

## DOE Security Czar Meets With Lab Employees

"The vast majority [in the DOE complex] is serious about security, but not as serious as they should be."

With that statement, the Department of Energy's security "czar," Eugene Habiger, set the tone for his all-hands meeting with employees on March 14.

Director of the Office of Security and Emergency Operations, Habiger is in charge of physical and cyber security and emergency operations for all of DOE and its labs. Energy Secretary Bill Richardson appointed him in 1999.

As he explained to employees at the meeting, he has organized his efforts into four stages: 1) visit the labs to assess security at each one, 2) develop policy, 3) return to the field to evaluate implementation, and 4) make sure that the security policies and procedures he puts in place will endure through administrative changes.

Habiger stressed the importance of standardization throughout the complex, particularly for weapons, communications equipment and ID badging.

He also acknowledged that BNL handles very little classified information. He pointed out, however, that DOE's greatest vulnerability is in unclassified systems. "What you do is too important. You have world-class facilities and world-class people doing world-class science. You are an asset. You have to protect that."

— Mona S. Rowe

**E u g e n e  
H a b i g e r**



Roger Stoutenburgh

## Brookhaven Awards for Five BNL Staff

*At the BNL Employee Recognition Award Conferral Ceremony in February, five BNL staff were honored with the Brookhaven Award. For their contributions, Susan Briggs, Environmental Sciences Division; Ann Emrick, Biology Department; William Medeiros, Environmental Restoration Division; Lawrence Toler, Physics Department; and Kenneth White, Community Involvement, Government & Public Affairs, each received a commemorative plaque and a pre-tax award of \$2,000.*

*The Brookhaven Award recognizes key support-function contributors whose achievements represent outstanding service to the Lab over one or several years. Below are summaries of the accomplishments of the five honorees.*

### Susan Briggs, ESD

Susan Briggs, Environmental Services Division, received a Brookhaven Award for her leadership role in developing and implementing the Lab's Environmental Management System (EMS). Briggs, who has been at BNL for nine years, was named EMS Project Manager in 1998. She immediately began developing a system that is consistent with the rigorous, comprehensive and internationally-recognized International Standard Organization (ISO) 14001 standard.

Briggs developed the EMS project strategy and approach from scratch, and obtained buy-in from both DOE and BNL senior management as well

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**BNL's FY 2000 Brookhaven Award winners are: (back, from left) Susan Briggs, Kenneth White, Lawrence Toler, (front) Ann Emrick and William Medeiros.**

### Ann Emrick, Biology

Ann Emrick was nominated for a Brookhaven Award by Biology Department Chair Carl Anderson for being "a key contributor in the development and implementation of innovative solutions in response to Lab-wide safety and management initiatives."

In all her efforts, says Anderson, Emrick has found efficient and effective ways of meeting the initiatives'

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### William Medeiros, ERD

Project manager William Medeiros of the Environmental Restoration Division (ERD) received a Brookhaven Award for the leadership role he took in the Peconic River plutonium investigation.

Medeiros joined the Lab in 1979 as an Environmental Science Associate, first in the Biomedical and Environmental Assessment Division and then in Oceanography. Since 1995, he has

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### Larry Toler, Physics

Larry Toler, a technical research associate in the Physics Department who came to BNL in 1966 as a technician, is recognized for his long-standing commitment to affirmative action and community service. "He has a superior record of activity on behalf of minorities in the Physics Department and the Laboratory as a whole," says Michael Murtagh, Physics Chair.

Toler has been one of two affirma-

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### Kenneth White, CIGPA

Marge Lynch, Assistant Laboratory Director for Community Involvement, Government & Public Affairs (CIGPA), proposed her Special Assistant, Ken White, for a Brookhaven Award due to his ability "to perform high-quality, senior-level, multi-task assignments while making significant contributions to community organizations."

"White's activities on behalf of the Lab have helped bridge the communi-

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## BSA Distinguished Lecture on Wednesday, March 29

## Garman Harbottle to Talk on Recent Archeological Discoveries in China

Garman Harbottle, a retired BNL chemist and an expert in identifying and dating works of art and archeology, will give a BSA Distinguished Lecture, titled "The Origins of Chinese Civilization: Recent Archeological Discoveries," in Berkner Hall on Wednesday, March 29, at 4 p.m.

Harbottle was a member of the Jiahu research team that uncovered what is probably the world's oldest playable musical instrument, a flute, at the Jiahu archaeological site in Henan province, China.

