

BNL Employees' Perspective

Employee Survey 1998: Here Are the Results

*It was the best of times, it was the worst of times.*  
— Charles Dickens,  
*A Tale of Two Cities*

We love our benefits; we fear for our job security. We feel safety in the workplace comes first; we did not give our senior leadership a vote of confidence. We feel satisfied with our jobs and committed to BNL; we do not think our job performance is well-evaluated.

As indicated by these results — which are from just six of the 22 categories of questions that employees were asked in the first survey of employee attitudes in the Lab's 50-plus-year history — we feel that some things at the Lab are the best, while other things most definitely can be improved.

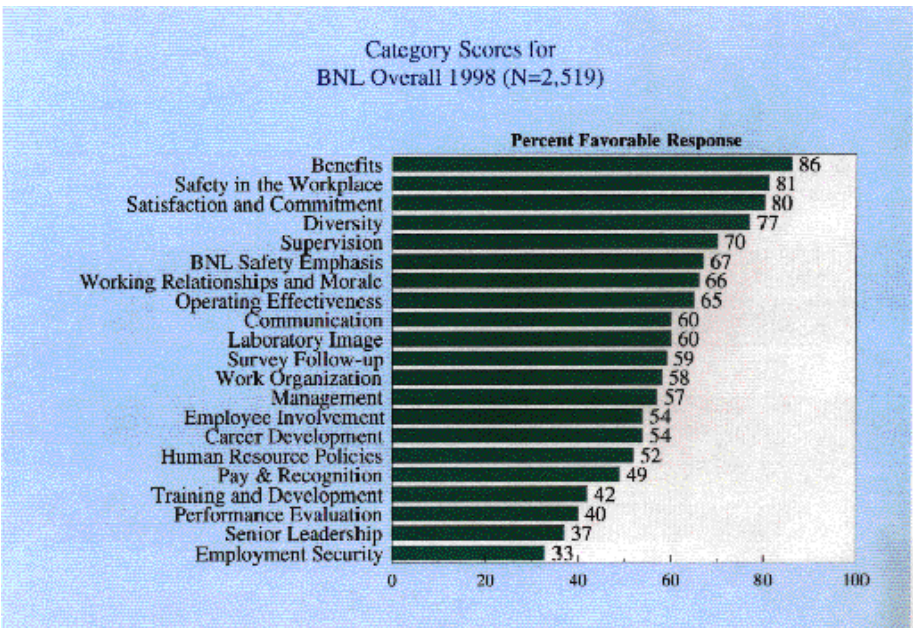
Now that the results are in and being made public, "The next job is to relate employees' perceptions to the Lab's realities and to understand the differences in employee attitudes from national and R&D norms on both the positive as well as the negative sides," says Laboratory Director John Marburger, who will discuss the results with employees during two meetings tentatively scheduled for Thursday, September 3 (see box).

Overall, Brookhaven employees identified seven areas of strength through the survey, which we had filled out during the week of June 15th: the first area is that we regard BNL highly and most of us would recommend the Lab as a good place to work. Second, we feel that the decisions that management makes concerning us are usually fair. Third among the positives, we say that environmental, safety and health rules are observed, even if it means that our work has to be slowed down.

Brookhaven's fourth strong point, according to employee survey-takers, is that we feel that our supervisors understand the technical side of our work. Number five: we like the fringe benefits that BNL provides us with. Sixth, we believe that the Lab's management will study the survey results and act on the issues that we have identified. And, finally, we think that we are better informed about the issues facing Brookhaven than we were one year ago.

There were, however, seven areas for improvement, again according to employees, that were found through the survey process: the first is that we are concerned about the Lab's future. Second, we do not feel sufficiently informed about BNL's performance or its strategic plans. Third among the negatives, over half of us feel that we don't have sufficient contact with senior management.

The fourth weak point that was summarized from our results is that training opportunities at Brookhaven are insufficient. Number five: we feel



that BNL is too lenient in its treatment of employees who perform poorly. And, finally, while we find that the Lab's communications with the general public has improved, we still think that BNL can be more effective in this area.

