

## Two Who Stepped Up Step Down: Bond & Bebon Assume New Duties

Last May, when Associated Universities, Inc. (AUI) President Lyle Schwartz became BNL's Interim Director, Peter Bond and Mike Bebon stepped up to the task of being his Deputy Directors. Then in July, when Schwartz returned to AUI full-time, they stepped up again, as Bond assumed the interim Directorship and

Bebon became sole Deputy Director.

On March 1, as Brookhaven Science Associates (BSA) assumes the management of BNL from AUI, Bond and Bebon will step down from their interim posts to take up new responsibilities with BNL's new organization — Bond as Special Assistant to the new Director, John Marburger, and

Bebon as Assistant Director for Facilities & Operations.

The ten months during which Bond and Bebon led BNL were among the most historic and most difficult of the Lab's 50 years.

"The quality of their leadership during such challenging circumstances is particularly noteworthy. Clearly, the

Laboratory, the Department of Energy [DOE] and our many stakeholders have been well served by these talented and dedicated leaders," said Dean Helms, Executive Manager of DOE's on-site Brookhaven Group.

And Lyle Schwartz commented, "When I stepped down from the BNL Directorship last July, I said that, of all the decisions I had made since becoming AUI president, I was most proud of my selection of Peter and Michael as the Laboratory's interim leaders. I also predicted that these two dedicated administrators would successfully get through the transition period. As transition comes to an end, it is clear that my prediction was correct and that I could not have made a better selection."

Finally, Derek Lowenstein, Chair of the Alternating Gradient Synchrotron, summed up the sentiments of all those at BNL who looked to Bond and Bebon for guidance during the interim period, saying, "A job very well done, in the most difficult of times."

### Stepping Down 'With Satisfaction and Pride'

The following is a message to all BNL employees from Peter Bond and Mike Bebon:

On Monday, we will step down from our positions as Interim Director and Interim Deputy Director and turn over the leadership of the Laboratory to a new team. We look forward to contributing to the positive change that BSA plans to bring, which will sustain BNL's tradition of excellence in science as we build an equally respected reputation for the Laboratory in operations and environmental, safety and health performance.

We leave our positions with a feeling of personal satisfaction and a deep sense of pride in what all of you have achieved during this very difficult time



Mike Bebon

in the Laboratory's history. We want to thank you for your energy, resiliency and commitment. You have made our time in office interesting and rewarding. We also want to recognize your spouses and families, and to thank them for the sacrifices they have made so that you could be here supporting us. Finally, we want to acknowledge our own families, who were our strength during the tough times.

Our progress this year was also supported by several special DOE people who worked closely in partnership with us: John Wagoner, John Arthur and Dean Helms have earned our admiration and respect. In particular, Dean has been with us since the beginning, sharing frustrations and triumphs. We await his successor, but know that we will lose a trusted friend when he departs.

We have made much progress together over the last ten months, but much still needs to be done. We know you will give the BSA team the same enthusiastic support you gave us.

Thanks,



Peter Bond

— Peter and Mike

### Come Say 'Thanks'

A reception to thank outgoing Interim Director Peter Bond and Deputy Director Mike Bebon for their efforts over the critical past ten months will be held today, Friday, February 27, from 4:30 to 7 p.m. in Berker Hall. Sponsored by Associated Universities, Inc., the reception is open to all BNLees who wish to give Bond and Bebon their personal regards. Refreshments will be served.

## Reviews Show BSA 'Ready and Eager' To Assume Responsibility for BNL Next Monday

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

Last Wednesday and Thursday, February 18 & 19, more than 25 U.S. Department of Energy (DOE) representatives from DOE's Headquarters, Chicago Operations Office and the on-site Brookhaven Group (BHG) reviewed the readiness of BSA to assume operating responsibility for the Lab.

All the BSA transition task leaders

gave presentations, and members of the BSA Integration Council — who all report directly to John Marburger, the new BNL Director — sat in on the review.

