

All-Employee Meetings September 3

Lab Director Explains FY 1999 Budget, Survey Results

At two meetings with employees in Berkner Hall on September 3, Laboratory Director John Marburger reviewed the budget for fiscal year (FY) 1999 and BSA's long-term approach to budgeting, and the results from the recent employee survey.

Before beginning, Marburger asked employees to spend a moment of silence, remembering those, including two BNLers, who had died in the crash of Swissair Flight 111 (see story below).

In outlining BSA's budget philosophy, Marburger explained that it is based on three realities.

First, there has been a change in DOE's view of how to support work done for it throughout the nation in these tight federal-budget times.

Second, DOE has mandated that BSA invest in the Lab's management, environment and cleanup, and its infrastructure.

And third, BSA has observed that, by managing all the costs associated with operating the Lab, not just overhead, it can maximize the percentage going to science and increase the efficiency of the dollars spent on support operations.

According to the Laboratory Director, nowadays, DOE funds programs, not laboratories and their employees, based not only on their merit, but also on their competitiveness.



Joe Rubino

Using this funding, the Lab can no longer "just make ends meet," continued Marburger. Heeding DOE mandates, BNL management "must make conscious investments in the Lab's future," investments in both science and operations initiatives, "because the future of the Lab depends upon these investments."

Guided "by the notion of continual improvement for BNL" and undertaking such improvement in a "systematic and formal way," BSA developed a budget philosophy that "is driven by management considerations" and that will become a practical reality within the next fiscal year or so.

In the meantime, reported Mar-

burger, "We still have to maintain a balanced budget." Hence, the decision was made to defer salary increases for approximately one-third of the Lab's work force (see Brookhaven Bulletin, August 28, 1998). Marburger also announced that employees earning over \$90,000 will receive their FY 2000 raises on January 1, 2000, instead of October 1, 1999.

The Lab Director has also ordered the Human Resources Division to undertake a Lab-wide review of the salaries of those employees whose roles and responsibilities have changed significantly, to evaluate whether their salaries are commensurate with their duties. This step is a follow up on the

employee-survey findings regarding performance evaluation, and pay and recognition.

In addition, Marburger reviewed proposed changes in the Lab's CIGNA medical plan (see Bulletin, August 28, 1998, and notice on page 3) with the Berkner audiences.

Another issue that Marburger addressed was the BSA fee.

While \$4.2 million had been budgeted as the fee for FY99 had AUI continued as BNL's contractor, BSA's (continued on page 2)

Coming Up

For the first talk in the 1998-99 BSA Distinguished Lecture Series, Thomas Eisner will talk on "Better Living (and Loving) Through Chemistry — Insect-Style," at 4 p.m. in Berkner Hall on Thursday, October 1. Eisner is Cornell University's Jacob Gould Schurman Professor of Chemical Ecology, Director of the Cornell Institute for Research in Chemical Ecology, and a world-renowned authority on animal behavior, ecology, and evolution. Refreshments will precede and follow the lecture.

Lab Mourns Loss of Two Colleagues in Swissair Crash: Physicists Klaus Kinder-Geiger, Per Spanne

At the all-employee meetings in Berkner on Thursday, September 3 (see story above), Laboratory Director John Marburger asked the audiences to spend a moment in silence honoring those who had died in the crash of Swissair Flight 111 on Wednesday night, September 2. Among the victims, it was later confirmed, were two physicists associated with the Lab: Associate Physicist Klaus Kinder-Geiger of the Physics Department, and Per Spanne, a guest physicist from the European Synchrotron Radiation Facility in France and a former Lab employee.

"It is a terrible tragedy for the Laboratory to have lost two such creative scientists," says Marburger. "I join the entire Laboratory community in sending

our condolences to their families."

As Marburger explained, not only were the Lab colleagues and friends of Kinder-Geiger and Spanne upset at their loss, but also many employees who regularly commute on that flight to the European accelerator laboratory CERN were personally shaken.