Says Marburger, "I'm impressed with the pride that BNL employees have in the Lab and their work. And I am glad that some of the things that you are most concerned about, such as

communications and training, are areas where there is a good chance of making improvements. There are a few areas, however, where I think not enough concern was voiced. One of those areas is diversity, while another area is safety.

"Overall," the Lab director concludes, "the survey gives us a valuable picture of how you view yourselves and your work environment, and I am

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How Do We Compare?

ISR not only matched our responses against the U.S. national averages, but also against those of other U.S. research & development (R&D) institutions.

As a result of this comparison, the most statistically significant positive findings are that more of us rate our benefits, follow-up to the survey, Lab image, satisfaction and commitment, and operating effectiveness favorably than do employees across the nation and at other R&D institutions.

The most statistically significant negative findings are that, compared to both national and R&D norms, a larger percentage of us rank employment security, training and development, communication, employee involvement, and work relationships and morale less favorably than other American workers and those employed at U.S. R&D institutions.

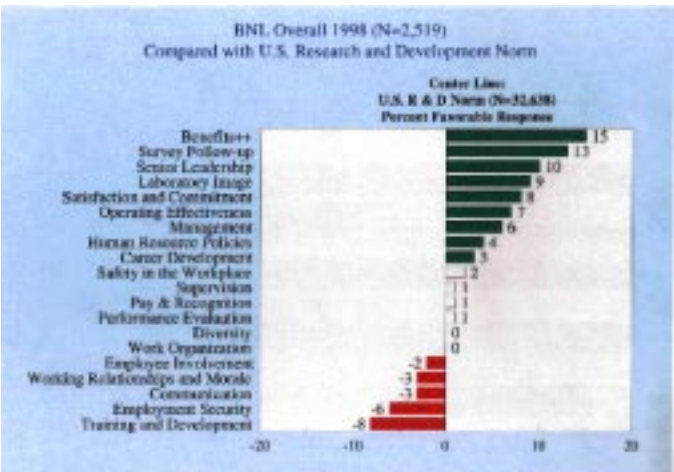
In addition, ISR compared our results by department and division.

For instance, significantly more of the Physics Department staff and that of the Instrumentation Division made a favorable response than did BNL employees as a whole in eleven out of the 21 categories of questions.

Meanwhile, a significantly higher percentage of those working in the Environment, Safety & Health Services Division found 9 out of the 21 areas less favorable than did all Lab workers.

Responses by Category

The survey consultant also looked at how we responded according to our job classification, what kind of appoint-



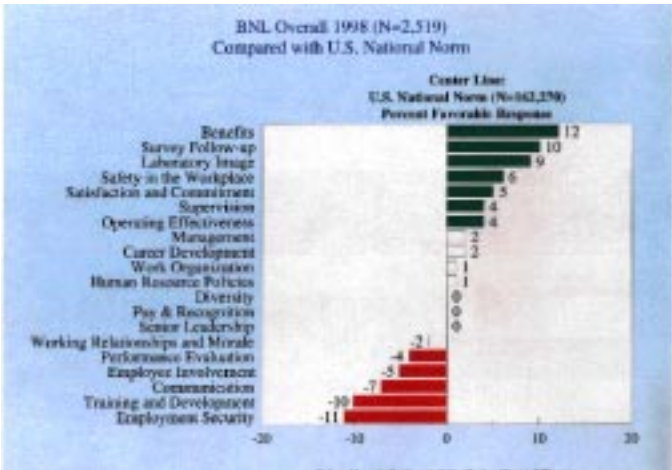
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Employees Invited  
To Meet With Marburger

To discuss the employee survey results and follow-up with BNLers, and to hold an all-employee meeting so Lab management can communicate better with employees (as 61 percent of us have requested through the survey), Lab Director John Marburger has tentatively scheduled two employee meetings on Thursday, September 3rd in Berkner Hall: the first meeting will be held at 11 a.m., and the second at 2 p.m.

To ensure that he is addressing employee concerns regarding the survey, Marburger invites employees to submit their survey-related questions either ahead of time or to ask them during the usual question-and-answer session after his presentations.

