

Lab Director Marburger Addresses All-Hands Meeting on 9/9/99

The present state of BNL, including many causes for congratulations and a few unanswerable questions, was the topic of Laboratory Director John Marburger's All-Hands Meeting, which was held in Berkner Hall on Thursday, September 9.

Marburger first highlighted many successes of the past six months since his last All-Hands Meeting on March 8, recognizing scientific, administrative, environment, safety and health, and community involvement accomplishments.

He then explained the reasons — all beyond BNL or BSA control — why clear decisions could not yet be reported on the restart of the High Flux Beam Reactor (HFBR) and the fiscal year 1999 budget.

On a third issue, the extent to which recent security measures suggested by Congress would affect DOE's national laboratories, he was optimistic.

The Director completed his address by discussing actions that have been taken or are planned as a result of the recommendations of employee focus groups formed after the 1998 employee survey.

As Marburger said after outlining his agenda for the talk, "Science is our business, and science and technology is the product of the Laboratory. Ev-



Laboratory Director John Marburger

everything that we do has to . . . further the mission of the Department of Energy."

Science Our Business

In explaining some high points of BNL science achieved during the spring and summer, Marburger thanked all who had contributed.

Regarding the newly commissioned Relativistic Heavy Ion Collider (RHIC), he said, the entire Laboratory had participated in RHIC's success to some extent. He then referred to the sensation generated by *The Sunday Times* of London article on whether RHIC experiments could end the world (see Brookhaven Bulletin, August 20, 1999).

However, "Reassuring concerned callers gave us an opportunity to talk about the real science we will do at RHIC, which might not have been so interesting to everyone without the initial fear story," Marburger said.

With RHIC's commissioning, the Alternating Gradient Synchrotron (AGS) is funded as an injector of heavy ions into RHIC, with no provision for continuing its base program of high-energy physics. But Marburger reported good news: John O'Fallon, Director of the Office of High Energy Physics in DOE's Office of Science, has recently expressed support for continuing some of the AGS's most important rare-kaon-decay experiments.

Marburger also reported breakthrough research at BNL's Accelerator Test Facility that will lead to high-gain harmonic generation x-ray lasers.

Also, he made mention of how Biology Department researchers in a collaboration have determined the structures of two subunits of bacterial ribosome, using the National Synchrotron Light Source (see Brookhaven Bulletin, September 3, 1999).

And, the Lab Director pointed out, Chemistry and Medical Department researchers have extended the scope of their previous discoveries on addic-

(continued on page 2)

DOE Conducts First 'Landlord' Review of National Labs at BNL

As BNL's new "landlord," Dennis Kovar, Director of the Division of Nuclear Physics in DOE's Office of Science, came to BNL August 31 through September 2 to review the Lab's support functions. His purpose was to understand how these operations benefit the Lab's programs, and how efficiently these activities are paid for, structured, and executed.

This was the first time that BNL's landlord has conducted a review of this nature at the Lab, and the first of its kind at any of DOE's national labs. DOE's Office of Science will repeating the process at other labs to ensure that it understands the benefits and risks associated with the operation of its facilities, and that integrated safety management principles are applied.

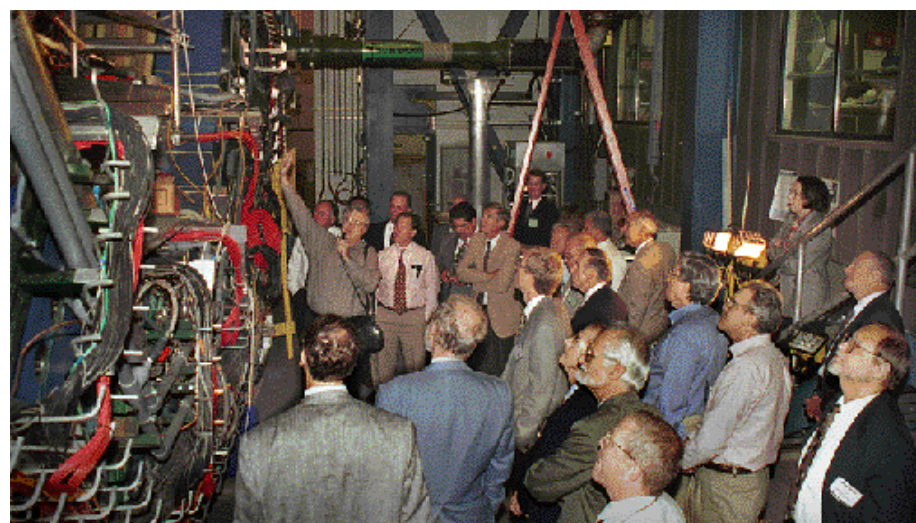
On this visit, Kovar's three days

were focused on the management of finance and administration, ES&H, infrastructure, environmental restoration and waste management, community involvement, and information technology. Kovar's review team was led by Daniel Lehman, DOE.