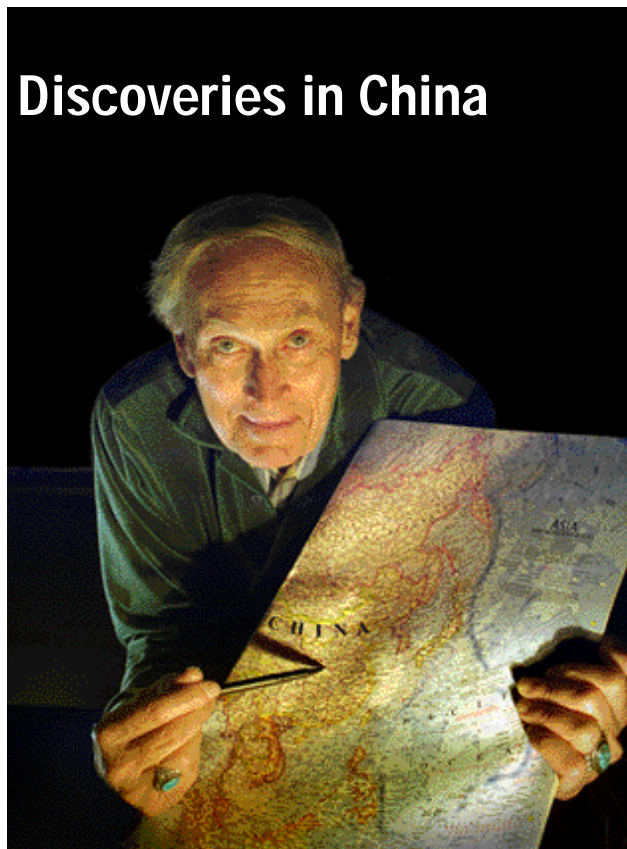
In his lecture, Harbottle will discuss this Neolithic site, which dates back to the eighth millennium B.C., and describe the surprising discoveries found there that profoundly alter conceptions of the beginning of Chinese society. Harbottle will briefly review Chinese cultural and art history to place in context his work at Jiahu, and recent exciting findings by the archaeological team.

Garman Harbottle uses a technique known as carbon-dating to date and identify archeological artifacts and historical docu-

ments. After earning a Ph.D. in chemistry from Columbia University in 1949, Harbottle joined BNL as an associate chemist in the same year. He has spent almost his entire career at the Lab, advancing to the position of senior chemist in 1968. He left Brookhaven briefly to become a Guggenheim Fellow at Cambridge University, England, 1957-58, and, in 1959, he taught radioisotope procedures at the American University in Beirut. From 1965-67, Harbottle was director of the Division of Research and Laboratories, International Atomic Energy Agency, Vienna, Austria.

In 1983, Harbottle was named a co-recipient, with Edward Sayre, of the George Hevesy Medal for outstanding achievement in radioanalytical chemistry. In 1995, Harbottle won the Seaborg Medal, one of the most prestigious awards given by the American Nuclear Society. Harbottle retired from BNL in 1997, but he continues to make significant contributions to his field as a BNL research collaborator.

— Diane Greenberg



Roger Stoutenburgh



## Susan Briggs (cont'd)

as the regulatory agencies. Briggs has received national recognition for her knowledge of EMS and leadership through her appointment to the ANSI National EMS Council.

The EMS project has been a major success. Last fall, the RHIC project received independent, third-party certification of its conformance to the ISO 14001 standard, becoming the first Long Island-based and first DOE Office of Science organization to do so.

"Sue's planning and execution skills are exceptional," said Bet Zimmerman, ESD manager. "She is very dedicated, and her enthusiasm for this project has been contagious."

Zimmerman continued, "Under the EMS program, we are making fundamental and systematic changes to the way we operate on an extremely aggressive schedule. Many people from across BNL have been involved in developing and implementing the program. Without this teamwork, we would not have been able to register the RHIC facility, or to prepare to register the Lab as a whole to the ISO 14001 standard." — Peter Genzer

## Larry Toler (cont'd)

tive action representatives in Physics, although Murtagh notes that Toler has been "an able representative for everyone in the department." He takes an active role in assisting Murtagh in resolving potential problems involving women and minorities within the department.

Toler also interacted on the department's behalf with BNL's Diversity Office to help Physics participate in various programs for hiring minorities. Toler personally mentored minority summer students and other students who came into the department, and he worked closely with junior technicians to help them develop.

An especially noteworthy effort on Toler's part, according to Murtagh, is his work with others to establish a foundation for a Lab-wide training and employment program for minority technicians, which would augment BNL's minority recruitment efforts.

