

New Laboratory Organization Unveiled at Employee Meeting

BNL employees got their first look at how the Laboratory may be structured under the management of Brookhaven Science Associates (BSA) last Friday, January 9, when John Marburger, BSA President and the next BNL Director, shared his plans for BNL's new organization during an 11 a.m. meeting in Berkner Hall.

Speaking to a capacity crowd in the auditorium and an overflow audience watching on monitors in Rooms A and C, Marburger explained that his plans were based on assumptions about the Lab that BSA had made when its members prepared their proposal to manage BNL for the U.S. Department of Energy (DOE). Now, with BSA's having been awarded the contract, he said, "We make a reality check: Do our ideas fit actual conditions?"

This "reality check" will take place during the transition period of approximately two months that began on January 5, when the contract be-



John Marburger, President of Brookhaven Science Associates and BNL's next Director, addresses employees who filled Berkner Hall last Friday. With him are: (from left) Thomas Sheridan and Peter Paul, who will be his Deputy Directors; Joan Shands, who heads the transition team for the U.S. Department of Energy (DOE); and Dean Helms, Executive Manager of DOE's Brookhaven Group.

the Director, and Gregory Fess will join the Lab as General Counsel.

Old Titles, New Roles

As Marburger pointed out, while many of the positions on the organization chart have the same titles as in the past, their roles and responsibilities will be different, reflecting BSA's "new operating mechanisms, new ways of doing business and communicating with each other."

For example, BNL has always had Associate Directors, but now this title is reserved for those with line responsibility for the Lab's scientific departments and divisions: Adrian Roberts, who is new to the Lab and responsible for the major new directorate of applied science and technology, as well as Thomas Kirk, high energy & nuclear physics; Richard Setlow, life sciences; and Denis McWhan, basic energy sciences, who are all retaining the Associate Director title, but with expanded responsibilities. Also included in the roles and responsibilities of the Associate Directors is Satoshi Ozaki, who remains Project Director for the Relativistic Heavy Ion Collider.

Under the new organization, this group is fully empowered to manage all aspects of their second-level organizations, including facilities, staff and budgets, and to identify resources and technical support needs.

Supervisors of major groups of support functions who report directly to the Laboratory Director will be called Assistant Laboratory Directors. These are administrators who will be primarily responsible for operations at the Lab.

The Assistant Directors will develop management systems that directly support the Lab's science and technology mission, focus on such things as training and staff development programs and community consensus building, provide balanced decision-making through equal partnership on the new Integration Council, and enforce BSA standards and policies.

Assistant Directors who are new to (continued on page 4)

Helms: 'Thank-You'

Opening the employee meeting on January 9, Dean Helms, Executive Manager of the U.S. Department of Energy's Brookhaven Group, said, "I want to begin by thanking you for your patience and support in helping us get through a very difficult last year. At the risk of gross understatement, it was stressful, in many ways, on all of us.

"Certainly, our patience was taxed to the maximum extent," Helms continued, "but I was particularly impressed by how the Lab responded to adversity during this past year. The rallies that were organized in the community, the participation in public meetings, the 18,000-plus signatures that were gathered from the community in support of the Lab I thought were extremely remarkable."

John Marburger Clarifies Comment On Job Security

As a follow-up to the employee meeting of January 5, John Marburger, President of Brookhaven Science Associates and BNL's next Director, has asked the Brookhaven Bulletin to include the following information clarifying his remark in response to a question on the possibility of future layoffs, which he said, "could be misleading":

"In my response during the all-hands meeting, I failed to distinguish between the impact of the transition to a new contractor and the impact of other unrelated programmatic budget reductions. My understanding is that no layoffs would result from the additional transition expense. I am interpreting this as applying to the fiscal year during which transition occurs. It is entirely possible, however, that other programmatic budget problems this year could lead to some job losses."

tween BSA and DOE was signed. During transition, BSA will become familiar with BNL systems, programs and physical plant, and determine what it takes to operate the Lab.

The operating structure, Marburger said, will be designed to meet BSA's organizational goal: "In partnership with DOE to produce excellent science in a safe, environmentally benign manner with the cooperation, support and appropriate involvement of our community."

Marburger explained that BSA has an employee-oriented management philosophy, which calls for: empowered employees in an integrated, goal-oriented organization; clear direction for each employee; training appropriate to assignments; and a supportive infrastructure.

These ideas and more about BSA are contained in a brochure available at the Employee Information Center in Berkner Hall and on the "Transition Information" page on the World Wide Web (WWW) at <http://www.pubaf.bnl.gov/transition.html>, and soon at mail stops Labwide.

Organizational Realignment

The preliminary operating structure that Marburger unveiled at the meeting calls for a "major organizational realignment," with new roles, responsibilities, authorities and accountabilities for all members of the Lab's directorate and management. He showed a viewgraph of the most recent draft of an organization chart depicting the proposed organizational realignment. Copies of the chart were available after the meeting, and the chart can now be viewed on the "Transition Information" page on the WWW.

In the question-and-answer period that followed Marburger's presentation, one employee observed that the

chart looked "pretty busy" and was concerned that it might mean increases in overhead.

Marburger answered, "My hope is that we will be able to do the overhead with fewer people, but in the short run there are more."

The "busyness" of the chart, according to Marburger, is the result of an effort to display explicitly many important functions that are being done now, but are not displayed on the Lab's current chart. In sum, he said, "We're trying to show more of what the actual business is."

As BNL Director, Marburger will be the line administrator ultimately responsible for BSA's performance under the contract, and all other members of the Directorate will report directly to him. He'll be most closely assisted by two Deputy Directors, both new to BNL: Peter Paul, Science & Technology, and Thomas Sheridan, Operations, who will also be directly responsible for Reactor Operations.

The Lab's Interim Director Peter Bond will become Special Assistant to

Transition: The DOE View

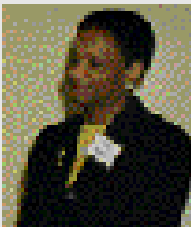
During the employee meeting on January 9, Joan Shands, the U.S. Department of Energy's (DOE) Transition Manager and an attorney with the on-site Brookhaven Group, outlined transition objectives and plans.

