the new National Institute on Drug Abuse-U.S. Department of Energy Regional Neuroimaging Center at BNL.



will seek the advice of leaders from other institutions that have faced these same kinds of challenges. And, of course, we will cooperate fully with the [EPA] in its efforts to assess Brookhaven's environmental compliance, and with DOE in the transition to the next contract.

"And we will do all of this," commented the Interim Director, "while continuing the excellent scientific re-

search that has won Brookhaven world renown for 50 years."

ES&H a Priority

Peña's visit to Brookhaven began with a tour of the HFBR and the new National Institute on Drug Abuse-DOE Regional Neuroimaging Center at BNL, which was officially dedicated this week, on Tuesday, May 6.

Then it was on to a series of meetings with various BNL "stakeholders": the staff of the Brookhaven Group, BNL management, BNL employees, and members of the outside community. After briefing each of these constituencies about his planned announcements, Peña made the official statement of his six steps, and the reasons for them, at a media conference that afternoon.

In all these arenas, Peña emphasis was similar: "I am sending a message to Long Island — and to our facilities nationwide — that I will take appropriate action to rebuild trust and to make environment, safety and health a priority," Peña said in his prepared statement. "There need not — and will not — be a trade-off between award-winning scientific research and environment, safety and health. Change will not happen overnight, but today's actions begin our work to rebuild confidence and trust, retain 3,000-plus jobs and ensure that Brookhaven's scientific accomplishment continues for years to come." — Anita Cohen

ES&H decision-making review; second, a new "attic-to-basement" look at the potential environmental impact of the Lab's current operations; and, third, an ongoing review of BNL's extensive historical environmental monitoring records.

- **the establishment of an external ES&H Management Improvement Team**, which will include representatives from other national laboratories and industry, to provide overall guidance on strengthening organizational and management structures, and integrating ES&H.

- **the establishment of the new BNL Leadership Council**: Composed of senior managers and focusing its attention on the processes of integrated ES&H management, the Council will invite representatives from DOE, the New York State Department of Environmental Conservation, the Suffolk County Department of Health Services, and the U.S. Environmental Protection Agency to participate. A communications plan will be designed to assure public involvement.

- **the Leadership Council's review of the process used to rank ES&H programs at BNL**, and restructuring it as necessary to assure that resources are used to address the highest-priority areas.

- **clearly defining the roles and responsibilities of senior managers** — from the Laboratory Director through every level of the management chain — **regarding ES&H issues.**

Further, as stated in the "Safety Responsibility and Accountability Policy" for BNL that Samios and Interim Director Lyle Schwartz jointly issued on April 25, each BNL employee will be held accountable for identifying and preventing unsafe or inadequate work practices, and for taking whatever corrective actions are necessary.

- **committing BNL senior management to frequent interaction with the Long Island community** to ensure that they are fully aware of and responsive to community concerns in the future.

Both reports and the responses are available on the World Wide Web as follows:

- **ISME report** — <http://tis-hq.eh.doe.gov:80/web/eh2/bnl/>
- **BNL's ISME report response** — <http://www.pubaf.bnl.gov/pr/ISMESP050197.html>
- **Bari Report** — <http://www.pubaf.bnl.gov/pr/BariReport.html>
- **BNL/AUI's Bari Report response** — <http://www.pubaf.bnl.gov/pr/Bariresp050197.html>. — Anita Cohen

Peña to BNL Employees: You Do 'Extraordinary Work'

The following are some of the additional remarks U.S. Department of Energy Secretary Federico Peña made to BNL employees last Thursday, May 1, while at BNL to announce six actions aimed at correcting inadequacies at the Lab (see main story):

"Earlier this morning I had a chance to visit a couple of the facilities that you have here at Brookhaven, and I was once again very personally reminded of the extraordinary work that is being done by you — the researchers, the scientists, the workers, the employees — here at Brookhaven, whether it's the work that you do on radioactive isotopes, or the work that I saw of research being done on the brain, or the Nobel winners that have come out of this Lab over the last several years.