"Larry is also an active and effective voice for Brookhaven in a much broader sense in the local community," adds Murtagh. Toler serves as the Lab's envoy with community groups in Flanders and Southampton. — Mona S. Rowe

## Kenneth White (cont'd)

tions gap between the Lab and the community, thus fostering the Lab's efforts to rebuild credibility and trust," says Lynch.

White is viewed as the most versatile staff member and an essential part of the CIGPA management team. Having mastered the principles of risk and crisis communication and community involvement, he has successfully applied them to all aspects of his job.

Besides ensuring that technical information for stakeholders is accurate, complete and timely, White has developed the communications sections of the Lab's emergency-response plan. As community relations manager of BNL's Superfund activities, White is commended for handling an "extraordinary amount of work, above and beyond what is required."

Ken White began his BNL career in October 1990, as a senior reactor support specialist. Following a promotion in 1994, he moved to CIGPA in 1998 to assume his present title. Involved with the community, White has been an officer of the East Yaphank Civic Association, made multiple presentations to various community groups, and represented the Lab at festivals and other events. — Marsha Belford

# DOE to Fund Summer Program at BNL For Community College Students

Representatives from seven community colleges recently visited BNL to learn about a ten-week summer institute which DOE will fund for highly motivated community college students who are interested in a career in biotechnology, environmental science or computing. The college representatives came from schools in the Northeast, including New York's LaGuardia Community College and Suffolk County Community College.

Students selected for the ten-week summer institute will be mentored by Brookhaven scientists. During the program, they will learn how to solve problems using the scientific method and how to use state-of-the-art instruments in research projects. They will also be instructed on career options in science and technology. DOE will fund the students' housing and stipends.



DOE and BNL representatives who were on hand to answer questions about the planned summer institute for Community College students included: (from left) Peter Faletra, Einstein Fellow, DOE; Y. Renée Flack, Educational Programs Administrator, BNL; Coppelia Tarantal, student intern, DOE; Karl Swyler, Head of Educational Programs, BNL; and Samuel Rodriguez, Deputy Director, Office of Science, DOE.

## Information Technology Council Formed

Donald Fleming, Chief Information Officer, Information Technology Division (ITD), has formed the Information Technology Leadership Council, which will develop a strategic plan for ITD and serve as an executive body for major information technology issues at the Laboratory. Key individuals in ITD, the Information Services Division, the Fiscal Division, and representatives of scientific programs serve on the council.

"The new council is formulating a strategic plan, which should be published shortly," Fleming said. "Also, the IT Leadership Council will review and approve hardware and software standards for BNL and publish them in a technology road map."

He added, "We expect that Windows 2000 will be the standard operating system for PCs at BNL later this year, and we are planning for that. In the meantime, all other users should request Windows NT 4.0 operating system with any new PC purchases."

Currently, Windows 2000 may be purchased for development and testing use only. It will not be supported by ITD in production environments until later this year. Development users will be asked to share the results of their testing with ITD for the benefit of the Laboratory.

Microsoft Office 2000, the office automation suite, will be supported as the BNL standard, effective April 3.

## Integrated Safety Management Awareness



Here are the second of eight "sets" of general questions that all BNL managers, supervisors and staff should be prepared to answer during DOE's Integrated Safety Management verification scheduled for May 1 to 14.

While each individual's responses will vary depending on his or her work environment, the italicized text provides examples of processes that may be appropriate for reference.

### Today's question

**Managers/Supervisors: How do you ensure your staff works safely?**

- a) How do you know and communicate the hazards that are part of the work?
- b) How do you know and communicate the safety/environmental requirements and hazard controls that are part of the work?

**Staff: Do you know how to perform your work safely?**

- a) Do you know the hazards that are associated with your work?
- b) Do you know how to protect yourself from those hazards?

*The Experimental Safety Review (ESH Standard 1.3.5) and the Operations Work Planning and Control processes (ESH Standard 1.3.6) are used to identify and communicate hazards and controls. Standard Operating Procedures identify requirements for safe operations. Staff training is kept current to ensure all are properly trained to control hazards.*

For more information, contact Doug Ports at Ext. 2262 or ports1@bnl.gov.

## Ann Emrick (cont'd)

objectives, thereby minimizing the time devoted to such tasks while maximizing Biology's participation. As Anderson explains, "Ann recognizes that, for scientists to be successful, their primary focus must be on science."

Most recently, Emrick's contributions have included the creation of Biology's self-assessment plan and the development of an experiment review form. Due to their success, both of these have been implemented across the Life Sciences Directorate.