Emphasizing that Associated Universities, Inc. (AUI), remains BNL's contractor of record until transition is complete, Shands said that the goal is to effect transition within 55 days of the contract signing, so Brookhaven Science Associates (BSA) can assume responsibility for BNL's management and operations on March 1. To reach that point, she said, the BSA contract specifies 12 different activities that must be completed.

This can only happen, Shands said, with effective communications among the three participants in the transition process: DOE, BSA and BNL/AUI, and with frequent open communications with employees. Other objectives Shands stressed are: no loss of continuity of essential Lab operations and services, minimal disruption to ongoing activities and minimization of transition costs.

To facilitate communications and cooperation, Shands explained, the BSA and DOE transition teams are both located in the Compton House, Bldg. 170, and transition is being managed as a project, with work-breakdown structure and hundreds of tasks that must be done.

"Success will be reached," said Shands, "when incumbent BNL employees have been offered and accepted positions with BSA, all parties have agreed to existing inventories, preexisting conditions have been documented, transfer agreements have been finalized, permits and continuing agreements have been transferred and all parties agree on readiness."



Joan Shands

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Communiqué From BSA

Transition Update & Introduction of a Future Deputy Director

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

In last week's Bulletin, I listed in general terms objectives for BSA during transition, the transition organization and the time frame for getting everything accomplished.

Beginning January 5, after the contract signing with the U.S. Department of Energy [DOE], discussion among task area leaders for the DOE, BNL/AUI and BSA transition teams about the proposed work elements in the draft BSA Transition Plan resulted in a more refined version of our Plan and in an agreed-upon "punch list" of 93 items to be completed before BSA operates the Lab.

Our first of weekly reports to the Transition Steering Committee — Dean Helms, DOE Brookhaven Group (BHG) Executive Manager; Thomas Davin, AUI Vice President-Corporate Affairs; John Marburger, BSA President; and Peter Bond, Interim BNL Director — on transition cost and schedule status took place on January 13. We have proposed February 18 and 19 for formal Readiness Reviews by the DOE/BHG, in anticipation of commencing operations on March 1.

Draft BNL organization charts were distributed by John Marburger at the Friday, January 9, all-hands meeting held in Berkner Hall. Already, during the first week, there have been status reviews of many of the science and technology programs, and meetings of Associate Lab Directors and their



John Marburger (center), who will become BNL Director when Brookhaven Science Associates assumes the Lab's management, has designated Thomas Sheridan (left) as his Deputy Director for Operations and Peter Paul (right), as Deputy Director for Science and Technology.

Chairs with the Director and Deputy Director designees to discuss BSA's new management structure.

Task leaders in the other areas — Human Resources, Community Involvement, Legal, Environmental Safety and Health/Quality, Facilities and Operations, and Environmental Management — all report that activities are proceeding apace with our Project timelines. All have emphasized that this is happening in large part because of the friendly and dedicated way in which BNL incumbents are contributing to the effort.

We said in last week's column that highest priority must go to personnel matters, including easy communications with incumbents. The January 9 Bulletin had the first of a series of

weekly articles from our Human Resources (HR) Team, and there is a Hotline for questions, Ext. 8200.

We are on schedule in working with managers to define appropriate position descriptions in the new organization structure and to have offer letters out by the end of January. In the first week, major accomplishments in HR included securing the commitment of benefits providers for mirror-image contracts.

Over the next weeks, I will use this space to introduce briefly new key management personnel we are bringing to the Lab. At this point, you have had considerable opportunity to learn about the BSA Director-designee John Marburger. Many of the scientific and technical staff have interacted in the

past with our Deputy Director for Science and Technology-designee Peter Paul.

Our Deputy Director for Operations-designee, Thomas Sheridan, is not as well known to Brookhaven.

After graduating from the U.S. Naval Academy, Tom spent 28 years in the Navy, followed by seven years at DOE. In the Navy, Tom spent two years in Vietnam, commanded ships including the nuclear-powered cruiser *Virginia*, supervised large ship repair facilities, and developed the curriculum, taught, and commanded the Navy's conduct of operations school for ship commanding officers. He also prepared all east coast nuclear surface ship plant operators for their reactor safeguard exams.

Based on that background, Tom was hired by DOE to establish an office of conduct of operations training and assessment in the Office of Environmental Restoration & Waste Management. After two years in DOE headquarters, he was transferred in 1994 to Richland, Washington, where he held several senior management positions in the Richland Operations Office.

For transition, Tom is Facilities and Operations task leader. The central focuses of this task are walk-throughs and briefings on facilities and operations. There are two teams working in parallel in Tom's group. They will look at general condition, conduct of operations, processes and procedures, and management systems of a substantial fraction of Lab buildings and activities. Facility evaluations generally take three days.

The Biology Department was "fortunate" to be selected as the candidate for the pilot walk-down during the first week, and the Alternating Gradient Synchrotron, Chemistry, Medical and National Synchrotron Light Source Departments are scheduled for the second week, the week of January 12.

The sole purpose of these visits is to increase BSA personnel's understanding and appreciation of the complex and diverse activities at BNL. The visits are guided by a general protocol, and the team briefs the facility management on each day's activities. "Immediate action" items would only result if situations were found where immediately dangerous conditions are believed to exist.

Tom commends Lab personnel on how they have interacted with his group, specifically on the "positive, cooperative, open and upbeat way they've greeted this activity." The BSA Plan calls for all facility walk-downs to be completed by the end of January.

— Robert McGrath
BSA Transition Manager

Q & A's From DOE & BSA's Meeting With Employees

Following are some the questions from the employee meeting of January 9, and summaries of answers by Dean Helms, Executive Director of the U.S. Department of Energy's (DOE) Brookhaven Group, and John Marburger, BSA President and future BNL Director.

Q: *Do you have position descriptions for everyone on the organization?*

Marburger: "Everyone at the Lab will have a detailed position description along with specific responsibilities, but we're not coming in with cookie-cutter descriptions. We'll work them out with you."

Q: *Can BSA's proposal be put on the Web?*

Marburger: "The proposal is regarded as proprietary by our partners. Also, a lot of things have changed and will change from the proposal, and issues such as tenure are not addressed very specifically. But the contract, which does represent BSA's final proposal, will be made available on the World Wide Web."