The task leaders all stated that, except for delivery of several remaining written reports and the signing of the final transfer agreement between DOE/AUI/BSA, BSA is ready and eager to assume operational responsibility on March 1.

All task area leaders — for Science & Technology; Community Involvement; Human Resources; Legal; Finance & Administration; Facilities &

Operations, including Reactors, Life-Cycle Asset Management (LCAM) and Security & Safeguards (S&S); and Environmental Management — were emphatic in their observations that BNL employees have strong individual commitments to seeing that the Lab excel, and that their dedication has allowed the transition work to proceed on schedule and at considerably lower than the anticipated cost.

Transition team assessments of program status were based on extensive numbers of interviews with employees, customers and stakeholders, including individuals from DOE, the outside community and business, and on reviews of Lab planning documents.

Peter Paul, the new Deputy Director for Science & Technology, described an organizational realignment whereby the Department of Applied Science and the Computing & Communications Division will move to the new Applied Science & Technology directorate, and whereby the Reactor Division will move to a "level one" position in the organization and be directed by Tom Sheridan, who has additional, broader responsibility as the new Deputy Director for Operations.

Paul briefly reviewed the status of programs in the basic sciences and stressed the outstanding successes in many BNL programs and facilities.

He mentioned other areas where the challenges will be to build "theme" efforts and proposals to maintain existing support or to attract new fund-



John Marburger

ing, and to develop the flexibility to attract and retain more young scientists to the BNL staff.

Paul pointed out areas in Applied Science and Technology with obvious opportunities to build, such as Biology and Environmental Chemistry, but said that a priority for this new directorate must be to match resources with emerging customer bases.

The presenter for Environmental Safety & Health/Quality, Ken Brog, is the new Assistant Director for that directorate. He covered the programs involving the Management Systems Improvement Program (MSIP); environment, safety & health (ES&H), and training and quality.

Brog's team has done extensive internal and external interviews, document reviews and facility walk-downs, and has initiated management training (continued on page 2)

ASSOCIATED UNIVERSITIES, INC.  
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Washington, DC 20036

February 28, 1998

#### MEMORANDUM TO ALL BNL EMPLOYEES

Today marks the end of the 50-year stewardship of Brookhaven National Laboratory by Associated Universities, Inc. Together we have made many significant contributions to science, technology, and education. In addition, we have provided facilities to thousands of researchers who have enriched mankind with intellectual breakthroughs in virtually every scientific discipline. None of this could have happened without the skills and dedication of everyone on the Laboratory staff.

Thank you, each of you — employee, visitor and friend — for making BNL what it is today, a world-class research institution. We are confident that BNL will continue to build on its outstanding record of scientific excellence, and we wish all of you every success in your future endeavors.

— the AUI Board of Trustees,  
Officers and Staff

## In Terms of ES&H, Arthur Finds BNL 'On the Road to Successful Future'

For the last five months, John Arthur has been assigned to the U.S. Department of Energy's (DOE) Brookhaven Group as Senior Environmental Manager. Specific details of the environmental areas that he assisted in were provided in the Brookhaven Bulletin of October 24, 1997.

Arthur left BNL on February 20, to return to his permanent assignment at DOE's Albuquerque Operations Office, where he is Assistant Manager of the Office of Environmental/Project Management. Before his departure, he provided the Laboratory community with the following assessment of current environmental conditions and future potential for BNL.

As you are aware, 1997 was a particularly challenging year, as BNL celebrated its 50th anniversary amid unusual controversy. Over the years, BNL has compiled an astounding record of world-class research in many areas including high-energy physics, major breakthroughs in medical research, and critical research in areas such as Lyme disease, brown tide, superconductivity and air pollution. Additional highlights have been the achievement of four Nobel Prizes in Physics.

At the same time, 1997 resulted in negative visibility for BNL as a result of the environmental contamination associated with the High Flux Beam Reactor; high-profile public opposition and questions regarding environmental conditions and operations at the Laboratory; a major DOE independent review that pointed out that significant improvements were warranted in environmental, health and safety management; and national and regional media attention.