"We belong to an international community of scientists who think nothing of getting on a flight to attend a meeting or participate in a collaboration," continues Marburger. "Because the victims could have included any of us and many more of us, this air disaster has personal significance."

Klaus Kinder-Geiger, Physics

Klaus Kinder-Geiger, who had been an associate physicist in the Nuclear Theory Group of BNL's Physics Department since April 1996, was internationally known for work that spanned abstract calculations in Quantum Chromodynamics (QCD), the theory which describes the strong interaction between quarks and gluons, to calculations of what experiments will actually measure when they search for the quark-gluon plasma. This is the state of matter which last existed moments after the birth of the universe and which is expected to be produced again after the Lab's Relativistic Heavy Ion Collider (RHIC) comes on line in 1999.

Locally, Kinder-Geiger became known to readers of Long Island's *Newsday*, as a result of his being one of the Lab employees featured on May 31, 1998, in the first story in that paper's profile of the Laboratory, "Science Under Siege." *Newsday* reporter Charles Zehren described Kinder-Geiger: "Dressed all in black with a post-apocalyptic hairdo and a big earring, Klaus Kinder-Geiger, a 35-year-old from Frankfurt [Germany], joined the crew of deep thinkers two years ago. . . Finding the time or a place to con-



Roger Stoutenburgh

template the universe isn't hard for Kinder-Geiger, who does some of his best thinking amid the rock-and-roll roar of Billie's Bar down the street from his Port Jefferson apartment."

At the time of his death, Kinder-Geiger was traveling to a physics workshop at the European Center for Theoretical Studies in Trento, Italy, and was to return to CERN in Geneva, Switzerland, to continue collaborative work.

"Klaus was an incredibly brilliant, (continued on page 2)

Per Spanne, ESRF

A BNL physicist from 1989 to 1996, Per Spanne had become a research collaborator at the National Synchrotron Light Source (NSLS) in 1996, after joining the European Synchrotron Radiation Facility (ESRF), Grenoble, France, his destination on the September 2 Swissair Flight 111. He was 53.

Having received his Ph.D. in physics from the University of Linköping in Sweden in 1980, Spanne had built a career of finding new ways to use x-rays for medical diagnosis and treatment, and for high-resolution imaging of objects.

His first visits to BNL were as a research collaborator and guest scientist at the NSLS from 1985 to 1987. In working at the NSLS and then as a full member of BNL's Department of Applied Science (DAS) staff in the late 1980s and early 1990s, he, Keith Jones and others pioneered a technique called x-ray computed microtomography (CMT), which allows finely detailed images to be made of the interior of small solid objects such as a single grain of sand.

"Per came to BNL with an intense desire to continue and expand the work on CMT that he'd been doing at



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Linköping," said Jones. "He worked with various members of the DAS Applied Physics Group and others in pursuing these goals. Experiments that were done opened new applications of CMT in geology, materials sciences, and chemical sciences, as well as in the area of his primary interest, medicine. His initial experiments in CMT at BNL have influenced work in the field at BNL and at other laboratories to this day."

By 1991, in combining microtomog- (continued on page 2)

Per Spanne (cont'd.)

raphy with medical physics, together with several colleagues at BNL and elsewhere, he coinvented microbeam radiation therapy (MRT) (see Brookhaven Bulletin, June 5, 1998).

Moving from DAS to the Medical Department in 1993, Spanne worked with BNL physicians to develop a brain cancer treatment using MRT.

At the time of his death, he was continuing that work with Swiss and American researchers at ESRF. He headed ESRF's medical x-ray facility, or beam line, where he was helping to prepare for the first clinical trial of a heart-imaging technique called x-ray angiography that has also been studied at the NSLS.

"When Per published anything, you were absolutely sure he was right. He was an outstanding scientist and worked extraordinarily hard," said Bill Thomlinson, NSLS Associate Chair and Spanne's longtime colleague.