If you wish to make the Director aware of your concerns about the survey ahead of time, then send your questions and comments by 5 p.m. on Friday, August 28, to the Brookhaven Bulletin, Bldg. 134; e-mail them to [pubaf@bnl.gov](mailto:pubaf@bnl.gov); or call ASK1, the question hotline, Ext. 2751.



ment we have, our length of service, gender, race and ethnic background, education, and age.

For example, more of those on the scientific staff provided positive answers to questions in eight of the 21 categories, which is another statistically significant finding.

In contrast, a significantly higher percentage of those employees in the International Brotherhood of Electrical Workers (IBEW) Union gave less favorable answers in seven areas. But, in one area — pay and recognition — more IBEW members answered favorably than did all BNL workers, 56 versus 49 percent.

Given that 67 percent of us responded unfavorably to questions concerning job security, it is a big issue among all employees; however, significantly more employees who have term appointments with benefits — 78 percent — are concerned about it.

A greater percentage of those who have 35 years or more of service to the Lab responded favorably to 11 out of the 21 categories, including the category of questions regarding job security.

While more female employees were concerned about job security and diversity, a higher percentage of them than the aggregate are satisfied with performance evaluation, pay and recognition, and benefits.

Although 77 percent of Lab employees answered favorably to the questions in the diversity category, only 54 percent of black employees gave favorable answers to diversity questions, which is a significant difference. Significantly fewer employees who are Asian or Pacific Islander and those who listed themselves as of another racial origin or ethnic background gave favorable marks to the Lab's benefits.

More of those with a doctorate gave favorable answers to questions in 7 out of the 21 categories than did employees

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Results Available  
At the Library

By Monday, August 31st, the five volumes of the complete employee-survey results plus the one volume of employee comments will be available for perusal at the Research Library, Bldg. 477.



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Using the Results: What's Next?

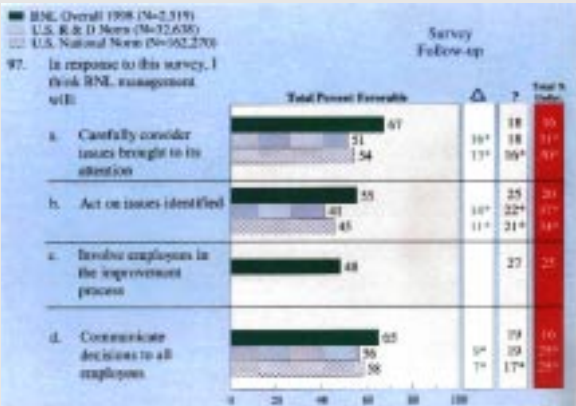
Now that the survey results are in, Laboratory Director John Marburger has directed the survey steering committee to begin by using those results to identify key Lab-wide issues that need to be addressed during the coming year.

Once Marburger has approved the committee's action plan, the committee will organize focus groups of employees from the Lab's departments and divisions who will help analyze the key areas in need of improvement and help make recommendations for changes in policy and procedures. Progress will be reported regularly through such media as the Bulletin.

In the meantime, taking their organizational units' results into account, the department chairs, division managers and office heads will be identifying their needs-improvement areas, and developing plans on how to implement improvements. The steering committee will monitor each unit's progress.

In addition to its chair, Lorraine Merdon, those on the survey steering committee are: Robert Bari, Chair of the Department of Advanced Technology; Peter Bond, Special Assistant to the Laboratory Director; Terry Buck, Division of Contracts & Procurement, Chair of the Lab's Affirmative Action Advisory Committee; Robert D'Angio, Human Resource (HR) Division Director; Susan Foster, HR, Employee Relations Counselor; George Greene, DAT; Bob Gordon, Brookhaven Group of the U.S. Department of Energy; Mary-Faith Healey, DCP Manager; Derek Lowenstein, Chair of the Alternating Gradient Synchrotron Department; Marge Lynch, Assistant Laboratory Director for Community Involvement and Government & Public Affairs; Satoshi Ozaki, Director of the Relativistic Heavy Ion Collider Project; and Otto White, Deputy Head of the ES&H Services Division and Chair of the Diversity Management Steering Committee.

— Marsha Belford



Survey Results (cont'd.)

committed to doing something about those areas that you feel need to be changed."