Needless to say, none of us would like to see the positive research that highlights this Laboratory's record tarnished by the significant number of environmental and public issues that were raised. It will take a long period of time, commitment and increased performance to regain public confidence in Laboratory operations.

Over the last nine months, DOE and BNL have made significant improvements in key areas, including increasing public involvement in environmental and operational issues at the Laboratory.

Some additional improvements include: developing a prioritization system to ensure that key environmental and safety projects receive appropriate budget attention; planning to ensure that experimental work receives a thorough review before initiation; and, equally important, enhancing review

and corrective actions associated with numerous facilities around the Laboratory that require upgrades to ensure environmentally sound operations. Improvements also included increased management planning to upgrade the conditions at the former Brookhaven Graphite Research Reactor and continued progress in the environmental restoration program.

Brookhaven Science Associates (BSA) takes over as the new operating contractor of the Laboratory effective March 1, and I am very impressed with the management emphasis and approach that will be implemented to increase environmental sensitivities and operations at the Laboratory, as well as increasing accountability.

While significant improvements have been made to correct previous contamination, increased emphasis is required on planning and conducting all site research and work. Some examples of the priority areas include: increased consistency in applying standard experimental reviews, to ensure an adequate look at new work and experiments before startup; conduct of operations; improvements in housekeeping to minimize the number of waste storage areas; and controls on radioactive sources and other environmental conditions.

While the major mission of BNL is to conduct quality research, this can definitely be achieved in an environmentally sound fashion with your commitment.

The DOE Brookhaven Group and BNL will be issuing a report in early March that provides a summary of where we are currently with improvements in the environmental, health, safety and public involvement. As was mentioned earlier, there have been considerable improvements made to date, and you are on the road to a successful future. You need to continue the commitment and progress that has been made.

Emphasis now turns to support BSA, as that organization takes over BNL's management, to keep increasing environmentally sound operations at this Laboratory, with a goal of ensuring that the research is continued in a way that makes the Laboratory and the public proud.

I do believe that, with the systems that have already been initiated and those that will be enhanced by BSA, BNL can be a model in the future, but this will take time to achieve. I wish you well and will follow closely the progress that continues to be made.

— W. John Arthur III

### BSA 'Ready & Eager' (cont'd.)

ing on performance-based management and integrated safety management. His summary: Among the Lab's strengths are excellent staff, high DOE expectations and strong recent managerial attention to these programs. Concerns are that these initiatives are not yet clearly linked to Lab-wide objectives, and that organizational and individual incentives are not yet aligned with customer expectations.

Brog identified as an immediate task working with BHG to "tune up" the part of the contract that specifies short-term performance measures for BSA in fiscal year 1998.

Among priorities soon after March 1, Brog also proposed working with BHG and Suffolk County to determine the need for a new agreement on environmental protection standards, and with DOE and the U.S. Environmental Protection Agency (EPA) on Phase III specifics for developing the Lab's environmental management system by next September 30.

As the new Assistant Director for Environmental Management (EM), Michael Schlender gave findings for environmental restoration (ER), waste management (WM) and environmental monitoring. This entire area has also done extensive interviewing with personnel in BNL's Office of Environmental Restoration and the Waste Management Group, and with DOE, EPA, the New York State Department of Environmental Conservation, Suffolk County, ER and WM subcontractors, the public and business leaders.

The EM team has reviewed regulatory commitments, the FY98 budget, schedule commitments and management systems. High priorities for the new team are: aligning the budget and schedule with various commitments; integrating the management systems better; and managing so that the EM staff can increase the fraction of its effort devoted to technical oversight.

Tom Sheridan, as the new Deputy Director for Operations, presented his group's results from facility walk-throughs, and assessments of S&S, classified materials and reactor operations.