"This clearly is one of the fine parts of what I describe as a crown jewel of our country, and that is the entire laboratory complex of the Department of Energy and the federal government.

"The excellent science that has gone on here for so many years because of your work is something that I very much want to see continue in the next century.

"You know that there have been some who have been critical of the Department of Energy, been critical of our Labs, etc. I disagree, obviously, with those criticisms and very much want to work with you to make sure that we can demonstrate to some of



U.S. Department of Energy Secretary Federico Peña

those people and others that the work you do here is important and must continue in the future.

"But excellent science is not enough. I'm here today because I have been very troubled and concerned about the problems at Brookhaven over many, many years: contamination, the management issues, health problems and, frankly, the state of the relationship between the Lab and the community. . . .

"I want to make sure that, as we move forward, the extraordinary scientific work here at the Lab continues and that the very important jobs that we have here at the Lab are maintained.

"This is a very important and difficult time for all of us. In the very short

time that I've been Secretary of Energy, I could not have imagined having to face this kind of an issue as quickly as I have. But it's part of my responsibility. . . .

"As difficult as this announcement is today, I hope that we can find a way to look at this as an opportunity to reengage with the community — to begin to, day by day, step by step, rebuild the relationship with the broader community and take this Lab further into the next century and at a higher level of excellence.

"This Lab already has an extraordinary level of excellence and competence. . . . We've got to deal with systemic and management issues. And if we do that together, I am very confident we're going to get through this. We will have a facility that is recognized by others. . . . at a time when some people are beginning to question the work of our national laboratory system and perhaps suggest that we begin to eliminate certain of our labs around the country.

"I believe that, by demonstrating that, whenever we find problems that we have the ability to address them straightforwardly, we will send a strong message to some at least who have been critical of us that the work of this Lab must continue, the very valuable jobs that are here today must stay and that we've got to find a way to continue the very fine work you've been

doing for decades into the next century. . . .

"I am personally committed to this. That's why I am here today. . . . I believe we can get through this and get the job done. I'm going to need your help to do that.

"As difficult as this might be, but with the team of people we have here, with the other changes we're going to be undertaking, I believe we'll be successful in this effort [and that this Lab] will come out of this a stronger, better facility, continuing the extraordinary scientific work that you have been doing for so many, many, many years."

In the question-and-answer period that followed these remarks, Peña assured the employees who filled Berkner Hall auditorium, as well those sitting in Rooms A, B & C and clustered around monitors connected to the Lab's video system at various places around the site, that the changes he announced would not result in layoffs, salary freezes or benefits cuts, and should have minimal impact on research programs.

To address these and other employee concerns further, BNL Interim Director Lyle Schwartz led a meeting with employees yesterday. Questions and answers from that meeting will be reported in next week's Brookhaven Bulletin and the videotape from that meeting is being shown on the GLANCE kiosk in Berkner Hall. — Anita Cohen

New Chemical Management System Manages to Help Researchers

In any institution where chemicals are used, chemical inventories are necessary, useful — and a lot of work. BNL's new system for a sitewide, on-line chemical inventory, now being installed at the Lab, is no exception.

But, as the pilot project demonstrated in the Safety & Environmental Protection (SEP) Division has shown, once the new Chemical Management System (CMS) is in place, it promises to save so much work, time and money that both researchers and administrators will wonder how they did without it.

Useful Research Tool

Even at the present, introductory stage, the CMS is proving its worth as a research tool. For instance, Dan Melamed, Department of Advanced Technology, was starting a project with a familiar problem: Funding was extremely limited, yet he needed small amounts of several expensive chemicals for experiments.