Above Average

Out of 3,048 employees who were given the survey to complete by the 5 p.m. deadline on Friday, June 19, a total of 2,519 of us returned it. The survey had been developed by International Survey Research (ISR) Corporation, which worked with a BNL survey steering committee. ISR is a consulting firm that, since 1974, has surveyed over 29 million employees working within over 1,900 companies in over 105 countries.

According to ISR project director Leo Brajkovich, "Given that the Lab's survey had a broad spectrum of topics, which were selected based on our experience designing surveys for Fortune 500 companies and other national labs, and on input from your steering committee and feedback from sample survey-takers, the results provide very good intelligence on the Lab's strengths and areas for change, which is very useful feedback for decision-makers."

Brajkovich had presented a preliminary analysis of the questions to Marburger on July 28. The final analysis was delivered to the Lab on August 5.

As Brajkovich explained, our 83 percent return rate is extraordinarily high — in fact, of the six national laboratories that ISR has surveyed to date, BNL's return rate ranks the highest. And, compared to other institutions that administered their surveys in a similar fashion by handing them out within the workplace and allowing employees company time to fill them out, our 83 percentage still exceeds the 75 percent average return rate.

In addition to X-ing the answer boxes of the survey's 97 questions, some 1,331 employees, or almost 53 percent of those who returned the sur-

vey, had added their written remarks in the comment section after the questions. "The only complaint about the survey format was that we only provided two pages for comments, so those who had more to write had to add their own paper," says Lorraine Merdon, Manager of the Diversity Office, who chairs the survey steering committee.

The Lab Director and ISR's assistant project director Mark Royal presented the results to those on BNL's organization chart on Wednesday, August 19th, and, in the following weeks, department chairs, division heads and office managers are expected to discuss the survey's outcome with their employees.

How Was the Survey Scored?

To answer most of the survey's 97 questions, employees were asked to indicate whether we agreed, tended to agree, tended to disagree or disagreed with the questions, or were uncertain.

According to ISR project coordinator Jason Crua, these 97 questions fell into 22 categories. Of these, 21 categories were analyzed and reported in terms of "percent favorable response." That is, the "agree" and "tend to agree" answers were combined to give a total favorable response, from which a percentage was calculated.

The total percent favorable, total percent unfavorable, and the percent of uncertain were reported for each question; in adding all three up, the sum could total between 99 to 101 percent, due to rounding errors in the statistics.

A more detailed report shows how the total percent favorable and unfavorable breaks down into the percentage that agreed or disagreed, respectively, versus the percentage that tended to agree or disagree, respectively.

The 22nd category, organizational change, encompassed questions for which only one of the five possible scores that employees could give each was a favorable one. This was less than the two-score minimum that ISR requires

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How We Answered the Questions

There were six individual questions to which more Lab employees gave favorable replies than both the national and U.S. R&D norms. They were:

no.	category	question
85a.	Lab image	BNL is highly regarded by its employees.
62.	satisfaction & commitment	I would recommend BNL as a good place to work.
97a.	survey follow-up	In response to this survey, I think BNL management will carefully consider issues brought to its attention.
3.	management	The decisions Lab management makes concerning employees are usually fair.
97b.	survey follow-up	In response to this survey, I think BNL management will act on issues identified.
2.	operating effectiveness	My work group operates efficiently.

In answer to another six questions, more of us gave unfavorable replies when compared both to employees nationwide and in U.S. R&D institutions. The questions were:

no.	category	question
44b.	communication	I am sufficiently informed about the Lab's performance.
78d.	job security	I am frequently worried about the future of the Lab.
44a.	communication	I am sufficiently informed about the Lab's strategic plans.
36c.	training & development	There are sufficient opportunities for me to receive training to increase my eligibility for a better job.
36b.	training & development	There are sufficient opportunities for me to receive cross-training to learn other jobs.
78c.	job security	I am frequently worried about the future of my department/division.

The following are the questions that received the six highest percentages of favorable responses:

% favorable	no.	category	question
95%	20.	safety emphasis	I have sufficient knowledge of safety concepts/procedures to apply them in my job.
94%	72d.	safety emphasis	Increased environmental, health and safety emphasis at BNL is considered an important priority by me.
92%	92e.	communications	How effective is the Brookhaven Bulletin at conveying information about the Lab?
91%	15.	benefits	The Lab's benefit program fits my needs.
90%	72d.	safety emphasis	Increased environmental, health and safety emphasis at BNL is considered an important priority by BNL senior management.
89%	51.	workplace safety	My work area is a safe place to work.
89%	86.	satisfaction & commitment	I am proud to be associated with BNL.