On October 1, DOE's Office of Science will continue to provide most of the Laboratory's funding. However, on that first day of fiscal year 2000, Nuclear Physics will be responsible for BNL, instead of the Lab's former "landlord," the Division of High-Energy Physics.

This change in "ownership" follows the completion of the construction of BNL's Relativistic Heavy Ion Collider (RHIC) and its commissioning (see Brookhaven Bulletin, August 20, 1999).

(continued on page 2)



BNL's "landlord" Dennis Kovar (front, right) and members of his review team are shown the STAR detector at the Relativistic Heavy Ion Collider, during their three-day look at the Lab.

Physicist Talks on 'The Art, Science of the Motorcycle'

When the Guggenheim Museum asked physicist Charles Falco to recommend which motorcycles should be included in its June 1998 exhibition on the "Art of the Motorcycle," they were asking an expert.

Falco, a professor of optical sciences at the University of Arizona, Tucson, has been a motorcycle enthusiast since he rode his first machine across Des Moines, Iowa, at age ten.

Today, not only does he own 15 of these vehicles, but also he has amassed what is probably the world's largest private collection of motorcycle books — about 85 percent of all volumes on the subject published since 1898. He has also contributed to this specialized literature, having written dozens of articles and two books about motorcycles.

Those who missed the show — whose over 300,000 visitors broke all attendance records — will get another chance to benefit from Falco's knowl-

edge of the topic: On Friday, September 24, he will discuss "The Art and Science of the Motorcycle," at 8 p.m., in the Brookhaven Center. The lecture is free, and all are invited.

In his talk, Falco will outline the history, technology and aesthetics of motorcycles, including the developments in science and technology that have allowed these sleek, efficient machines to be produced.

Considering motorcycles as an art form, he will describe the criteria that he and fellow curatorial advisor Ultan Guilfoyle used to select the specific machines in last summer's exhibition. Falco will also provide a preview of what to expect when the exhibit opens at the Guggenheim's new museum in Bilbao, Spain, later this fall.

However important motorcycles are to Falco as a hobby, his real work is in physics. In fact, at 11 a.m. on Friday, September 24, he will give a solid-state physics seminar on "Brillouin

Scattering Studies of MBE-Grown Ultra-Thin Films and Multilayers," in the small seminar room in the Physics Department, Bldg. 510.

Charles Falco, who has published more than 250 papers on optical physics, earned his Ph.D. in physics at the University of California, Irvine, in 1974. Joining Argonne National Laboratory as an assistant physicist, he was promoted to (continued on p. 2)



Charles Falco

BNLers Give 231 Units

The late-summer BNL Blood Drive, which was held at the Lab on September 9, drew 243 BNLers who volunteered to give, of whom 231 were able to donate. As a result, 231 units of blood were collected to help stock the shelves of Long Island's blood banks.

For taking time out of their busy work days to help meet this vital community need, those who volunteered to donate are thanked by Blood Drive Chair Susan Foster, Human Resources Division.

For their invaluable help in helping to run the drive, Foster also extends thanks to: Barbara Boerjes, Mary Campbell, Elizabeth Mogavero, Joyce Mortimer, and Sharon Zuhoski.

Summer Sundays '99 Draws 4,900 People

Sunday, August 29, was the final day of this summer's Summer Sundays, the Lab's annual program of free tours and programs offered to the general public during eight Sundays in the summer and presented by the Museum Program of the Community Relations Office.