"I knew that, for the quantities I had to have, the chemicals were almost sure to be available somewhere on site, left over from another project and waiting to be disposed of," said Melamed. "Up until now, tracking them down would have meant hunting



The Safety & Environmental Protection Division's Chemical Management System team, (counterclockwise, from front left) Wendy Mosca, Jim Schermerhorn, Jackie Yates and Laura Jones are shown with David Comstock, Chemistry, who, with Mosca and James Hurst, Department of Applied Science, first evaluated the new inventory system for use at the Lab.

through storage areas, asking around and hoping not to take too long. This time, I used the CMS. Although only part of the Lab was installed in the system, I quickly located what I needed at the price I could afford — free."

"This is a good example of what we expected would happen with the CMS," said Wendy Mosca, who is leading an SEP team that includes Laura Jones, Jim Schermerhorn and Jackie Yates, who are charged with integrating the entire Lab's chemical inventory into the system.

Originally developed at Pacific Northwest National Laboratory, the chemical management system was evaluated at BNL by a multidisciplinary task force. It was then transferred to BNL and, with the help of Keith Lally of the SEP Computer Support Group, it is being customized to meet the Lab's needs.

Further CMS Advantages

After the CMS has been customized and the initial inventory finished, it will offer many advantages. Up-to-date records of chemicals on site will be accessible by room, building or organization, or by their hazards, such as flammability.

The system is being set up to ensure that the Lab is in compliance with the Occupational Safety & Health Administration's Hazard Communication Standard, and, eventually, to assist in compliance with other regulatory reporting requirements.

Among the significant environmental benefits is the way the system helps researchers to share resources and throw away less. This reduces the amount of chemicals brought on site and also cuts costs.

Starting with an initial test period at SEP, the CMS team members have

been involved in taking the sitewide initial inventory, department by department. During the inventory, chemical containers each get a unique bar-code label, and the chemical name, contact person, specific location, chemical manufacturer, concentration and quantity are keyed into a laptop and loaded into the actual CMS inventory module.

As of April 1, the baseline inventory for seven departments and six divisions had been completed with a total of over 72,000 bar codes applied. Two departments and three divisions remain to be inventoried. The CMS team is keeping the system current by including new chemicals as they arrive on site at the stock and central receiving areas.

Suggestions Invited

Once it is fully implemented, the CMS will operate on the BNL Oracle database, accessible through the SEP home page on the World Wide Web. Progress through the developmental stages can be watched at <http://www2.sep.bnl.gov/cms/cms.htm>.

"The aim is to make the system user friendly and as useful as possible to the BNL community," said Mosca. "So, suggestions are appreciated."

The long-term goal is to interface the CMS with the Material Safety Data Sheet database, so that users can review the hazards of the chemicals specific to their workplace. Computerized purchasing of chemicals will also be recorded in the CMS inventory automatically once the new PeopleSoft purchasing system is in place.

"In the meantime, to get the initial inventory completed, we are receiving a tremendous amount of support from departmental ES&H coordinators, facility support representatives, stock personnel, building managers, Central Receiving, and Supply & Material personnel, to name just a few," said Mosca. "We need and appreciate the cooperation of all BNL personnel who are helping us with this sitewide effort." — Liz Seubert

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BNL 50th Anniversary Celebration Reminiscence Seminars Recall BNL's Early Biology, Medicine

Thirty-four BNL scientists — some retired, some still active, all with wonderful stories — are participating in the Reminiscence Seminars, which continue today, May 9, at 2:30 p.m. in Berkner Hall, with discussions about early physics and chemistry.

Part of BNL's golden anniversary celebration, the seminars are organized by Bernard Manowitz, Department of Applied Science and moderated by BNL's historian, Robert Crease.

The third seminar, on Tuesday, May 13, will have talks on "Biology" and "Medicine" at BNL.