And the following are the questions that received the lowest percentages of favorable responses:

% favorable	no.	category	question
15%	25.	communication	We usually hear about important matters first through rumors.
15%	49.	performance evaluation	BNL is too lenient with employees who perform poorly.
22%	27c.	senior leadership	BNL senior management understands the problems we face in our jobs.
23%	37c.	senior leadership	There is sufficient contact between BNL senior management and employees.
23%	78d.	job security	I am frequently worried about the future of the Lab.
27%	78c.	job security	I am frequently worried about the future of my department/division.
28%	36b.	training & development	There is sufficient opportunities for me to receive cross-training to learn other jobs.
29%	34.	career development	In my opinion, the Lab does a good job of promoting the most competent people.

for it to report a total percent favorable. Therefore, results from this category were not reported as a whole, though results from the questions within it were summarized individually.

What Do We Like?

Some 65 percent of us or more responded favorably to questions in the following eight categories: benefits (86 percent), safety in the workplace (81), satisfaction and commitment (80), diversity (77), supervision (70), safety emphasis (67), working relationships and morale (66), and operating effectiveness (65).

Between 65 and 50 percent of us gave favorable answers to questions in another eight categories: communication (60 percent), Lab image (60), survey follow-up (59), work organization (58), management (57), employee involvement (54), career development (54), and Human Resources policies (52).

According to a majority of us, however, five areas need improvement, with employment security leading the list (thought to need improvement by 67 percent of us) and followed by:

senior leadership (63), performance evaluation (60), training & development (58), and pay and recognition (51).

Looking Ahead

Within the 22nd category, organizational change, we were asked in questions 93 and 95 to look ahead over the next year or so.

Doing that for question 95, 41 percent of us believe that BNL will change for the better, 37 percent think that it will stay the same, and 15 percent said change for the worse. The remaining 8 percent had no opinion.

Again looking forward a year or so in answering question 93, 31 percent of us feel that communication at BNL will change for the better, 36 percent of us believe that it will stay the same which is generally good, another 20 percent think that it will stay the same which is generally poor, and three percent said that it will change for the worse. The rest, 11 percent, answered that they didn't know.

With regard to the quality of work to be produced in the 12 months or so, (continued on page 3)



# BNL Employees' Perspective

## Samples of Our Comments

The comment section instructions invited BNLers to write “any ideas or suggestions you would like to bring to the attention of BNL management,” and to identify which of 23 categories (the 22 survey categories plus one “other”) into which the comment would fall, such as work organization, diversity or Lab image.

An impressive 3,812 comments were made by the 1,331 employees who filled out this section, which translates to an average of 2.9 remarks per commenter. Of these, the most frequently mentioned category was management, followed by pay & recognition, working relationships & morale, operating efficiency, and safety. By category, representative comments included:

### Management

“Management at the department level is not trained as managers. They are good engineers, physicists, etc. They often lack people skills, often making poor decisions hurting general morale.”

“The new management is significantly better at public relations than the previous group. This is a very positive and important step and should be continued. However, as far as managing the science, I believe the jury is still out.”

“Too much middle management. How could you have a supervisor for as little as a group of three or four guys, and then have a supervisor overseeing that supervisor, and so on and so on?”

### Pay & Recognition

“Pay in certain areas is not tracking with outside industry, in particular in computer skills. I believe we lose valuable scientific/professional staff simply because they have developed strong computer science skills as part of their work and then leave because they can be paid much better for the same work in industry.”

“Salaries and pay scales need to be adjusted more frequently, not just when they get so far behind industry that it is difficult to hire people.”