Before the transition team arrived at BNL, review guidance checklists

were prepared for each facility, which facilitated the actual walk-through process. The team found no "show-stopper" conditions.

On the other hand, among challenges to be faced under the new management, Sheridan listed: development of formal processes for LCAM; Lab-wide R2A2s — roles, responsibilities, authorities and accountabilities — for facility managers; more consistent lockout/tagout policies; and broader self-assessments that include, for example, work planning and control in addition to ES&H.

Overall, Sheridan found no impediments to assuming responsibility on March 1.

### Meet Marburger, Paul, Sheridan

When the next work week begins, on Monday, March 2, Brookhaven Science Associates (BSA) will be BNL's new managing organization, John Marburger will be the Lab's new Director, and Peter Paul and Thomas Sheridan will be the new Deputy Directors, for Science & Technology and for Operations, respectively.

They will spend BSA's first day going out into the Lab community to meet as many BNLeers as they can. So, regardless of what department or division you are in, you are invited to meet them in building lobbies that day, as per the following schedule:

Time	Dept./Div.	Bldg.
8 a.m.	Central Shops	479
8:30 a.m.	Firehouse	599
9 a.m.	Chemistry	555
9:30 a.m.	Physics	510
10 a.m.	Human Res.	185
10:30 a.m.	Plant Eng.	134
11 a.m.	Biology	463
11:30 a.m.	Medical	490
1 p.m.	NSLS	725
1:30 p.m.	HFBR	750
2 p.m.	App. Science	815
2:30 p.m.	AGS	911
3 p.m.	Waste Mgmt.	860
3:30 p.m.	RHIC	1005
4 p.m.	Director's Off.	460

Richard Mann, from the State University of New York at Stony Brook, and Marty Conger of Pacific Northwest National Laboratory, who had led the finance & administration transition team, pointed out that all business actions needed to transfer from AUI to BSA have been accomplished.

BNL's financial, procurement, information, property and accounting systems have been reviewed and deemed adequate by BSA for use after transition.

Several recommendations by this part of the transition team for improvements were put forward, including actions to streamline the procurement and time-charging processes. Included among specific concerns were: consolidating responsibility for Lab computer systems and networks, and resolving operational issues for the excess material/scrap yard.

Bob Lincoln of Battelle Memorial Institute in Columbus headed the human resources (HR) transition team. In his view, the entire process of changing from AUI to BSA employment has gone well. He especially emphasized how the pre-transition coordination with the BNL HR staff was crucial in all this.

The BSA HR team has also assessed the existing compensation and performance-management system, the substance-abuse program, ethics program, and affirmative action/equal employment opportunity and diversity programs. All programs were deemed adequate for March 1 operations, and some opportunities for improvement were noted. Specifically in the compensation and performance-management area, there will be several changes associated with the new BSA performance-based management emphasis and also on the new organization where R2A2s will be defined.

In the wrap-up, John Marburger, who is BSA President as well as the new BNL Director, gave his reasons both for optimism and concern as the transition ends.

He is optimistic first because of the quality and the desire of BNL employees to operate BNL safely, openly and productively. He thinks the BSA management plan is right for BNL, and BSA knows how to implement it.

His biggest concern is a pragmatic one — working within the budget to deliver on time on all the commitments in the new contract, to DOE and stakeholders, and with regulatory agencies.

Marburger stated again that there were no "surprises" during transition: no specific conditions incapable of resolution. In terms of general conditions, he said, the interim management has been responding well to DOE mandates through the MSIP. He believes that the MSIP's objectives will be achieved as a subset of BSA's management objectives, but he urged that the details of the route should be built on the inherent BSA strengths, and he looked forward to a DOE-BSA partnering in moving forward.

In closing, Marburger thanked colleagues from BSA's parent organizations, and from the AUI, BNL and DOE communities for working so collaboratively to accomplish the transition in a comparatively short time — and under budget — so the Laboratory can get on with its mission.