This summer, some 4,900 people visited the Lab during Summer Sundays, up 1,700 from last year's total of 3,200 Sunday visitors. Each Summer Sunday featured a different BNL facility, and the number of each visitors on each Sunday is as follows:

Sunday	facility	no.
July 11	Waste Management Facility	603
July 18	High Flux Beam Reactor	570
July 25	Information Technology Division	452
Aug. 1	Chemistry Department	570
Aug. 8	Medical Department	555
Aug. 15	Biology Department	571
Aug. 22	Relativistic Heavy Ion Collider	1,120
Aug. 29	Firehouse	465

All-Hands Meeting (cont'd)

tion to include an understanding the effects of heroin, alcohol and methamphetamine. In addition, he said, a possible treatment process is being licensed for development.

Other research highlights that the Director discussed were: Department of Applied Science (DAS) collaborative experiments showing that trees grow faster in a carbon-dioxide-enriched environment and can absorb more carbon dioxide, bringing significant implications for global-climate issues (see Brookhaven Bulletin, May 28, 1999); a Department of Advanced Technology invention, RAPTOR, which is a "quiet" jackhammer to be developed under a cooperative research and development agreement (Brookhaven Bulletin, August 27, 1999); and a DAS anticorrosion coating for metal using key ingredients from natural materials: crab shells and corn (Brookhaven Bulletin, July 30, 1999).

The Lab Director thanked "active Lab citizens" — employees who go into the community to talk about the Lab and its science. He also advocated that employees send articles on BNL science to friends. "Keep your eyes open for clippings — you can make a difference," he suggested.

High Standards

Another "first" to be proud of, Marburger emphasized, is that the RHIC Project has been registered to the ISO 14001 Environmental Management System, especially since RHIC is the first among DOE Office of Science (OSC) facilities to obtain such regis-

Seven Students From Six Suffolk Schools Bring Home BNL Science Fair Firsts

Some 500 science projects undertaken by 636 students in seven grades from 110 Suffolk County school were entered in the Lab's 1999 Elementary School Science Fair, held on a Sunday last May.

Judging performed by nine of teams of Lab scientists and local elementary-school teachers resulted in seven winners, one for each grade from kindergarten through sixth grade, from six schools.

The BNLers who served as judges are: Bill Behrens, Department of Applied Science; Morris Bullock, Chemistry Department; Mike Creutz, Physics Department; Sally Dawson, Physics; Steve Dewey, Chemistry; Rick Fernow, Physics; Richard Ferrieri, Chemistry; Erik Johnson, National Synchrotron Light Source Department; Harold Kirk, Physics; Terri Kneitel, Reactor Division; Helen Kycia, Biology Department; Richard Scheidet, Plant Engineering Division; Trevor Sears, Chemistry; Colleen Shea, Chemistry; Graham Smith, Instrumentation Division; and Peter Yamin, Director's Office.

Kindergartner Maeve Dwyer, from the Ocean Avenue Elementary School in the Northport-East Northport School District, earned first place in the competition at her grade level. Through her project, Dwyer answered the question "How Do Horseshoe Crabs Find Their Way Home?"



Roger Stoutenburgh

Landlord Review (cont'd)

The Lab's flagship facility will soon be the world's highest-energy collider of heavy ions for nuclear-physics research. As a result, RHIC is not only BNL's largest "big machine," but the one requiring the most funds. Because it now funds the largest portion of BNL's budget, Nuclear Physics has become the Lab's landlord.

Said BNL Director John Marburger, "The Landlord Review required a lot of preparation, but it was worth the effort: the Review team praised the Laboratory's presentation and gave good marks to our management procedures. I expect the process to lead to

increased attention from DOE to our infrastructure problems." — Marsha Belford

Motorcycle Talk (cont'd)

lead the superconductive and novel materials group three years later.

Moving on, Falco became professor of optical sciences at Arizona Research Laboratories, University of Arizona, in 1982. In 1998, he was made University Chair of Condensed Matter Physics. Also, since 1983, he has been director of the Arizona Research Laboratories' Surface Science Division. — Diane Greenberg

Lab Tech Training For Disabled Adults

Starting October 4, the Lab's Medical Research Center will become home to a new laboratory-assistant training program for adults who are Suffolk County residents and have disabilities. Completing the 15-week program, offered at BNL by the nonprofit Edwin W. Martin Career & Employment Institute, plus a one-week internship, participants will be prepared for jobs as lab assistants, specimen processors, and the like. For more information about the program, contact Jeffrey Taylor, Diversity Office, Ext. 2703.

tration. In addition, Marburger related, the Waste Management Facility and the HFBR are scheduled to seek registration by September 2000.