Q: *Can you give us budget numbers and the cost of transition?*

Marburger: "Spending will be on a thin edge over this year. There are a lot of costs and transition expenses, and we're working on the budget. We do not have final numbers for the support that DOE will provide this year."

Q: *Regarding our public image, are we in a weak position during this transition? Are we too much into reasoned rationality in the face of irrationality and emotionalism? Will BSA take a more aggressive stand to take limelight away from those who are against the Lab?*

Marburger: "We stand for reason at BNL, and that's going to be our

position as long as I am Director.

"If we start screaming or shading the truth, or omitting part of the truth, or adopting an inflammatory position, it's going to hurt us, because a large fraction of the public — and believe me, I've been out there for the past two months talking to everybody — respects the Lab. That portion of the public doesn't always understand exactly what we do, but they appreciate the way we've attempted to make our case and be calm while the other people are going off the deep end. So don't expect to see me become irrational in response."

Q: *Is there a plan for dealing with media and activists?*

Marburger: "Yes. You may be aware that part of the Management Systems Improvement Plan that was created in response to concerns and events early last year included a community involvement piece, and there's a fairly detailed set of ideas in that plan."

"I don't think the Laboratory is vulnerable during this period. If you noticed *Newsday* this morning ran a story before the *Montel Williams Show*. Well, how did that happen? That happened because our people were on top of the situation. We knew about the show ahead of time. So we were able to speak to the media and to politicians before it aired."

"You may not be aware of it, but there is and has been a steady attack, if you wish, using the mechanisms that we think are appropriate for us to use. I hope you notice that the tone of reporting, particularly from *Newsday*, but also from other media, has been increasingly positive. That's not an accident. That's a result of work that's been done here — a tremendous

amount of work by Marge Lynch and her people, by Peter Bond and by others who have been drawn in. Friends of Brookhaven have been very effective in helping to get the word out.

"But there have been many, many hours spent in visits and meetings and phone calls and well thought-out strategies to address the community during the past few month. I am very impressed with the effect of the effort that has already been made, and I see a continuation in this direction."

In response to a remark about the Montel Williams Show:

Marburger: "Alec Baldwin is a professional actor, and he is very effective in transmitting his message. We have to get the facts out — maybe even facts that Alec Baldwin can understand so that his message will change. We want him on our side. To do this we must use mechanisms that are appropriate for us as a great national research institution, and we will continue to use them and become even more effective with them."

Helms: "We can be effective at the institutional level — both the DOE and the Laboratory — but we find that you are the most effective communicators about the Lab: what it does, what it is, what it isn't. Our plan is to get you more involved, get you information that you can use when you talk to your neighbors and others in the community about the Laboratory."

Q: *What is your position on restart of the High Flux Beam Reactor (HFBR)?*

Marburger: "If the HFBR is needed for science in this country, and BESAC [Basic Energy Sciences Advisory Committee] says it is, and if it can be operated safely, and if DOE and the nation are willing to fund it, then we should operate it." — A.C.

Vie for R&D 100

Technical products that were available for purchase or licensing during 1997 are eligible for entry in the 1998 R&D 100 award competition. Sponsored by *Research & Development Magazine*, this prestigious competition honors the top 100 technological achievements of the year.

Twenty BNL innovations have garnered this award since 1969. If you have developed a technical product that you believe meets the competition criteria and may be a winner, contact Dorry Tooker, Office of Technology Transfer (OTT), Ext. 2078, for an application and a booklet called "How to Win an R&D 100 Award." Completed entry forms must be returned to Tooker in Bldg. 475D, by Friday, February 20. OTT will pay all entry fees.

Human Resources Transition Team Focus on Subcontractors, Human Resources Hotline

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. This week, the HR team, headed by Robert Lincoln, addresses issues about subcontractors and answers recent calls to its Hotline, Ext. 8200.

'Strategic Partners'

BNL employees are asking important questions about the relationship of BSA to its subcontractors. In his presentation to employees last Friday, BSA President John Marburger spoke of BSA and its subcontractors as "strategic partners," acknowledging that BSA subcontractors enhance existing capabilities. By adding three carefully selected subcontractors, BSA has access to "best-in-class" expertise in areas of environmental restoration, waste management and reactor operations.

Q: *Who are the BSA subcontractors and what will they do for BNL?*

The three major subcontractors are: Bechtel National Inc., Waste Management Federal Services (WMFS), and Duke Engineering & Services.

Bechtel, a leading environmental contractor in the U.S. Department of Energy (DOE) system, will plan and manage a full range of environmental-restoration activities.

Waste Management Federal Services, with a record of safe, successful operation at the DOE's Hanford site, Idaho National Engineering & Environmental Laboratory and elsewhere in the DOE system, will provide a full range of waste-management services.

Duke Engineering and Services, the nation's largest nuclear plant operator and nuclear plant engineering-services provider, will provide an evaluation of the status of BNL's reactors during transition, followed by an evaluation of the Safety Authorization Basis for the possible future start-up of the High Flux Beam Reactor.

Q: *How will employees of the subcontractor fit into BSA?*

As Mike Schlender, who has been designated Assistant Lab Director for Environmental Management, put it, "Just as our BSA managers, our subcontractor personnel will be fully responsible and accountable for the daily operations of their areas and the BSA staff working for them."

Hence, Jim Kannard from Bechtel will head up Environmental Restoration, while Rick Pierce, from Waste Management Federal Services, will lead the Waste Management group. Both will report to Mike Schlender, their BSA manager, and both will be responsible for the BSA staff working for them.

Q: *If I'm working in an area that is subcontracted out, will I be working for the subcontractor or BSA?*

Some BSA employees may report to managers employed by Bechtel, WMFS and Duke Engineering & Services, but they will remain BSA employees.

The subcontractors have joined the BSA team to supplement existing staff and will follow BSA policies and procedures in their management and operational functions. Battelle and the selected subcontractors have successfully worked in these operational environments.

Q: *How will the subcontractor improve our existing services?*

By bringing in these three subcontractors, BSA has elevated the impor-

tance of some of the key operations at BNL and responded to the concerns of both DOE and the public.