"He was a very quiet person, but with a very deep sense of humor. He was easy to work with, even in difficult times late at night on the beam line," added Thomlinson.

Spanne is survived by his wife, Vibeke Ammark, of Shoreham, New York, and by their twin college-age daughters, Linda and Mette.

Colleagues at the NSLS and ESRF are collecting contributions towards educational expenses of Spanne's daughters. For more information, contact Lynn McBrien, NSLS, Bldg. 725, Ext. 2297.

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.

The flu shot is a vaccination against influenza, a respiratory disease caused by a virus. In addition, the flu shots have reduced the frequency of upper respiratory illnesses in general among healthy adults. Those who get the flu may have symptoms including fever, chills, headache, cough and muscle aches, and they may be sick for up to a week or more. Most people recover completely; however, the flu can lead to pneumonia and other complications for some people.

The vaccine, which contains killed virus, is reformulated each year to contain the virus types that have most recently caused influenza. Most people who receive the vaccine have either no or only a mild reaction, such as tenderness at the injection site.

There is the possibility, however, that more serious or allergic reactions or even death could occur. And the influenza vaccine could influence the effects of other medications that a person may be taking. So the vaccine is not recommended for all people.

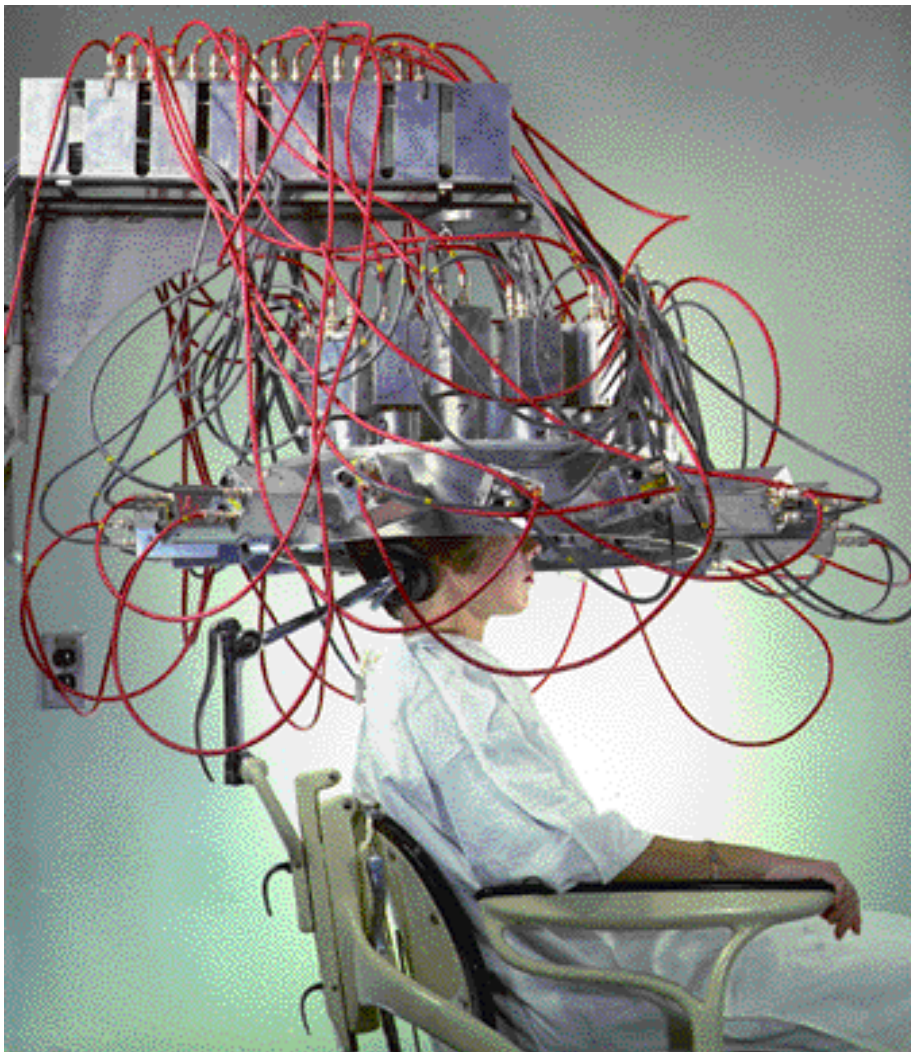
For more information about flu shots or to make an appointment to be vaccinated, call OMC, Ext. 3670.