"We need the credibility we gain in meeting this high international standard, and it is also a contractual obligation," Marburger said.

The Director also thanked employees for their contributions to the success of three major DOE reviews of BNL: the Integrated Safety Management Evaluation, the OSC's On-Site Review — at which OSC Director Martha Krebs congratulated the Lab on showing the "proof" of good management in its presentation "pudding" that she had requested the previous year — and the Landlord Review (see story, page 1).

Community Activities

Through July and August, the Lab's Summer Sundays program was regularly attended by the public (see summary, above), Marburger said, with one surge of 1,120 people on the day featuring visits to RHIC. Another successful community initiative, he said, is the developing Community Advisory Committee, a large group of neighbors, stakeholders and representatives from civic or other groups interested in adding their viewpoints on BNL activities.

Still Some Questions

Due to outside factors, Marburger was unable to give decisive news on two important questions: reopening the HFBR and next year's budget.

A delay in publication of the HFBR's environmental impact statement is

holding up plans for a DOE decision on restart.

"We have many letters of support from the neutron-scattering research community," Marburger said. "I'm convinced that this reactor can be operated, and it is needed by science. Until it was shut in 1996, it was one of the most productive research reactors in the world."

Later, in responding to a question at the end of his talk, the Director spoke of the corporate commitment made by the BSA Science & Technology Steering Committee at its recent review of materials science at BNL. "They made a strong recommendation that all possible should be done to get the HFBR restarted," he said.

Next fiscal year's budget is also uncertain, relayed Marburger, since no action is expected from Washington, D.C., until after October 1. Marburger promised to publicize budget news as soon as it is received.

On the side effects of congressional preoccupation with possible espionage, the Director repeated Energy Secretary Bill Richardson's guidance to DOE lab directors: that nothing should be done "that will change the character of your laboratories."

Marburger explained BNL's good-faith efforts to comply with requirements for foreign visitors, and to increase training and consciousness of necessary security.

After reminding the audience that support from China, India and Russia helped build RHIC, Marburger added, "We want to continue to draw the best scientists to this Lab, wherever they come from, and I promise I'll do every-

thing in my power to make that happen as a general policy."

Employee Recommendations

Marburger summarized the key actions that he has taken in response to the recommendations made by employee focus groups set up as a result of the 1998 internal survey.

First, Marburger said, he has provided for a more influential role for diversity issues at the Lab by having the Diversity Officer, Lorraine Merdon, report directly to him.

Marburger is also creating a representative employee organization called Employee Advocacy Representatives (EAR), drawn from all the Lab's employee constituencies. EAR's mission will be to increase Lab-wide communication and to act as a sounding board, giving feedback to management on new ideas.

Although he expressed reservations to the audience about the "360-degree" evaluations as a replacement of a supervisor's evaluation, Marburger has allowed pilot testing of the system for level I and II managers.

As the Director explained, Monday Memo, which started in March, was one of the first actions that he took to extend Lab communications, and he will continue to work on ways to improve all communications and get employees' suggestions known. Some requests, such as improved access to e-mail and the Internet for all employees, will take longer to implement since funding is required. Nevertheless, "I am committed to making real responses to the recommendations," Marburger said. — Liz Seubert

Walk for a Good Cause

Walk for Healthier Hearts

Join the fight against heart disease and stroke by participating in the 1999 American Heart Walk on Sunday, October 3. Walkers may choose from two locations, Suffolk County Community College in Riverhead, or the State University of New York at Farmingdale.

For more information, stop at the BERA Sales Office in Berkner Hall, Tuesday-Friday, 9 a.m.-1:30 p.m., or call Andrea Dehler, Ext. 3347, or M. Kay Dellimore, Ext. 2873.

‘Walk for Beauty’

BNL’s Deputy Director for Operations, Tom Sheridan, and the Lab’s Women’s Program Advisory Committee invite all BNL employees, retirees, facility-users, and their families and friends to join them as part of the Lab team participating in the sixth annual Walk for Beauty.

The 4-to-6 kilometer walk will take place on Sunday, October 3, starting at 9:30 a.m. at the Stony Brook Post Office. Proceeds from this event will benefit breast-cancer research funded through the Carol M. Baldwin Research Fund, Inc.