Speaking about early biology in the first segment will be:

• **Marian Koshland** — "Women in Science" will be recalled by Koshland, who worked in the Biology Department, 1953-65, in the field of immunology, developing the understanding of specific antibody properties in terms of molecular structure. Koshland will recall, for example, nuclear physicist Gertrude Scharff-Goldhaber, who, in addition to scientific contributions,

started the Brookhaven Lectures, which present BNL's forefront science research in nonspecialists' terms.

• **Daniel Koshland** — A leading researcher in the Biology Department from 1951 to 1966, Koshland was a pioneer in relating structure to function in proteins. He will focus his talk on BNL research in enzymes and protein chemistry. Also, he will recall the work of Howard Curtis, who was Biology Chairman, 1950-65, and internationally known for his work in neurophysiology, radiation biology and the causes of aging.

• **Jack Van't Hof** — After earlier stays at BNL for several months in 1958 and three years from 1962, Senior Cytologist Van't Hof has been a tenured member of Biology since 1966. In talking about early cell kinetics and radiation biology, he will particularly recall BNL's Arnold Sparrow, the first to suggest that ionizing radiation targeted DNA, and Henry Quastler, who provided the mathematical groundwork for cell growth

on which all chemotherapy and radiation therapy is based.

• **Martin Gibbs** — Gibbs's first position in his distinguished career was at the newly established BNL, where he remained through the early 1950s as departmental botanist for Biology. His talk on photosynthesis research at the Lab will include his early work on synthesizing radiocarbon-labeled sugars, which led to his being among the first to describe the intracellular metabolism of carbon.

• **Peter Carlson** — Biotechnology and hybrid plants will be the topics talked about by Carlson, who was an associate biologist at BNL, 1971-74. The first person to clone hybrid plants from somatic cells, Carlson's early work at BNL with tobacco plant cells demonstrated the types of mutants that can be recovered from cells in culture and developed general methods for their analysis and characterization.

• **Jerry Miksche** — Plant mutation is the focus of the talk by Miksche, a scientist with the Biology Department, 1959-65. Miksche will discuss his research with Sparrow and George Woodwell on the beneficial mutation effects of ionizing radiation. Examples were a BNL-developed, disease-resistant peppermint plant, as well as the Star Ruby grapefruit, and plant materials that were the basis for the "green revolution," which resulted in many Third World countries' becoming self-sufficient in food production.

• **Sanford Lacks** — A senior geneticist who arrived at BNL in 1961, Lacks holds numerous patents that involve gene-cloning methods, particularly with regard to his fundamental research on *Streptococcus pneumoniae* bacteria. Concentrating during his talk on early genetic engineering at BNL, he will recall experiments that clarified how a gene, as DNA, enters a cell, and how its genetic information is transferred to the chromosome of the cell that receives it.

The subject of medicine will be covered by the following:

• **Eugene Cronkite** — Studying aspects of the body's blood-production system, with particular emphasis on leukemia, has been the life interest of Cronkite, whose retirement in 1993 after 39 distinguished years in the Medical Department has not prevented his continuing research at BNL. In his talk on hematology, Cronkite will also recall the diverse and significant contributions made by BNL colleagues Victor Bond, Lee Farr and Donald Van Slyke, whose fundamental investigations and insights provided the essential groundwork for so many advancements in this field.

• **Harold Atkins** — The dream of visualizing internal organs from outside the body became reality to medical practitioners thanks to methods such as those using radioisotopes, many of which were developed at the Lab. BNL's pioneering work in nuclear medicine will be the main topic of Atkins, who joined Medical in 1963 and remains a guest scientist since his 1981 departure. Atkins will also talk about the work of BNL colleagues.

• **Robert Conard** — A physician specializing in radiation effects, Conard retired from BNL's Medical Department as a senior scientist in 1978. He will talk about the Marshall Islands, which he visited annually for 23 years while he was in charge of the yearly medical surveys of the Marshallese people who were accidentally exposed to radioactive fallout following a U.S. nuclear test in March 1954. Since his retirement, Conard has been a consultant on the Lab's continuing work

in the Marshall Islands.