Employee Meeting (cont'd.)

fee for next fiscal year, which includes the fees for its subcontractors, is \$3.1 million more, or \$7.3 million (see Bulletin, August 28, 1998). During the current year, the BSA Board of Directors decided to return about half the fee to the Lab in the form of direct support for staff recruitment, communications, governmental relations, and other initiatives.

Unlike what is called contract money, which represents the funds that DOE pays to support specific programs, the money that DOE pays to contractors to manage and operate its laboratories may be spent by those

Early PET Machine Among 'Treasures of LI'



While it may look like an exotic hair curler, this is actually an early positron emission tomography (PET) device used to pinpoint brain tumors, built by BNL researchers in 1961. It will be among the 250 artifacts on display within The Museums of Stony Brook show, "Treasures of Long Island." Open from September 19 through January 24, 1999, the exhibition will explore the importance and distinctiveness of Long Island and its people in American history and culture. The Lab's pioneering research led to today's PET scanners, which are used in hospitals worldwide to diagnose brain tumors and heart disease. PET research at Brookhaven today encompasses a wide range of disorders involving the brain, from Alzheimer's disease to drug addiction. Recently, researchers using Brookhaven's PET scanner found a promising drug to treat cocaine addiction (see Brookhaven Bulletin, August 7, 1998). Also on display at the museums will be the sheet music for "Yip, Yip Yaphank" and "Oh! How I Hate to Get Up in the Morning," which were written by then Sergeant Irving Berlin while he was stationed at Camp Upton, which was an Army training camp during World War (WW) I and a WW II induction and rehabilitation center that became the Lab's site in 1947.

— Diane Greenberg

Lab Obtains Better Cellular Contract

The Computing & Communication Division's Telecom Services announced that BNL's contract with cellular provider Bell Atlantic Mobile has been renegotiated and improved. Effective September 1, the monthly cost per cell phone decreased from \$24.95 to \$19.95; each phone receives 30 free minutes of air time per month; and free voice mail is offered to those who activate it. The activation process is on the Telecom Services Web page: http://www.ccd.bnl.gov/bnl/phone_system/telecomm_services.html.

These provisions pertain to BNL-provided cellular service only, not to private cellular service that employees may have with Bell Atlantic.

contractors "with fewer restraints than those on contract money," explained Marburger.

In fact, "The BSA board is still learning how to use fee money creatively on behalf of the Laboratory," he commented.

Positive Transition

In discussing the employee survey results (see Bulletin, August 21, 1998), the Director also announced that, instead of making employees comments public, he has decided to keep them confidential.

This comes in response to employee concerns regarding anonymity, and the fact that many comments identify

Cashier Closed 10/1 & 2

On Thursday and Friday, October 1 & 2, IPAP and JCARS will be unavailable, and the cashier's office will be closed, due to year-end closing.

All services will resume operation on Monday, October 5.

Amateur Radio

The BERA Amateur Radio Club will next meet at noon on Thursday, September 24, in Room D, Berkner Hall.

All BERA members and licensed amateur-radio operators are invited to attend. Membership fees are due at this time.

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

specific individuals and situations.

Looking over the survey data, Marburger pointed out that the raw scores don't take into account the fact that employees in organizations nationally or within U.S. research and development firms may in general feel more or less favorably about certain topics than others.