Schlender noted two additional major benefits: Using the Waste Management group as an example, he pointed out that the addition of a subcontractor of this stature enhances the waste-management capabilities of the original Safety & Environmental Protection group, moving them into a more comprehensive site-wide management system. These initiatives will allow the Lab and the Waste Management group to become proactive service providers, furthering pollution prevention and waste minimization at the Lab.

Secondly, Schlender noted that, by buying the management expertise of these organizations that are experienced in DOE, Department of Defense and commercial settings, the Lab increases its networking capabilities and gains access to successful, safe and economic practices used in other settings nationally.

More HR Hotline Information

Finally, as promised, each week the HR team will print responses to some of the latest Hotline questions. This week you asked:

Q: *Will there be changes in vacation and sick leave accruals? Will I be able to carry over my accruals to BSA?*

There will be no change to the vacation and sick-leave accrual rate under BSA. And yes, you will be able to carry over accruals, subject to the same conditions and restrictions currently in effect under AUI.

Q: *Will Stony Brook oversee the science and Battelle be responsible for facilities?*

No, there is no such division of responsibilities. Working as a team, Battelle and the State University of New York at Stony Brook (USB) bring to the Lab extensive experience in managing major research facilities, combining outstanding scientific accomplishments with operational and ES&H excellence.

Q: *How will the transition affect the BNL payroll?*

We have planned for a seamless transition in moving AUI employees to the BSA payroll system. This transfer will be completed by the last week in February, ensuring your first BSA check will appear, on time, in March. For those whose salary is paid through direct deposit, this will continue uninterrupted. For tax purposes, employees should note that they will receive a single W-2 at year's end from BSA.

Q: *Will BSA meet with employees to learn about their concerns?*

This is already happening. The BSA HR Transition Team is currently meeting with different employee groups to introduce ourselves and to learn more about your issues and concerns. As a follow-up, we have planned a series of briefing sessions which will deal particularly with benefits and employment issues. These meetings are being scheduled for the first week in February. Further details will follow.

The BSA HR Transition Team wants to learn about and respond to your concerns. Contact the team via the HR Hotline, Ext. 8200, or e-mail hrhotline@bnl.gov. To find out more about the BSA partners, Battelle and USB, visit the HR Transition Team Office, Bldg. 118, beginning January 20, weekdays, from 8:30 a.m. to 5 p.m.

333rd Brookhaven Lecture

Brookhaven's Ties to Science, Society: Lessons of the Past

Brookhaven Lab is not just on the forefront of science, BNL Historian Bob Crease will argue in his upcoming Brookhaven Lecture, but it has also sometimes found itself at the vanguard of issues concerning the evolving relation between science and society.

Crease's talk, entitled "Two Brookhaven Parables: Changing Perceptions of Science," on Wednesday, January 21, will be held in Berkner Hall at 4 p.m. Crease, who is also a professor of philosophy at the State University of New York at Stony Brook (USB), will

be introduced by Interim BNL Director Peter Bond.

In his previous lectures, Crease has discussed the Lab's first 25 years of history. In this — the 333rd Brookhaven Lecture and Crease's fifth — he will talk about two episodes from the 1970s.

One, the discovery of the solar-neutrino deficit by Raymond Davis of the Chemistry Department, was not only an important scientific development, but also came to be regarded by philosophers and sociologists as embodying lessons about the nature of science itself.

Davis's experiment came to be the subject of a Ph.D. dissertation in sociology as well as a book, and what the story of that experiment reveals about the nature of science has been furiously debated in scientific, sociological and philosophical journals.

The other episode from BNL history that Crease will discuss is the shipment of spent-fuel rods from the High Flux Beam Reactor in 1976, the first such shipment to be accompanied by protests.



Behind Historian Robert Crease is a bird's-eye view of the BNL site.

Both episodes, Crease will show, embody critically important lessons about how science is perceived, understood and valued by the rest of the world. As usual, Crease will draw on a wide assortment of source material to make his point, including videos, photographs and even artwork.

With a 1987 Ph.D. from Columbia University, Crease joined USB in 1987 and, in 1989, began working part-time as BNL's historian. He recently completed a book on the history of the

Lab's first 25 years, which will be published next fall by Chicago University Press.

Other books that Crease has authored or co-authored include *The Second Creation: Makers of the Revolution in Twentieth-Century Physics*, with Charles C. Mann, and *The Play of Nature: Experimentation as Performance*. He is a former contributing correspondent for *Science*, and, for the past eight years, he has written the "Overview" article for the *Encyclopedia Britannica Yearbook of Science and the Future*.

Crease collaborated with the late theoretical physicist Robert Serber, a BNL consultant and AUI trustee, on the latter's memoirs, building on lectures that Serber had presented at BNL for the 1994 Pegram Lecture Series. Entitled *Peace and War: Reflections on a Life at the Frontiers of Science*, the biography is in press at Columbia University Press. Crease is also working on a program with Project WISE (Women in Science & Engineering), a joint USB-BNL effort.

After the lecture, all are invited to join Crease for discussion and refreshments. Those wishing to have dinner with the speaker at the Curry Club in Stony Brook may call Liz Seubert, Ext. 2346, before noon on Wednesday, January 21.

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BNL Bashing, Untruths Dominate Last Friday's Montel Williams Show

Actor cum activist Alec Baldwin and other members of his group, Standing for Truth About Radiation (STAR), appeared on the nationally syndicated Montel Williams Show on Friday, January 9, in a show billed as: "Alec Baldwin speaks out about environmental problems in his community," but which was largely devoted to BNL bashing.

To bolster their effort to present a link between BNL and childhood cancer, they also had the parents of several suffering children, as well as one of those children, on the show.

To "balance" the approximately 40 minutes of the show devoted to the Lab's critics, footage of Bill Gunther, BNL's Interim Associate Director for Reactor, Safety & Security, speaking outside the High Flux Beam Reactor (HFBR), was run for less than a minute following three commercials. Gunther had been interviewed by the show's producer on December 5, 1997.

Though other BNLeers — including Stephen Dewey and Joanna Fowler from the Chemistry Department, Cathy Lawson of the Department of Applied Science and Jennifer O'Connor of the Reactor Division — had been interviewed at BNL on two visits, on December 2 and 5, the producer chose not to use their footage or to invite anyone from BNL to appear on the show.