Advance registration requires \$50 in pledges or \$12 per walker; those registering on the day of the walk will pay a \$15 fee. Each registered BNL walker will receive a free T-shirt from Friends of Brookhaven, Inc., plus several other complementary gifts from the walk’s sponsors. To receive those shirts, members of the Lab team are asked to assemble before the walk at the Brook House in Stony Brook.

For registration forms, directions and assembly information, contact Stephanie LaMontagne, Ext. 7141 or stephl@bnl.gov; or Donna Grabowski, Ext. 2720 or grabowsk@bnl.gov.

Tread Safely

The Safety Shoe Office, located in Bldg. T-88, will be closed on September 20 & 21, and 23 & 24. The office will reopen on Monday, September 27. For more information, call Pat Jencius, Ext. 2300.

Volunteers Wanted For October Events

For Science, Environment Festival

On Saturday, October 16, the Lab will be holding an outdoor Festival of Science & the Environment, which will be open to the public. Similar to last year’s successful Environmental Fair, this year’s festival will feature more science exhibits and science-based activities for the kids. To volunteer for this event, contact its coordinator, Janet Tempel, Community Relations Office, Ext. 4049 or jtempel@bnl.gov.

For Healthfest ‘99

Healthfest '99 — BNL’s seventh annual celebration of health, fitness and safety — is scheduled for October 18-22 (see “To Your Health,” page 3). And again this year, volunteers are needed to make Healthfest happen.

So, if you can help by registering participants, patrolling courses, staffing the raffle desk, etc., then please call Healthfest organizer Mary Wood, Ext. 5923.

Halloween Madness

Let your broomstick carry you to BERA’s Halloween Madness Party on Friday, October 29, at the Brookhaven Center, from 6 to 11 p.m. The party is for adults only, and everyone is requested to wear a costume.

Admission will be \$5, paid at the door, and it includes refreshments, games, prizes, and music by ET. A cash bar will be available. For more information, call Andrea Dehler, Ext. 3347, or M. Kay Dellimore, Ext. 2873.



OPEN RECRUITMENT - Opportunities for Laboratory employees and outside candidates.

MK7821. POSTDOCTORAL RESEARCH ASSOCIATE - To develop computational aspects of high-throughput structure determination by x-ray crystallography, as part of BNL’s human proteome project. Requires a Ph.D. in structural biology, computer science or related field, and experience with programming languages such as FORTRAN, C++, Perl, Java. A background in x-ray crystallography, structural biology, database design or related field is highly desirable. Under the direction of J. Jiang, Biology Department.

NS8438. SECTION HEAD, ELECTRICAL SYSTEMS - Requires Ph.D. in physics, M.S. or Ph.D. in engineering, or an equivalent combination of education and experience. Requires a track record of success in the development or operation of an accelerator complex or a similar facility; strong record of technical accomplishments; and experience in one or more of the following: particle-beam physics, beam diagnostics, dc and pulsed magnets, ion sources and injectors, pulsed power, high-voltage systems, rf systems, and/or accelerator engineering. Experience in theory or practical aspects of circular accelerators or storage rings and in project management of accelerator engineering is necessary. Required are: demonstrated excellence in technical and project leadership; excellent management and interpersonal skills, including career development and mentoring; and proven ability to work harmoniously and effectively with scientists, engineers and technicians. Will serve as a member of the NSLS management team to provide guidance and technical support to 50 people in a section which provides electrical and computer support for the operating, maintenance and upgrading of NSLS machines. Will participate in team-building, performance appraisals, planning, and budgeting. National Synchrotron Light Source Department.

NS8788. ADMINISTRATIVE POSITION - Requires an AAS degree, or the equivalent, and 3-7 years experience that includes: health-insurance benefits administration; and knowledge of benefits claims, medical programs, COBRA requirements, and Excel and Word. Previous extensive customer-service experience is necessary. Duties include enrolling employees for benefits, resolving benefits issues, administering COBRA, preparing monthly bills for insurance carriers, and maintaining computer databases. Human Resources Division.

NS7741. BUDGET/ADMINISTRATIVE POSITION - (reposting) Requires a bachelor’s degree in accounting, business administration or equivalent; and experience in financial administration, accounting procedures and policies, and budget preparation. Strong analytical and communication skills are required, as is the ability to prioritize workflow and respond to deadlines. Strong computer skills using Microsoft Office products are essential; experience using PeopleSoft, BNL financial systems and knowledge of Lab policies and procedures is desirable. Budget Office of the Applied Science & Technology Directorate.