Regardless, the Lab Director vowed that BNL management can "provide national leadership" in improving employees' opinions about such issues as senior leadership and Lab image.

In reviewing the comparative data, Marburger shared with the audiences one comparison not previously discussed with all employees: a compari-

Klaus Kinder-Geiger (cont'd.)

energetic and imaginative young theorist," says Rob Pisarski, Leader of the Nuclear Theory Group. "He was one of the top physicists in the world working on the quark-gluon plasma."

As Kinder-Geiger described on his World Wide Web home page, his research interests were twofold. First, he was interested in particle-physics phenomenology connected with the experiments being performed at Germany's HERA and the Tevatron at Fermi National Accelerator Laboratory, and those planned for RHIC and CERN's LHC.

Second, he was pursuing the fundamental calculations in the field theory of QCD, attempting to understand how quarks interact among themselves inside hadrons, why isolated quarks have never been observed, etc.

A major accomplishment of Kinder-Geiger's was the development of what is called the parton cascade model, work done with Berndt Mueller of Duke University which was expanded in collaboration with John Ellis of CERN. The applications of this include studying phase transitions of matter in the early universe.

Since coming to BNL, Kinder-Geiger had completed a software package describing the evolution in space and time of a large class of high-energy particle collisions, ranging from electron-positron annihilations to nucleus-nucleus collisions.

"His unique style and sense of humor, as well as his work, made Klaus a standout," says Physics Department Chair Michael Murtagh. "It is tragic that his life and his promising career were cut short like this."

After earning his Ph.D. in physics from the University of Frankfurt, Germany, in 1989, Kinder-Geiger spent several months in 1990 as a research associate at GSI, Darmstadt, Germany. He then performed research and taught at Duke University, 1990-91. He was a research associate at the University of Minnesota until 1993. During this appointment, Kinder-Geiger first came to BNL as a research collaborator, for two weeks in August 1992.

Leaving Minnesota, he served for six months as a research associate and program participant at the Institute of Theoretical Physics at the University of California, Santa Barbara. Kinder-Geiger was a fellow at CERN, Switzerland, 1994-96. While associated with CERN, he returned to BNL as a research collaborator during the summer of 1995.

Kinder-Geiger is survived by his mother, Anna Maria Geiger, of Bad-Homburg; his brother, Jochen Geiger, of Frankfurt; and by his former wife, Sharon Kinder-Geiger, of Cessy, France.

A workshop related to the physics of Klaus Kinder-Geiger has been scheduled for October 23; the program will be available on the World Wide Web at <http://thy.phy.bnl.gov/www/kkg.html>.

son of BNL employees' survey results by category with results from employee surveys of other institutions in transition.

As the slides showed, the composite of the opinions of employees from other institutions in transition were all negative, while BNL employees' attitudes ranged from positive to negative, depending upon the category.

"What this means to me is that our Lab, despite being in transition, is not in the depths of despair, that we are thinking more positively about our situation and the future than those employed at other companies in transition — and I am very encouraged by this," the Director concluded.

At the Lab Tomorrow

Environmental Fair

All are invited to bring themselves, their family and friends to tomorrow's Environmental Fair, which will be held on site from 10 a.m. to 3 p.m., rain or shine.

This free event is open to the public and will feature: guided tours and independent nature walks within the Lab's Pine Barrens and along the Peconic River; displays of the dozens of technologies developed at BNL to clean up the environment; and lots of fun family activities, such as a recycling race, kite fly and face painting.

A tour of the Relativistic Heavy Ion Collider, now under construction, will also be offered.

NWS Open House

While you are at BNL's first Environmental Fair, take time out to visit the Upton Forecast Office of the National Weather Service (NWS), which will be holding an open house tomorrow from 1 p.m. to 5 p.m. Tours will take place inside the facility every 15 minutes, and outside activities will supplement the tours.