From promotional teasers that aired before the broadcast, it was apparent that the show would cast BNL in a very negative light.

So, on January 8, Interim BNL Director Peter Bond sent out a Labwide e-mail, saying, "I am very disappointed that a nationally televised program seems to be giving credence to unsubstantiated claims of a relationship between the Lab and cancer on Long Island. This is fear-mongering, and it is unfair to those who are being misled, as well as those who work at the Lab."

Bond pointed out that several independent studies show no increased cancer rates around BNL, that the Laboratory is engaged in open and honest dialogue with its neighbors and provides information freely, and that there is no pathway by which the public could have been exposed to radiation from the tritium leak at the High Flux Beam Reactor.

Bond concluded by advising employees: "Remember: It's bad news that makes news, even if it's not accurate. You work at a world-respected institution that is doing a great deal of good for Long Island, the nation and the world each and every day. Most people understand that. Good news, and the truth, may not always be good press, but they must prevail in the end."

After watching the show, Bond said,



Antinuclear activist Helen Caldicott (right) visited BNL last February. She tours the Positron Emission Tomograph (PET) facility with Chemistry's Joanna Fowler, who uses PET in her research on drug abuse and smoking.

"Montel Williams, at the end of his show, made a statement we can agree with: 'It's about finding truth.'"

Unfortunately, there many more statements on the show that were untrue. Here are a few of them and, in italics, the facts refuting them:

Montel Williams: "The incidence of breast cancer in Nassau and Suffolk is the highest in the U.S."

According to the New York State Cancer Registry, neither county is even the highest in New York State: Nassau ranks in the top five, but Suffolk doesn't even rank in the top ten.

For the period 1988-92, Suffolk County's age-adjusted breast cancer incidence rate was 109.4, and Nassau's was 117.1. According to the National Institutes of Health, the average breast cancer incidence rate nationwide for that period was 109.6.

Williams: "There's eight cases of this cancer [rhabdomyosarcoma] within a 15-mile radius [of the Lab]. If you do the math, statistically, that means that the rates of cancer are 200-300 times higher than national average in this area on Long Island."

According to the American Cancer Society Textbook of Clinical Oncology, second edition, 1995, "Rhabdomyosarcoma (RMS) is the most common pediatric soft tissue tumor, representing 5% of childhood malignancies."

According to Roger Grimson, a State University of New York at Stony Brook (USB) scientist who chairs a task force created by the Suffolk County Legislature to evaluate cancer concerns about the Lab, the task force found that RMS was less frequent in Suffolk than in Nassau or the rest of the state. The

draft report released this week shows that between 1979 and 1993, Suffolk's rate of new cases each year has been 4.1 per 1 million people — less than the 5.6 cases per 1 million in Nassau and 5.3 million statewide each year. Grimson stated in Newsday on January 9, "There is no cluster of [RMS] in Suffolk County or in the Lab.

Alec Baldwin: "... The truth of the matter is nothing would make me and the group I work with happier than if an independent private investigative team went to Brookhaven and came out from their research and said to me: 'You are wrong and there is no threat of cancer from this Lab.' Nothing would make me happier."

Baldwin and STAR neglected to mention that much of what they seek has already been done. Independent experts from the U.S. Environmental Protection Agency, the federal Agency for Toxic Substances & Disease Registry, New York State (NYS) Department of Environmental Conservation, the NYS Department of Health and the Suffolk County Water Authority have all gone on record saying that BNL poses no health risk to the public and/or to the drinking water. Their findings are in addition to the Suffolk County Task Force's report indicating no threat of cancer from the Lab.

Williams: "... You've been on this campaign warpath for quite a while. They've never given you an opportunity to come out there and take a look, have they?"

Baldwin: "We're going to have that opportunity. They're going to give us an opportunity to come there and see. ... As we've seen from the pattern of their responses ... the Lab is not

going to give us the answers readily. They must be pressured. You must really fight and fight and fight for every inch and every mile getting the information from them that you need, which is what we plan to do. We're going to fight them, and we're going to meet with them in 14 days or 30 days, or whatever. ..."

Peter Bond invited Baldwin to visit the Lab on September 26, and again on October 21, but as yet he has not come. Antinuclear activist Helen Caldicott visited BNL on February 7, 1997, before she became a member of STAR. STAR member Peter Strugatz and the group's attorney Scott Cullen have visited the Lab frequently.

When BNL management and STAR leaders sat down for a meeting on December 22, 1997, it was held, at STAR's insistence, at USB. Also at STAR's insistence, the only reporter allowed to attend the meeting was Karl Grossman, a columnist for the East Hampton Star and the Southampton Press. As Newsday's Jordan Rau reported on the next day, STAR kept him out of the meeting.

Helen Caldicott: "National Labs were established just after the second World War when the atomic bombs were used, and some beforehand — Los Alamos and Lawrence Livermore — to design and test nuclear weapons. Brookhaven hasn't — well, it has been involved in designing nuclear weapons and nuclear power plants, so that's what Brookhaven does."

Actually, Brookhaven was created in 1947 to pursue peaceful uses of the atom. BNL has not designed nuclear weapons. Funded by DOE and the Nuclear Regulatory Commission, researchers at the Lab have been involved with the design of nuclear power plants — evaluating their safety and making sure they can operate safely. These research programs are a very small part of BNL's wide range of basic and applied programs in physics, chemistry, biology, medicine, applied science and advanced technology.

Caldicott: "... it's got the HFBR which is currently shut down because of that pool where the spent fuel rods were stored. Huge amounts of water leaked for 15 years — and they knew it was leaking — containing tritium and other radioactive material ..."

BNL was not aware of the leak in the spent-fuel pool of the HFBR until January 8, 1996, just over one year ago. Immediate steps were taken to define the plume, remediate it and stop the leak — all of which have been done. The amount of tritium in the entire plume is less than the amount that is used within a typical freestanding, self-illuminating exit sign. — Anita Cohen

New Organization (cont'd.)

the Lab include Kenneth Brog and Michael Schlender, who will assume the new responsibilities of Environment, Safety & Health and Quality (ES&H/Q) and Environmental Management, respectively. Other Assistant Directors are Michael Bebon, Facilities & Operations; Henry Grahn, Finance & Administration; and Marge Lynch, Community Involvement & Public Affairs (CI&PA).