This is my final column to you as BSA manager of the transition. I have much appreciated the excellent working relationship with DOE Transition Manager Joan Shands, with BNL Transition Manager Hank Grahm and with all the members of their fine teams. I also want to thank Guy Cunningham and Don Ofte for their collaboration in managing this project for BSA.

Both from the perspective of a scientist who has used BNL facilities and collaborated with Lab scientists for many years, and of one who has been much involved in this procurement since early last summer, I'm very optimistic about the future of this Laboratory. The new management team has excellent people, and the balanced management philosophy is ideally matched to the goal of operating a lab where great science is done in an environmentally benign way.

I'm pleased that I'll continue to be involved with BNL, both as a member of the BSA Board of Directors and also as the Stony Brook point person for building programs associated with this new alliance.

— Robert McGrath  
BSA Transition Manager

## Recently Honored . . .

**William Studier**, Chair of the Biology Department, has been elected a Fellow in the American Society for Microbiology, a professional organization with more than 1,300 Academy Fellows who have demonstrated scientific excellence in their fields.

Studier developed a patented process that uses information in genes to create proteins. Called the T7 expression system, it is widely used in molecular genetics and biotechnology research.

After earning two degrees in biophysics — a B.S. from Yale University in 1958 and a Ph.D. from the California Institute of Technology in 1963 — Studier completed a postdoctoral fellowship at the Stanford University School of Medicine. He joined BNL in 1964 as an assistant biophysicist, earning his present title in 1990. Since 1975, he has also been an adjunct



Roger Stoutenburgh

**William Studier**

professor in the Biochemistry Department at the State University of New York at Stony Brook.

A recipient of the 1977 Ernest Or-

lando Lawrence Memorial Award for his contributions to the field of genetics, Studier is also a member of the National Academy of Sciences.

**Stephen Dewey**, a scientist in the Chemistry Department, has been honored with membership in the American College of Neuropsychopharmacology, a professional organization of some 600 leading researchers who have made original contributions in studies of how natural and synthetic compounds affect the brain and human behavior.

Using neuroimaging and biochemical techniques to understand normal brain function, Dewey's research may ultimately lead to new treatments for schizophrenia, depression and substance abuse.

Dewey earned a B.S. in biology from Fairleigh Dickinson University in 1981 and a Ph.D. in anatomy from the University of Iowa in 1985. He completed

a postdoctoral fellowship in the Neurology Department at the State University of New York at Stony Brook before he joined BNL in 1986.



Roger Stoutenburgh

**Stephen Dewey**



Roger Stoutenburgh

## Mini-Semester, Maxi-Experience

Instead of taking a winter holiday for five days during their term break, 15 college students learned firsthand what it is like to be a researcher at BNL by participating in the Mini-Semester Program during the week of January 12. Shown here with instructor Glenn Williams (center row, left) of Nassau Community College and St. Joseph's College, and Louise Hanson (center row, right) of BNL's Office of Educational Programs, the students attend several community colleges, including Bronx, La Guardia, Manhattan, Monroe, Nassau and Suffolk (SCC), as well as City College of New York, New York Technical College and the State University of New York at Stony Brook. Funded by the participating colleges and Associated Universities, Inc., the Mini-Semester Program offered these selected underrepresented minority students an opportunity to explore careers in environmental science and technology. During their week at BNL, the students participated in team environmental-science research projects, viewed scientific research in progress, attended lectures presented by the Lab's scientific and professional staff on such topics as scientific research methods and environmental issues, and toured some of BNL's major facilities. And there may be more to come: All Mini-Semester Program participants are eligible for ten-week summer appointments at BNL, and SCC students who participated are eligible to earn college credits by doing laboratory research in a cooperative program at the Lab. BNL has been offering similar opportunities for minority students for 30 years, starting with the fall term of the Brookhaven Semester program in 1968. — Diane Greenberg

## To Your Health

The following programs are sponsored by the Health Promotion Pro-

gram of the Occupational Medicine Division. For more information or to sign up, call Health Promotion Specialist Mary Wood, Ext. 5923.