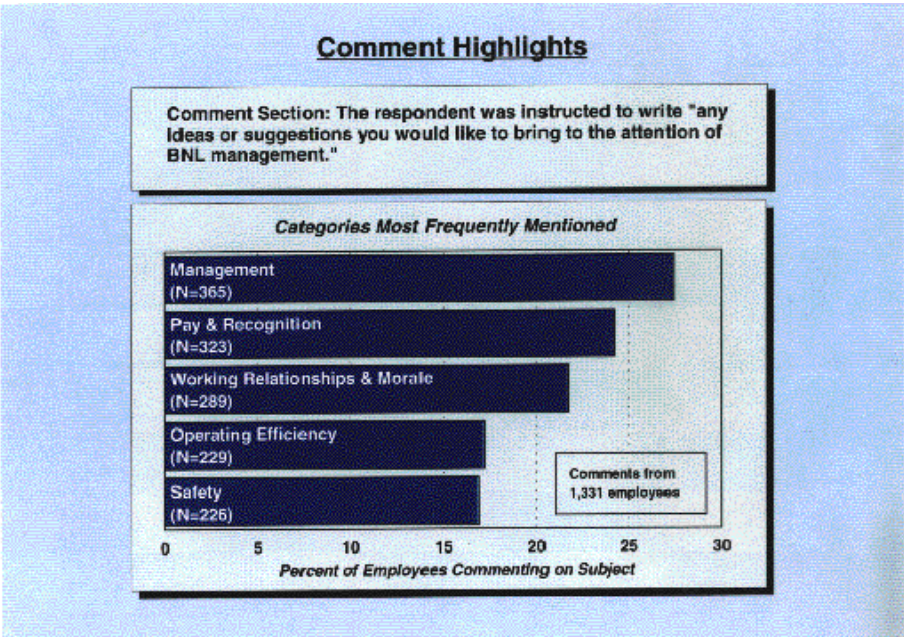
“[There] should be more focus on recognition for employees beyond salary review. There aren't enough ways to reward motivation and creativity, and to sustain the enthusiasm that drives both.”

### Working Relationships & Morale

“Morale [is] at a low ebb. A caste system seems to have developed [among] scientific, professional, and blue-collar. I never thought of myself as ‘blue-collar’ before, or [as] one of the ‘little’ people.”

“There is a large problem in that certain groups are not held responsible for their mistakes. Only certain individuals are suspended and/or disciplined for mistakes; others are not held accountable.”

“Too many employees are incompetent, but are kept in good positions and receive [the] same raises as those who work and produce much more.”



### Operating Efficiency

“Why does writing a [purchase order] for equipment result a 40 percent burden and writing a [purchase order] for a subcontractor to buy the material result in a 20 percent burden? It doesn't reflect real costs at all. Don't sub out work. If we are more expensive, frame out why, and make us competitive. If we have less money coming into the Lab, use it better.”

“I think with so many layoffs people are finding it much harder to work effectively with the additional work that they are given.”

“[There is] too much duplication of the same jobs. Excess documentation creat[es] too much paperwork, leading into too much time being wasted. [A] horrible amount of paperwork is being generated and wasted. Too much redundancy.”

### Safety

“Safety should be enforced equally at BNL. [At present,] there is one standard for scientific staff, another standard for BNL techs, another for union employees, and yet another for contractors at BNL. This needs to be changed immediately!”

“Safety could be improved by teaching [us] to watch out for our fellow workers also, not only ourselves.”

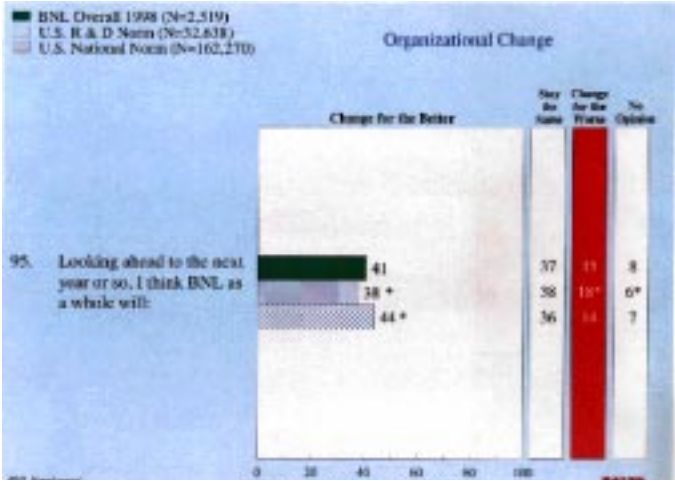
“There is confusion in the Lab management about [environment, health and safety] emphasis, as is indicated by the questions asked in this survey. Management talks about ‘safety’ but acts according to ‘regulatory compliance.’ These two issues are not always in accord. When they are in conflict, management opts for compliance rather than safety.”