Three New Councils

The Associate and Assistant Laboratory Directors will also serve as appropriate on three new councils: the Science Council, which will provide a forum for the Associate Directors and the department chairs who report to them to look at the Lab's scientific programs; the Operations Council, which includes Assistant Directors and their departments; and the Integra-

tion Council, which will include both scientific and nonscientific members of the Directorate, to make sure there is full integration among all Lab activities.

Marburger also introduced what he called "an abstract idea that may not work in practice" — to align BNL's scientific areas with the major areas of DOE that provide funding for the Lab's research. "I am struck by how diverse the activities of the science departments are here at Brookhaven and how difficult it will be to have a clean alignment with each DOE customer," he remarked, "but we'll work that out."

Areas of Added Emphasis

Additionally, some areas will receive increased emphasis in the Lab's new organization.

The Environmental Management area, Marburger explained, will focus on the "critical near-term objective of

creating a focal point for our cleanup agenda."

ES&H/Q will combine quality management into the Lab's thinking about environmental, safety and health issues because, said Marburger, "Over and over, during the procurement process, DOE emphasized that they perceive a culture change was necessary at Brookhaven Lab in order to assure that ES&H issues were given prominence and ingrained into the consciousness of every employee."

In raising CI&PA to the directorate level, Marburger said it will be "dedicated to rebuilding public and community trust. We are committed to ensuring that Brookhaven listens to its stakeholders. ... The criticality of the community involvement situation at BNL today is such that we giving it this kind of equal partnership in the administration of the organization. The public affairs and community involvement people are going to be right

there working with us, giving us input, all the way, to let the community know what we have been doing that's good. ... and provide some buffer for all this bad news that had led to our being here today.

"I drew the chart," said Marburger, "and now I'm anxious to learn about the realities. You have to help us with that. If you think we're doing something wrong, then we have to know about it."

He urged employees to take advantage of the opportunities they will have to talk directly to members of BSA's transition team and concluded by saying, "If you talk, I will listen. I won't necessarily agree or do it your way, but I will listen." — Anita Cohen

See Supplement for other news and for classified ads.

BNL's 50th Anniversary Time Capsules Sealed and Buried Until 2047

At approximately 5 p.m. on December 16, the Lab community filling Berkner Hall witnessed the key moment of the long-planned BNL 50th-Anniversary celebration's time-capsule ceremony — when scientific glassblower Barry Lafler of the Chemistry Department flame-sealed the two glass capsules packed with items representing the Lab's scientific, historical and activity-filled past. Having been buried on December 30 in front of Berkner Hall in a crypt made of BNL-developed polymer-concrete, the two capsules will be unearthed and opened in the year 2047, during Brookhaven's 100th anniversary.

Suggested by BNLeers, the items in the capsules included experiments such as an ampule containing air, characterized for today's greenhouse gases, which will be compared with gases of the future; and hybrid cotton and pea seeds for future germination and study. Also encapsulated were employees' predictions for the next 50 years; BNL's Protein Data Bank CD ROM inventory; some Long Island port wine from Pindar Vineyards; and an amazing variety of BNL memorabilia.



BNL's two time capsules were buried on December 30 in front of Berkner Hall, in a crypt made of BNL-developed polymer-concrete.

The capsules were dedicated "to our predecessors and peers who have made BNL the valuable national scientific resource that it is today and with a special dedication to Barry Lafler whose idea and design made this project possible," by time-capsule project coordinator Patti Bender, Plant Engineering (PE) Division, who

worked with a committee that included Lafler and April Donegain, Financial Services Division (FSD); Hue Anh Pham, Relativistic Heavy Ion Collider Project; and Dorry Tooker, Director's Office.

Working with Bender and the committee were Sue Perino, FSD, who organized the ceremony's program,

and Lab Historian Robert Crease, who served as the master of ceremonies.

The afternoon's program was opened by opera singer William Clark, who sang *America the Beautiful*. Before the capsules were sealed, Interim Director Peter Bond and Interim Deputy Director Mike Bebon capped BNL's 50th-Anniversary year with a year-in-review slide show, which they authored and narrated.

Enhancing the "family" feeling that enlivened the event were innumerable BNL mementos given as door prizes and delivered by a fleet of young audience members, and the copious hors d'oeuvres and refreshments that were greatly appreciated by all present.

As Bender summed up: "The success of this project is due to the enthusiasm and dedication of the committee and many others whose support and hard work made it happen. We thank Associated Universities, Inc., for giving us our first 50 years to remember, as well as for funding this event. May Brookhaven Science Associates provide the foundation and stamina for the next 50 years."

— Liz Seubert

Westinghouse Semifinalists Do Research Projects at BNL

This year, BNL was the home for the research projects performed by four of the high school students who were among the 300 semifinalists in the 1998 Westinghouse Science Talent Search announced on Monday.

Two of those students worked at the Lab with BNL staff on their research projects, one performed her research on site as a student in the Community Summer Science Program offered by BNL's Office of Educational Programs (OEP), and one worked with BNL guest scientists on an experiment related to research being conducted at the Lab's National Synchrotron Light Source (NSLS).

These four students, the titles of their projects and their mentors are:

- **Christine Champey**, age 17, Smittown High School, *Sediment Characteristics of the Central Suffolk County Pine Barrens*, Teacher Collaborator John Black of Suffolk Community College, Community Summer Science Program, OEP.
- **Robert Nalewajk**, age 17, Stony Brook School, *Effects of Temperature on Microbial Enhanced Oil Recovery*, Chemist Mow Lin, Department of Applied Science.
- **Thomas Petersen**, age 16, Ward Melville High School, *Dynamics of Polymers in Free-Standing Thin Films*, Guest Scientists Miriam Rafailovich and Jonathan Sokolov of the State University of New York at Stony Brook, who work at the NSLS.
- **Amy Rosen**, age 17, Lawrence High School, *Generation of OH Radicals From Superoxide Dismutase*, Chemist Diane Cabelli, Chemistry Department.

These four students and their mentors now await the naming of the contest's 40 finalists, who will be announced later this month. The 40 will then spend March 4-8 in Washington, D.C., where final interviews will determine the top 10. The winner takes the top prize of a \$40,000, four-year scholarship.