### March Into May

BNL is one of ten organizations nationwide selected to participate in a ten-week physical activity program sponsored by the Centers for Disease Control and the National Coalition for Promoting Physical Activity, which includes the American Heart Association and the American College of Sports Medicine.

Called "March Into May," the program is designed to help everyone, regardless of an individual's current fitness or activity level. After setting personal goals for regular activity, ranging from moderate exercises such as walking or yard work to more intense activities such as running or swimming, participants track their

progress with a daily activity record.

Those who participate in the program will be eligible for two prize drawings, and those who complete it will receive an incentive award. To sign up, return the employee memo distributed this week by March 4.

### Sign Up for Water Aerobics

Eight weeks of water stretching and aerobic exercise classes will again be offered at the Lab pool, Bldg. 478, from 5:20 to 6:10 p.m., on Mondays, Tuesdays and Thursdays, beginning March 2, 3 and 5, respectively.

The classes are free, but partici-

pants must pay the pool fee of \$2 a session or show their season pool pass. Employees and their spouses may sign up for any or all classes.

## Arrivals & Departures

### Arrivals

**Robert F. Karl**.....RHIC  
**William D. Zak**.....Saf. & Env. Prot.

### Departures

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

**Diana L. Fisher**.....Saf. & Env. Prot.  
**Cynthia Griffiths**.....AGS  
**Sherry J. Ince-Barletta**.....Adv. Tech.



Roger Stoutenburgh

## Got a Problem? They Can Help!

BNL's Employee Relations Committee (ERC) is dedicated to helping non-bargaining unit employees solve work-related problems that they have not been able to resolve with their supervisors.

The ERC, which is responsible to the Laboratory Director, reviews employees' complaints and attempts to hear all sides of an issue before making a recommendation. Everything is kept completely confidential, and no action is pursued without the complete agreement of the employee involved.

Shown below are the ERC's current eight members: (front, from left) Committee Chair Conrad Koehler Jr., Chemistry Department; Anne Corr, Financial Services Division; Arline Wilsey, Information Services Division; (center, right) Jon Sandberg, Alternating Gradient Synchrotron Department; (back, from left) Sue Ellen Gerchman, Biology Department; Neil Schaknowski, Instrumentation Division; Lisa Toler, Department of Advanced Technology (DAT); and Elizabeth McBreen, Physics Department. Also pictured are former ERC members who completed three-year terms at the end of 1997: (center, second and third from right) past ERC Chair Patricia Fox, Department of Applied Science; and Michael Kelly, National Synchrotron Light Source Department; (front, second from right) Grace Webster, DAT; and (right) Employee Relations Counselor Susan Foster, Human Resources Division, an ex officio member.

To bring a problem to the ERC's attention, call its special number, Ext. 4005, or contact a current member: Corr, Bldg. 134B, Ext. 2427; Foster, Bldg. 185, Ext. 2888; Gerchman, Bldg. 463, Ext. 3417; Koehler, Bldg. 555B, Ext. 4310; McBreen, Bldg. 510D, Ext. 5111; Sandberg, Bldg. 911A, Ext. 4682; Schaknowski, Bldg. 535B, Ext. 4261; Toler, Bldg. 197C, Ext. 2276; or Wilsey, Bldg. 477, Ext. 3490.

# BROOKHAVEN BULLETIN

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

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

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



## Coming Up

The inaugural talk of a new Interdepartmental Seminar series focusing on the use of collaborations in the imaging sciences will be presented by Senior Chemist Charles Springer, Chemistry Department, on Thursday, March 5. His discussion of "The Molecular Basis of MRI: The 'Space' of Biological Images" will begin at 1:30 p.m., in the Hamilton Seminar Room in the Chemistry Building.