## More Survey Results (cont'd.)

16 percent of us believe that it will change for the better, 64 percent of us think that it will stay the same which is generally good, another 7 percent felt that it will stay the same which is generally poor, and 5 percent said that it will change for the worse. The remaining 9 percent did not know.

Concludes Marburger, “These responses increased my confidence about the future of the Laboratory. Employee pride in the Lab and the expectation that improvements will occur are important factors for success. To ensure that suc-

cess, we will make sure that you, the employees of Brookhaven, are involved in the follow-up. I look forward to getting concrete suggestions from you, as well as from management, about how to address the issues raised by the survey, and then following through with action.” — Marsha Belford



## Arrivals & Departures

**Arrivals**

Joseph Dvorak ..... Chemistry

Michelle R. Ramotowski ..... NSLS

Isaias Tirado-Flores ..... AGS

Wolfram Fischer ..... RHIC

**Departures**

Vincent P. Gartmayer ..... Plant Eng.

Julia Kreychman ..... Biology

Vibha R. Mane ..... RHIC

## Amateur Radio

The BERA Amateur Radio Club will next meet at noon on Thursday, August 27, 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.

## Correction: USB Courses To Be Held at Stony Brook

The two graduate courses described in last week's Bulletin as of interest to BNLers that are to be offered this fall by the Department of Technology & Society of the College of Engineering & Applied Science at the State University of New York at Stony Brook (USB) will not be held on site, as was erroneously published, but will be held on the USB campus.

## Survey Comparisons (cont'd.)

in general. But more of those holding only a high school diploma responded favorably to questions regarding pay and recognition, and satisfaction and commitment.

Finally, more of those who are 55 or more years of age responded favorably to questions in 13 of the 21 categories than did the overall employee

population.

Meanwhile, significantly fewer of those who are 25-34 years old responded favorably to questions regarding pay and recognition, and the Lab's emphasis on safety.

And only 50 percent of employees 35-44 years of age responded favorably to questions on employee involvement, compared to 54 percent overall — Marsha Belford

## IBEW Meeting

Local 2230, IBEW, will hold its regular monthly meeting on Monday, August 24, at 6 p.m., in the Knights of Columbus Hall, Railroad Avenue, Patchogue. There will be a meeting for shift workers at 3 p.m. at the union office. The agenda includes regular business, committee reports and the president's report.

## Cell Phone Service

On Thursday, August 27, from 10 a.m. to 2:30 p.m. in Berkner Hall, CTP Wireless World will offer its digital personal communication services program. CTP will offer BNL employees a special AT&T Wireless Services corporate cellular rate; free digital features such as caller ID, voice mail with notification, numeric paging and self-dispatch alphanumeric messaging; and a choice among four free digital phones.

Call Michael Weisinger or Dennis Lamm at 585-2900, for more information.

## NYS Auto Inspection At On-Site Gas Station

The on-site gas station, Bldg. 630, on the corner of Rochester and Rowland Streets, is now performing New York State (NYS) auto inspections. For an appointment, contact Bill Widmer, Ext. 4034.

## Free ESL Classes

The Lab offers free English as a second language (ESL) classes every Thursday evening, 6:30-9:30 p.m., in the Human Resources training room at the rear of Bldg. 459, and all are welcome to attend. Classes are divided into beginner and more advanced levels. Newcomers should attend promptly at 6:30 p.m. for an assessment of their English language skills. For more information, call Starr Smith, Ext. 7631, or Marilyn Pandorf, Ext. 5251.

## Yankees Tickets

Tickets are still available for the BERA bus trip to see New York Yankees play against the Tampa Bay Devil Rays on Friday, September 25. To make the 7:35 p.m. game, the bus will leave at 4:15 p.m. from the Brookhaven Center. Buy tickets, at \$37 per person, at the BERA Sales Office, Berkner Hall. 9 a.m. to 1:30 p.m., Tuesday-Friday. For more information, call Andrea Dehler, Ext. 3347.