Brookhaven has already provided the research grounds for one Westinghouse first-prize winner: In 1992, Shoreham-Wading River senior Kurt Thorn, who is son of Physicist Craig Thorn of the Physics Department, took top honors for research performed at the NSLS.

Since 1942, the Westinghouse Talent Search has been held to encourage talented high school seniors to pursue careers in science, math, engineering and medicine.

Now in its 57th year, this nationwide competition is America's oldest and most highly regarded precollege science contest, which prides itself on identifying leading research scientists before the start of their careers. In fact, five finalists have gone on to win Nobel Prizes, three later were awarded National Medals of Science and nine were named MacArthur Foundation fellows.

— Marsha Belford

In Memoriam: Charles 'Reg' Conkling

Charles "Reg" Conkling, a project engineer I with the Relativistic Heavy Ion Collider (RHIC) Project, died on December 29. He was 65.

Conkling came to the Lab on December 28, 1992, after over 30 years with the Grumman Corporation, where, in the flight test department, he flew test equipment that he had designed as an engineer. At BNL, he worked as a member of the engineering staff in the group responsible for the computer-control systems for the Alternating Gradient Synchrotron (AGS) and RHIC.

Said Donald Barton, who heads the RHIC Accelerator Controls Section, "The successful operation of RHIC anticipated in 1999 will be due to the contributions of many, but the ticking clock at its heart is Reg Conkling's contribution. He had primary responsibility for the detailed design of components of the new timing and beam-permit link systems for RHIC. The rate at which he developed and brought to production six separate modules for the generation and use of the RHIC links was exceptional. Several of these units were immediately put to use in AGS upgrade projects, even before they could be used for RHIC operations."

Conkling had also almost completed the design of a seventh module. In addition, he was the author of the specification for the standard controls chassis used for all RHIC front-end computer systems, maintained design software on the group's PCs and,



Barton said, "He cheerfully served as a mentor for many of his younger colleagues. He will be greatly missed."

A resident of Shoreham who contributed ten years as a Village Fire Department volunteer, retiring as Captain, and another ten years as a Trustee of the Village, Conkling is survived by his wife, Katherine Conkling, a medical associate in BNL's Medical Department; son Charles Conkling III; daughter Demetra Zalman; and three grandchildren.

The following retirees passed away recently:

Mary Spirito, who left the Lab on June 30, 1970, as a research services assistant in the Department of Applied Science, died on October 16, at the age of 87. She had started at BNL on March 17, 1958, as a laboratory assistant in the Department of Nuclear Energy.

Raymond V. Moore, who retired from the Plant Engineering (PE) Division as a refrigeration and air-conditioning supervisor on July 31, 1987, died on November 26. He was 73 year old. He joined PE on June 17, 1974, as a refrigeration and air-conditioning engineer.

Eugene R. Fales, who had over 33 years with the Supply & Materiel Division at the time of his July 19, 1981, retirement as storekeeper, died on December 13. He was 78 years old. He had first come to the Lab on March 24, 1947, as a clerk.

Barbara M. Cozine, whose almost 24 years at BNL were all in the Physics Department, died on December 16, at the age of 87. She joined the Lab on October 30, 1950, as a technician, and retired on March 13, 1974, as a scanning supervisor.

Gilbert G. Spira, who retired from the Department of Nuclear Energy (DNE) on September 30, 1983, as a technical specialist, died on December 18. He was 77 years old. He had joined BNL as a technician in DNE on March 31, 1958. He is survived by his wife Annamarie, who retired from DNE in 1993.

Arrivals & Departures

Arrivals

Marie K. Betzold.....Admin. Support
Reto Bossi.....App. Science
Matthew L. Costen.....Chemistry
Cheryl-Ann A. De La Rosa.....SEP
Charles Holomshok.....RHIC
Shigeki Misawa.....RHIC
Yizhak Orion.....Medical
Naim Raza.....Central Shops

Departures

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

W. Gary Adams.....SEP
Robert E. Barletta.....Env. Restoration
Otto Jacobi III.....Reactor

Note to Diners

The Laboratory will be closed on Monday, January 19, in observance of the birthday of Martin Luther King Jr.

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

The Brookhaven Center will be closed on Sunday, January 18, but will be open Monday from 5 to 9 p.m.

Volunteers Needed

Healthy men and women between the ages of 21 and 45 are needed to participate in a study aimed at developing a basic tool to measure muscle mass and metabolism.

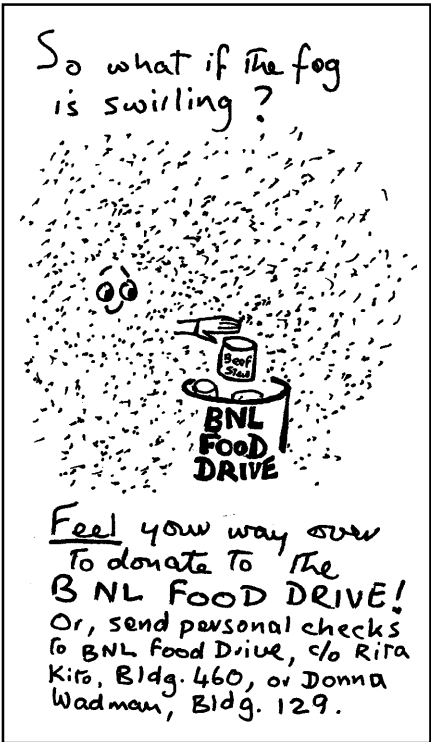
Volunteers will be compensated for their time in the amount of \$150, and meals will be provided.

If interested, call Joan Kavanaugh, Ext. 5440.

Art Show Postponed

BNL artists and sculptors: the BERA Art Society's next art show, which was planned to be held at Berkner Hall in February, is being postponed until a more certain timetable can be arranged for Room B.

Therefore, you have more time to perfect your art! Entry coupons and more information will be published soon. So, keep creating, and watch the Bulletin for information.



Lifeguard Training

BERA will offer a lifeguard training course at the BNL swimming pool, Bldg. 478, beginning Sunday, March 1, from 9 a.m. to noon.