Marie Gelato, a professor of medicine and Director of the new General Clinical Research Center at the State University of New York at Stony Brook, will be the speaker at a joint Brookhaven Women in Science-Medical Department Seminar on Thursday, March 12. She will begin her talk on "Clinical Investigation: Establishing a General Clinical Research Center — A Resource for Long Island" at 1:30 p.m., in the large conference room of BNL's Medical Department, Bldg. 490.

Dosimetry badges will be changed tomorrow. Please place your badge in its assigned rack space before leaving work today.

## AUI Vehicle Auction

Four used vehicles owned by Associated Universities, Inc., (AUI) will be offered for auction next week. The vehicles may be inspected in the parking lot on the northeast corner of Brookhaven Avenue and Center Street, Monday to Friday, March 2-6, from 8:30 a.m. to 5 p.m.

Submit bids to the BNL Cashier, Bldg. 134, by the end of the day on March 6. The successful high bidders will be notified by Friday, March 13. For details of the vehicles, forms and full auction rules, contact Transportation, Ext. 2535.

## Archery Club

The Archery Club will hold its next monthly meeting on Thursday, March 5, at noon in the large seminar room, Physics, Bldg. 510. New members are always welcome. For more information, call Bill Schoenig, Ext. 2377.

## Volleyball

### Standings as of February 19

League I		League III	
Bikers & Spikers	47-10	Silver Bullets	35-7
Rude Dogs	33-24	Group Sets	33-9
Set to Kill	33-24	Just 4 Fun	26-16
Scared Hitless	30-27	Upton Ups	19-20
ReTurners	1-59	Just in Time	13-29
League II		Open League	
Safe Sets	36-9	Six Samurai	11-28
Spiked Jello	34-11	NWO	7-35
Monday Nite Live	32-13	Open League	
Jao-About-That	26-19	Spikers	40-14
Undecided	25-20	Shank, Carry & Throw	31-23
Nuts & Bolts	16-29	Death Volley	24-30
Fossils	9-36	Pass, Set & Crush	21-33
Setups	2-43	Far Side	19-35

## Bowling

### Results from week of February 16 Red & Green League

R. Mulderig Sr. 268/201/200/669 scratch series, E. Larsen 237/226/203/666 scratch, J. LaBounty 210/209/610 scratch, R. Mulderig Jr. 256/634 scratch, K. Riker 238, H. Arnesen 238, R. Raynis 225, N. Besemer 222, K. Asselta 220, J. Griffin 211, E. Sperry IV 209, B. Giuliano 201, J. Giuffre 200, D. Fisher 200.

### Purple & White League

B. Tozzie 225/223/197/645 scratch series, E. Sperry IV 223/225/604 scratch, J. Zebuda 199/184, L. Simes 192/170, D. Riley 190/186, Don King 210/193, M. Guacci 184/180, M. Yanez 178/174, T. Meier 219, Donna King 216, R. Mulderig 208, T. Mehl 208, R. Eggert 203, J. McCaffrey 200, T. Blydenburgh 198, N. Besemer 197, K. Batchelor 195, G. Mehl 195, B. Mullany 189, P. Manzella 181, D. Keating 180, P. Wynkoop 180.

### Sign Up for Scotch Doubles

Enjoy a day of fun at the Scotch Doubles Tournament on Sunday, March 22, beginning at 1:30 p.m. sharp at the Port Jeff Bowl. The cost is \$30 per couple if submitted to league secretaries before March 13, or \$35 per couple after that date. The cost includes bowling, prizes and buffet. The tournament is open to BNL employees, family members and friends.

Get applications on weekdays, 9 a.m. to 5 p.m., from Debbie Keating, Bldg. 355, Ext. 388; or Tracy Blydenburgh, Bldg. 750, Ext. 4422. Application deadline is Friday, March 13. If you need a partner or have any questions, contact Keating, Ext. 3888.

## Service Awards

The following employees celebrated service anniversaries during February:

### 35 Years

Robert S. Frankel.....RHIC  
Keith W. Jones.....App. Science  
Gerard J. Mayman.....RHIC  
John W. Olness.....Physics

### 30 Years

Veronica A. Evans.....Comp. & Comm.  
Frank E. Kito.....Biology  
Edward J. Woessner.....Plant Eng.