## Free Flu Shots

The Occupational Medicine Clinic (OMC) will be offering free flu shots to Lab employees, beginning September 21, to precede the winter influenza season. For more information about flu shots or to make an appointment to be vaccinated, call OMC, Ext. 3670.

# BROOKHAVEN BULLETIN

Published weekly by the Media & Communications Office for the employees of BROOKHAVEN NATIONAL LABORATORY

MARSHA BELFORD, Editor  
UZ SEUBERT, Assistant Editor

Bldg. 134, P.O. Box 5000  
Upton NY 11973-5000  
Tel (516) 344-2345, Fax (516) 344-3358



# No Bulletin Sept. 11

No Brookhaven Bulletin will be published on Friday, September 11, due to the Labor Day holiday on Monday, September 7.

Therefore, to announce meetings, etc., that will take place during the week of September 14-18, submit the information by noon on Friday, August 28, for publication in the Bulletin of September 4.

The Weekly Calendar for the week of Monday, September 14, will appear as usual, with the deadline for submittals being 5 p.m. on Tuesday, September 8.

## Retirement Counseling

A TIAA-CREF representative will visit the Lab on Tuesday and Wednesday, September 15 & 16, to answer BNL employees' questions regarding the TIAA-CREF retirement plan in one-on-one counseling sessions. Questions employees might have include:

- What are the differences between TIAA and CREF?
- How should I allocate my money between TIAA and CREF?
- What options and flexibilities do I have for my existing dollars with TIAA-CREF?
- What are my retirement options?

A limited number of 45-minute appointments are available; to arrange one, call Valerie James, (800) 842-2011.



### 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.*

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

DD7714. TECHNICAL POSITIONS - (term appointments) Require an AAS degree in electronic technology or equivalent, and experience in electronic circuits and electronic instrumentation, including the use of oscilloscopes, digital voltmeters and other test equipment. Duties will include assembling, testing, calibrating, and troubleshooting analog and digital electronic circuits and systems. Programmable-logic controller (PLC) and/or high-vacuum instrumentation experience is a plus. Must have strong construction skills, and the ability to work from electronic schematics, rough sketches and verbal instructions. Alternating Gradient Synchrotron Department.

DD7864. TECHNICAL POSITION - Requires an AAS degree in a technical field or equivalent, and experience in one or more disciplines such as mechanics and/or electromechanical assembly. Must be able to adhere to written procedures and follow quality assurance standards in all work assignments. Responsibilities will include but will not be limited to assignments in magnet assembly that require developed skills and performance of functions with minimal supervision. Knowledge of superconducting magnet-assembly procedures highly desirable. Relativistic Heavy Ion Collider Project.

## Penultimate Summer Sunday '98

# CCD Featured Mini-Tour This Sunday 8/24

If you have ever wondered what tumors look like or how drugs interact with cells or how particles collide, then this Sunday's mini-tour of BNL's Computing & Communications Division (CCD) on August 23rd is for you.

During the second to last of the Lab's Summer Sunday tours for this season, CCD will open its doors to Lab tourists, to display its three-dimensional visualization technology — and more.

More includes a glimpse of the world's tenth-fastest supercomputer, which was built for the RIKEN BNL Research Center at the Lab, housed in CCD and is dedicated to calculations of the physics of BNL's Relativistic Heavy Ion Collider. To complement this, an exhibit on the development of computer technology over the last two decades will be on display.

Since no tour will be complete without a trip into cyberspace, Lab tourists will also have 14 Web-browsing terminals available to them for their Internet use.

Besides the CCD mini-tour, Summer Sunday visitors may take a guided bus trip around the site and participate in the Whiz Bang Science Show. Fun for children of all ages, this show is a lively interactive demonstration of basic scientific principles which will be presented at 10:30 a.m., noon, 1:30 p.m. and 3 p.m. in Berkner Hall. BNL's Summer Sunday tours run from 10 a.m. to 5 p.m., but visitors must arrive before 3 p.m. The tours are free and open to the public, and no reservations are needed.