The course is open to BERA members who are at least 16 years old, and the class size will be limited. Participants must pass a swimming pretest that will be given at the pool at 11 a.m. on Sunday, February 22.

Registration is taking place now at the BNL pool. For fee and other information, call Head Lifeguard Susan Dwyer, Ext. 3147 or 3496, after 4 p.m.

Cooking Exchange

The members of the Cooking Exchange invite on-site residents, spouses and friends to their monthly potluck lunch, which will be held on Thursday, January 22, from noon to 1:30 p.m. in the Recreation Building. Bring a favorite dish to share with the new neighbors you will meet.

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

AUI Auto Auction

Two used station wagons owned by Associated Universities, Inc. (AUI), are being offered for auction to current AUI and BNL employees or retirees, permanent contractor employees with guest numbers and on-site personnel of the U.S. Department of Energy.

The station wagons are a 1989 six-passenger Chevrolet and a 1990 eight-passenger Ford LTD.

The vehicles may be inspected in the parking lot on the northeast corner of Brookhaven Avenue and Center Street, Monday to Friday, January 19-23, from 8:30 a.m. to 5 p.m.

Bidders may not start or drive the vehicles, but the Chevrolet is in running condition, while the Ford needs an engine. Full maintenance records are available for inspection in the Transportation Office in Bldg. 179A.

Submit bids to the BNL Cashier, Bldg. 134, by the end of the day on January 23. The successful high bidders will be notified by Friday, January 30. Only sealed bids submitted on official forms or photocopies will be considered. For forms and full auction rules, contact Transportation, Ext. 2535.

Volleyball

Standings as of December 18

League I		League III	
Bikers & Spikers	31-5	Silver Bullets	24-3
Rude Dogs	22-14	Group Sets	18-6
Scared Hitless	18-18	Just 4 Fun	18-9
Set to Kill	18-18	Upton Ups	13-11
ReTurners	1-35	Just In Time	8-19
League II		Six Samurai	6-18
Spiked Jello	27-6	NWO	3-24
Safe Sets	25-8	Open League	
Monday Nite Live	23-10	Spikers	27-12
Jao-About-That	20-13	Shank, Carry&Throw	21-21
Undecided	17-16	Pass, Set & Crush	19-20
Fossils	9-24	Death Volley	17-22
Nuts & Bolts	9-24	Far Side	15-24
Setups	2-31		

Amateur Radio

The BERA Amateur Radio Club will next meet at noon on Thursday, January 29, 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.

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.

POSTDOCTORAL RESEARCH ASSOCIATE—Trained in materials science, chemistry or physics, with experience in electronic materials. Must have experience with the measurement and interpretation of magnetic properties, and should have experience with transmission and scanning electron microscopy and atomic force microscopy, x-ray diffraction, thermal analysis methods and metallographic characterization of materials. Experience in permanent magnetic materials and processing is desired. The goal of the research program is to elucidate, via detailed and careful studies, the physical phenomena underlying the structure/property relationships in permanent magnets and structurally-related materials. Contact: Laura Henderson Lewis, Department of Applied Science.

LABORATORY RECRUITMENT - Opportunities for Laboratory employees.

DD7006. SECRETARIAL POSITION - Requires an AAS degree in secretarial science or equivalent experience and excellent communication skills. WordPerfect 8 or Microsoft Word experience preferred. Will perform a variety of tasks for the Public Affairs Office including filing, answering telephones, scheduling appointments and small meetings, preparing correspondence and performing moderately complex word-processing assignments. Public Affairs Office.

OPEN RECRUITMENT - Opportunities for Laboratory employees and outside candidates.

NS7527. PHYSICIAN - (part-time position) Requires licensure in the State of New York, board certification or eligibility to be board certified in Occupational Medicine. Duties will include medical examinations and other tasks related to employee health and safety. Occupational Medicine Clinic.

NS8634. PUBLIC AFFAIRS REPRESENTATIVE - Requires a bachelor's degree in an appropriate field and several years' experience in a public affairs environment. Excellent oral and written communication skills, as well as the ability to work under pressure and the ability to grasp complex concepts quickly are necessary. Will develop and implement community-involvement and community-outreach programs. Will assist with the coordination of community requests and responses. Will organize meetings and assist with community briefings. Public Affairs Office.

NS7591. ENGINEERING POSITION - Requires an MS in electrical engineering, physics or the equivalent, and several years' experience in electrical engineering design work. Experience with instrumentation used for high-energy physics is highly desirable; experience using design tools for schematic entry and layout, such as ViewLogic, PCAD or PADS, is also desirable. A working knowledge of VHDL is useful, as is experience working in a UNIX and Windows NT environment. Will design and implement digital instrumentation needed for groups working on HEP/RHIC experiments, including designing boards based on Fastbus, VME, VMEP or PCI bus technology. Physics Department.

DD7336. TECHNICAL POSITION - (term appointment) Requires an AAS degree in a technical field or equivalent experience in the fabrication and assembly of mechanical and electromechanical devices. Must be able to work from assembly drawings as well as to operate basic machine tools. Will perform a variety of mechanical tasks for the assembly of the STAR detector. RHIC Project.

DD6163. ENGINEERING POSITION - (reposting) Requires an MSEE or equivalent and experience in the design of diagnostics hardware and electronics. Strong analytical background in control systems, both analog and digital, is highly desirable. Responsibilities will include the improvement of synchrotron light monitors and complex orbit-feedback control systems utilized in the facility's 800 MeV injector and storage rings. National Synchrotron Light Source Department.

DD4512. PHYSICIST/ENGINEERING POSITION - (reposting) Accelerator physicist/engineer to work on the operation and improvement of the existing NSLS storage rings. Important areas of work include lattice modeling, orbit control, injection optimization and study of beam-intensity limiting effects. Experience in

the development of the related hardware and diagnostic equipment is desired, as is skill in developing software application programs. Demonstrated independence in work and the ability to coordinate activities also required. National Synchrotron Light Source Department.

DD4547. TECHNICAL POSITION - (reposting) Requires an AAS degree or equivalent experience in survey methodology and a background in precision-alignment techniques, including the use of optical levels and theodolites. Machine shop experience and familiarity with the use of precision measuring tools also required; computer skills desirable. National Synchrotron Light Source Department.