### 25 Years

Edward J. Blesser.....AGS  
William R. Casey.....Saf. & Env. Prot.  
Alfred R. Mack.....AGS

### 20 Years

Leif A. Ahrens.....AGS  
Maria A. Apelskog.....Info. Services  
Robert M. Brady.....Plant Eng.  
John Brodowski.....AGS  
William L. Chaloupka.....Plant Eng.  
Robert P. DiNardo.....Instrumentation  
Walter R. Ducoing.....Cent. Shops  
George L. Ganetis.....RHIC  
Edward J. Hoey.....AGS  
Alexander N. Mallen.....Adv. Tech.  
Keith A. Radich.....Plant Eng.  
Gerard M. VanDerlaske.....NSLS

### 10 Years

Joseph R. Cuccia.....Physics  
Leonard DeSanto Jr.....Adv. Tech.  
Phyllis D. Domenech.....Plant Eng.  
Vito Graziano.....Biology  
Christopher J. Hanley.....Plant Eng.  
Thomas P. Kim.....NSLS  
Cheryl Ann M. Miezianka.....Cent. Shops  
Frank Scheifele.....AGS  
Susan M. Simpson.....Admin. Support

## 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 WorldWideWeb 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** - (second posting) Trained in chemistry, engineering or physics, to design and construct an instrument for chemical characterization of single aerosol particles. The goal is to produce an instrument, based on laser ablation time-of-flight mass spectroscopy, that can be used to investigate micrometer to nanometer particles. It will serve as a laboratory research tool, as well as be incorporated in the air-borne field program at BNL. Contact: Dan Imre, Department of Applied Science.

**LABORATORY RECRUITMENT** - Opportunities for Laboratory employees.

DD7516. OFFICE SERVICES POSITION - (part-time, term appointment) Requires an AAS degree in a relevant field, or equivalent, and experience in accounting, finance or business administration. Extensive knowledge of Laboratory operations, policies and procedures, as well as excellent communication and office skills, also required. Experience with Access and Excel software essential, as are strong accounting skills. Demonstrated ability to work independently and handle nonroutine office matters also required. In addition to varied administrative support, will assist administrative staff and PC Support and Hardware Services groups with parts ordering, receiving and recharging. Will provide backup for the Software and Documentation Stores. Computing & Communications Division.

**OPEN RECRUITMENT** - Opportunities for Laboratory employees and outside candidates.

DD3104. TECHNICAL POSITION - (term appointment, reposting) Requires an AAS degree in electronics technology 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. Relativistic Heavy Ion Collider Project.

NS7630. COMPUTER ANALYST POSITION - (term appointment) Requires an advanced degree in high-energy or nuclear physics and several years' experience in relativistic heavy-ion or high-energy physics. Strong proficiency in the design, development and implementation of software for large-scale, modern physics detectors using C++ is essential. Experience in the development and operation of database software for HENP experiments is also required. Background in UNIX and NT environments is preferred. Physics Department.

MK7774. MANAGER, INDEPENDENT OVERSIGHT OFFICE - Requires a bachelor's degree, master's degree preferred, in the physical sciences; substantial experience in the nuclear-energy regulatory environment; experience in the design, development and implementation of assessment programs; and the ability to build teams and manage liaison activities with customers and regulatory agency staff. Will be responsible for designing, developing, implementing and managing BNL's Independent Oversight Office and the Price-Anderson Amendment Act program. Will provide management and direction of liaison activities with DOE, including, but not limited to, environmental, safety and health programs; safeguards and security; self-assessment programs; waste management; environmental restoration; conduct of operations; and facility construction and maintenance. In addition, will be responsible for defining the scope and frequency of independent assessments, and for analyzing the results and establishing corrective action plans. Director's Office.