• **Walter "Pete" Hughes** — Hughes will describe the 1956 development of tritiated thymidine, in which the compound thymidine is labeled with the radioactive isotope tritium. Today, tritiated thymidine is used worldwide in different immunological tests and is a standard for studies in cell proliferation. Following guest appointments at BNL, 1953-55, Hughes joined the Medical staff, 1955-63, heading the Division of Microbiology.

• **Irving Schwartz** — Schwartz became a full-time member of the Medical Department staff, 1958-61, and he continued in a close collaborative research association with BNL until 1995. He will discuss early endocrinology at the Lab, a topic he addressed on giving the second Brookhaven Lecture in 1960. Entitled "Current Ideas on the Endocrine Regulation of Cellular Processes," the talk included a summary of work done in his laboratory on neurohypophyseal hormones in the late 1950s. — Liz Seubert

35 Years for Brookhaven Council



Since 1962, the Brookhaven Council has been advising the Laboratory Director on matters concerning the scientific staff. The council's 15 members are elected from BNL's tenured scientific staff for three-year terms to make recommendations on staff appointments, tenure, involuntary terminations and other matters, and to provide an avenue whereby scientific staff may bring their concerns to the Director's attention. In its 35th year, Brookhaven Council members and the groups they represent are: (seated, from left) Suresh Srivastava, Medical Department; Council Chair Ilan Ben-Zvi, National Synchrotron Light Source Department; Walter Kato, Department of Advanced Technology (DAT) and Reactor Division; Meyer Steinberg, DAT and Reactor; (standing from left) Bernard Manowitz, Department of Applied Science (DAS) and Computing & Communications Division (CCD); Jan Hrbek, Chemistry Department; Peter Johnson, Physics Department and Instrumentation Division; John Dunn, Biology Department; Philip Pile, Alternating Gradient Synchrotron (AGS) Department, Relativistic Heavy Ion Collider (RHIC) Project and Safety & Environmental Protection (SEP) Division; John Sutherland, Biology; and Samuel Aronson, Physics and Instrumentation. Not pictured: Sara Dawson, Physics and Instrumentation; Thomas Roser, AGS, RHIC and SEP; Council Secretary Trevor Sears, Chemistry; and Douglas Wallace, DAS and CCD.

To Your Health

The Health Promotion Program of the Occupational Medicine Clinic is offering the following. For more information or to register, contact Mary Wood, Ext. 5923, Bldg. 490.

Grilling Rescheduled

The Healthline lecture-demonstration-luncheon on "Summer Grilling With a Mediterranean Flair" has been rescheduled for Thursday, May 15, from noon to 1 p.m. in the South Dining Room of the Brookhaven Center.

Registration is limited to 60 participants, and the fee is \$6 per person, to cover the lunch. Register by Monday, May 11.

Take Your Vitamins

"Vitamins — Myth and Reality" will be discussed by physician Ashok Vaswani at the next Healthline lecture, on Tuesday, May 13, from noon to 1 p.m. in Berkner Hall. He will discuss the role dietary vitamins and minerals play in nutrition and health, and the use and misuse of megadoses of vitamins and minerals.

Acting Medical Director of BNL's Marshall Islands Medical Program, Ashok Vaswani, M.D. is board-certified in internal medicine, endocrinol-

ogy and metabolism. At BNL, he has spent the last 20 years studying osteoporosis, obesity and body composition. He has a private practice in Garden City, where he specializes in endocrinology, metabolism and nutritional disorders.

Computing Corner

The Computing & Communications Division (CCD) announces the following:

No May MIX Meeting

There will be no Monthly Information eXchange (MIX) meeting for May.

Meet UNIX

Seats remain for the introductory UNIX course scheduled for May 27-29. The training fee is \$300. To register by May 16, contact Pam Mansfield, Ext. 7286, or e-mail pam@bnl.gov.