Thanks, Blood Donors

Generous BNL blood donors gave 230 units of blood during the one-day blood drive held at BNL on Wednesday, September 9. The total would have been 239 pints, but nine additional willing donors had to be postponed because the drive was too busy to accommodate them. Thanks to all who turned out for the cause.



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. Send C.V. to M. Kipperman, Bldg. 185.

MK7647. ASSISTANT PHYSICIST - experienced in the field of high-energy or relativistic heavy-ion physics. Requires a Ph.D., proficiency in C++ on UNIX platforms, and experience in the design, development and implementation of software for large modern physics detectors, and working with database software and knowledge of OO concepts. Position will be with the STAR large collider detector experiment. Responsibilities will include working on the design and development of software infrastructure for both on-line and off-line projects, specifically, the development of the STAR database software and its integration into the existing on-line systems. Under the direction of T. Hallman, Physics Department.

MK3574. ASSISTANT SCIENTIST - with expertise in aerosol instrumentation, to become involved in gathering information on the chemical and microphysical properties of aerosols, and on the distribution of aerosols in the atmosphere. Requires a Ph.D. in aerosol science or related field; capabilities in diagnostic modeling preferred. Duties will include defining aerosol sources, and understanding the physical/chemical transformations that determine aerosol size, distribution and chemical composition and geographical distribution of aerosol particles for use in climate studies and climate models. Under the direction of L. Newman, Department of Applied Science.

LABORATORY RECRUITMENT - Opportunities for Laboratory employees.

DD7643. SECRETARIAL POSITION - (reposting) Requires an AAS in secretarial science or equivalent experience, good communication skills, knowledge of Lab policies and procedures, and proficiency in word processing, preferably Microsoft Word. Experience with the IPAP system is highly desirable, as is knowledge of e-mail, Excel, data bases, WWW and Latex for typing and editing technical papers. Will provide support for the international collaborations of ATLAS and BRAHMS, as follows: arranging conferences and meetings; coordinating domestic and foreign travel; arranging housing for visitors; preparing collaborator appointments; maintaining filing sys-

tem; preparing and distributing collaboration reports; maintaining collaborator and publication lists; and performing some library functions. Physics Department.

OPEN RECRUITMENT - Opportunities for Laboratory employees and outside candidates.

DD8031. REFRIGERATION AND AIR CONDITIONING ENGINEER - Under minimum supervision, constructs, installs, repairs, maintains and operates refrigeration, air conditioning, ventilating, and auxiliary and related equipment. Will perform the same work on air compressors and vacuum pumps whether or not associated with the above equipment. Plant Engineering Division.

NS7718. PROGRAMMING POSITION - Requires a BSCS or equivalent experience in the computing field, and several years of C programming experience. Familiarity with Epics and control systems is a plus. Will perform a variety of tasks, as follows, in assisting the staff with computer requirements, so expected to have experience in several of the following areas: workstation administration, installing software, writing C programs, database configuration, and general computer-facility maintenance. Alternating Gradient Synchrotron Department.

NS7717. PROGRAMMING/ANALYST POSITION - Requires an MS or equivalent experience in computing or related field, and several years of experience with workstation programming using C. Some experience in the following is desired: software engineering, scientific programming, control systems, data presentation, database technology, networking, and system administration. Will work with engineers, physicists and other programmers to define requirements and implement control system for a large project. Work will involve developing and installing control-system application programs and defining specifications for new applications. Alternating Gradient Synchrotron Department

NS7648. PROGRAMMING/ANALYST POSITION - Requires an advanced degree in computer science, and extensive experience with UNIX systems and in the design and management of software for large-scale experiments. Experience in C++ and object-oriented analysis is preferred; knowledge of NT systems is desirable. Responsibilities include: code management, development and implementation of analysis tools, and participation in the next generation computing R&D activities. Physics Department