May PC Training

The following PC training classes are scheduled for May: 13 & 15, beginning ACCESS; 16, move up to Windows 95; 20, intermediate PowerPoint; 22, intermediate EXCEL; and 28 & 29, intermediate ACCESS. To register, contact your training coordinator. For more information, contact Mansfield.

Coming Up

Catherine Lawson, a biophysicist in the Biology Department, will give the 327th **Brookhaven Lecture** on Wednesday, May 21. Her talk on "Illuminating the 3-D Structure of a Lyme Disease Protein" will begin at 4 p.m. in Berkner Hall.

The 1997 **Annual Users' Meeting of the National Synchrotron Light Source (NSLS)** will be held on Tuesday, May 20, 8:30 a.m. to 5 p.m. in Berkner Hall. Registration starts at 7:30 a.m.

Keynote speaker **Robert Park**, professor of physics at the University of Maryland and author of the Internet's "What's New" in physics, will discuss "Future Schlock."

Patricia Dehmer, Associate Director of Energy Research in the U.S. Department of Energy's (DOE) Office of Basic Energy Science will give the annual DOE update.

In addition, an **equipment exhibition** will be held in Berkner Hall during the annual meeting.

On the days before and day after the meeting, **workshops on topics related to synchrotron radiation research** will be held from 9:30 a.m. to 5 p.m. Workshop registrations begin at 8 a.m., and the schedule is as follows

Monday, May 19

- Materials characterization by hard and soft x-ray reflectivity, Hamilton Seminar Room, Chemistry, Bldg. 555;
- Advances in x-ray photon-correlation spectroscopy, Large Seminar Room, Physics, Bldg. 510;
- X-ray computed microtomography: applications and techniques, NSLS Seminar Room, NSLS, Bldg. 725;
- Workshop on impact of new detector technology on synchrotron macromolecular crystallography, Seminar Room, Biology, Bldg. 463;

Wednesday, May 21

- Biological and chemical applications of EXAFS spectroscopy, auditorium, Berkner Hall;
 - Inelastic and resonant inelastic x-ray scattering, Room B, Berkner Hall.
- Register beforehand through the NSLS User Administration Office, Ext. 5763, or your department chair or division head.

See Supplement for other news and for classified ads.

BERA Book Fair

BERA will once again sponsor a book fair in Berkner Hall, from 10 a.m. to 3 p.m. on Thursday and Friday, June 5 & 6. The featured books are new hardcovers ranging from children's stories to *New York Times* bestsellers. They are priced at 50-75 percent below retail and will be in stock, available for immediate purchase. A book list and display will be available in the near future; see the Bulletin for details. For more information, call Andrea Dehler, Ext. 3347, or M. Kay Dellimore, Ext. 2873.

Cooking Exchange

On-site families and their friends are invited to bring a favorite dish to share at the next meeting of the BERA Cooking Exchange, on Thursday, May 15, from noon to 1 p.m., in the Recreation Building in the apartment area. For more information, call Greta Kiers, Ext. 1036.

Basketball

Championship Game 2

Magic 67		PE Wolfpack 55	
Terry Buck	31	Wayne Cummings	15
Ray Jackson	14	Jerry Hobson	12
Pete Ratzke	8	Brian Hobson	11
Greg Mack	7	Mike Fulkerson	9
Chris Ingoglia	3	Charlie Edwards	4
Jerry Gaeta	2	Rob Singleton	4
Hector Machado	2		

Three-point shots: J. Hobson (4), B. Hobson (3), Buck, Ingoglia.

Bowling

Results from week of April 28 Red and Green League

R. Wiseman 253/244/214/711 scratch series, R. Mulderig, Sr. 258/610 scratch, R. Mulderig Jr. 223/200, R. Larsen 237, S. Frei 237, E. Larsen 236, J. Toner 230, J. Griffin 227, T. Prach 223/610 scratch, R. Prwivo 216, M. Guacci 216, K. Koebel 211, J. Goode 211, B. Guiliano 207, K. Riker 203, D. Fisher 202.

Purple and White League

J. Zebuda 222/183, A. Warkentien 222, R. Picinich 222/600 scratch, P. Wynkoop 214, A. Almasy 213, J. Meier 204/199, Doug Fisher 210, R. Raynis 202, S. Frei 192/184, B. Tozzie 195/190, P. Callegari 187/184, R. Flack 187/182, S. Logan 197, M. DiMauita 194, P. Manzella 181, T. Mehl 179, D. Johnson 178, R. Vega converted the 7/9 split, S. Logan converted the 8/10 split.

Volleyball Party

To celebrate the end of the Volleyball season, come to the annual Volleyball League party.

To be held on Friday, May 16, from 6 to 11 p.m. in the Recreation Building in the apartment area, the party will feature a DJ playing dance music and Pumice, Live!, a contemporary rock band, which will play original music as well as hits from such groups as Pearl Jam, Red Hot Chili Peppers, Police, etc. Party-goers may enjoy a hot-and-cold buffet, and soda, beer and wine.

Tickets cost \$17 each if purchased by Monday, May 12, or \$20 thereafter. Buy them from the Volleyball team captains, or from: Terry Sullivan, Ext. 2840, Bldg. 830; Ken Sutter, Ext. 4514, Bldg. 480; or Rick Wagener, Ext. 5886, Bldg. 490.

Arrivals & Departures

Arrivals

William A. Rizzitello....Safety & Envir. Prot.
Karen T. Springer.....Biology
Subramanyam Swaminathan....Biology

Departures

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

Joseph W. Bauernfeind.....AGS
George F. Dell.....RHIC
Matthew R. Giles.....App. Science
M. Dolores Janes.....Information Serv.
Edward W. Lanning....Safety & Envir. Prot.
J. Bruce Medaris.....Director's Office
Patricia A. O'Connor...Computing & Comm.
Arthur N. Otis.....AGS
Robert Thomas.....Director's Office

Atlantic City Trip

A few seats remain for the next BERA-sponsored, one-day trip to the Trump Castle hotel and casino on the marina in Atlantic City, on Saturday, May 17. The initial cost will be \$23, but the hotel-casino will give a \$12.50 coin return and a \$2.50 deferred voucher.

Buy tickets at the BERA Sales Office, weekdays, 9 a.m. to 1:30 p.m. For information, call Andrea Dehler, Ext. 3347, or M. Kay Dellimore, Ext. 2873.

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>.

OPEN RECRUITMENT - Opportunities for Laboratory employees and outside candidates.

DD 3115. TECHNICAL POSITION - (term appointment) Requires an AAS in electronic technology. Duties require a general knowledge of practical principles of electronics and proper safety procedures. Should be familiar with the use of basic power tools, hand tools and basic electronic test instruments. Experience terminating fiber-optic cable and CAD desirable. Will perform nonroutine technical support functions involving the fabrication of electronic chassis, assembly of pcb's, testing of electronic assemblies, coaxial and twin axial cables and installation of various electronic equipment. RHIC Project.

DD 3104. TECHNICAL POSITION - (term appointment) Requires an AAS in electronics technology or equivalent and significant relevant experience. Will assemble, test and troubleshoot complex electronic circuits including rf, analog and digital for the RHIC RF Group. Must be able to work from schematics, mechanical drawings and verbal instruction. (reposting) RHIC Project.

DD 3107. TECHNICAL POSITION - (term appointment) Requires an AAS in electronics technology or equivalent and significant relevant experience. Must be able to work from wiring diagrams, schematics, mechanical drawings and verbal instructions. Duties will include assembly, wiring and testing of assemblies such as high-voltage power supplies, rf amplifiers and the associated control circuitry. (reposting) RHIC Project.