In addition, Emrick had devised template R2A2 descriptions for use by the range of Biology's staff, which allowed the department to complete its R2A2s uniformly and efficiently on time. Finally, Emrick was cited for her outreach efforts: organizing Biology's open houses, publishing a department newsletter, and coordinating Biology's student program.

Ann Emrick came to BNL in June 1987, as a biology associate in Biology. She moved to an administrative position in 1992, was promoted to a staff specialist in 1997, and, on March 1, assumed responsibility for operations management within the Life Sciences Directorate. — Marsha Belford

## William Medeiros (cont'd)

been the project manager overseeing the environmental investigation and cleanup of Operable Unit V, which includes the Lab's sewage treatment plant and the Peconic River.

After trace amounts of plutonium were discovered in the river in 1998, Medeiros planned and executed an investigation designed to answer difficult technical questions about potential environmental and human health risks present. He also made comparisons of the plutonium concentrations in the Peconic and environmental background that stood up to considerable scrutiny during peer and regulator review.

All through the process, Medeiros participated in information exchanges with employees, regulators and the public that included roundtables, poster sessions, house-to-house canvassing, media briefings and presentations to the Suffolk County Legislature's BNL Oversight Committee, the Community Advisory Council and the Brookhaven Executive Roundtable.

"Skip patiently and methodically worked with all interested parties to obtain consensus and support for this important and highly visible project," said ERD manager John Meersman. "He also skillfully guided this project through many difficult issues without sacrificing technical excellence."

— Peter Genzer

## Omnipoint Demo 3/30

On Thursday, March 30, 10 a.m.-2:30 p.m., in Berkner Hall, Omnipoint Communications will discuss special rates for BNLers buying digital PCS wireless services on Omnipoint's GSM network.

All service plans include free caller ID, voice mail, SMS messaging, and FOX News headlines. Plans include one from \$15.99 monthly with free phone, no minutes or contract; or \$16.99 monthly for 40 minutes; or \$26.99 monthly for 250 minutes, with unlimited weekend calling for the year of the contract.

Other options include special international calling and roaming. Call Richard Goll at 343-5900.

## Arrivals & Departures

Arrivals	Departures
Joseph R. Dennington .....	Plant Eng.
none	

# Under Sail to Antarctica

Forsyth to Present Talk, Video on His Antarctic Voyage, Tuesday, 3/28



Forsyth on *Fiona*, Cape Horn in the background.

Eric Forsyth, who has sailed the world’s oceans aboard his 42-foot cutter *Fiona*, will present a talk and video describing his recent journey to Antarctica. The talk will be held on Tuesday, March 28, at 4:30 p.m. in Berkner Hall. Sponsored by the Brookhaven Retired Employees Association, the talk is free and open to the public.

An electrical engineer who retired from the Lab in 1995, Forsyth will describe journeying from Cape Horn, across Drake Passage, to the islands along the Antarctica Peninsula. He and his two-person crew visited a former British meteorological station at Port Lockroy and ran aground briefly at Deception Island. They then navigated *Fiona* across the Scotia Sea to the island of South Georgia, where they toured the abandoned Norwegian whaling station at Grytviken.

The scenery at South Georgia is magnificent, according to Forsyth. “Gleaming white glaciers cascade in slow motion down valleys to deeply indented fiords,” he said. “The wildlife is prolific; a dozen species of birds wheel and scream overhead, and on the beach, elephant and fur seals jostle for space and king penguins shuffle nervously at their approach.”



Forsyth (back) and a crew member follow one of the “penguin paths” built by penguins in Antarctica.

## Pick Up Daffodils

Pick up your reserved bouquet of daffodils at the BERA Sales Office in Berkner Hall on Thursday or Friday, March 30 or 31, 9 a.m.-1:30 p.m. Extra bunches of daffodils will be on sale Thursday, March 30, from 11:30 a.m. to 1 p.m. in the lobby of Berkner Hall. All proceeds benefit the American Cancer Society. For more information, call Andrea Dehler, Ext. 3347.

## IBEW Meeting

Local 2230, IBEW, will hold its regular monthly meeting on Monday, March 27, 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.

## Pot-Luck Supper

The Hospitality Committee invites all on-site residents, their spouses and friends to bring the family and a dish to share at a potluck supper on Friday, March 31, at 6 p.m., in the Recreation Building. Plates and soft drinks will be supplied. For information, call Vicky Chang, Ext. 1000.

## Atlantic City Bus 4/29

The next BERA-sponsored, one-day trip to Atlantic City will be on Saturday, April 29, at an initial cost of \$25 per person. The name of the hotel-casino and the amount of the coin return will be announced later.

The bus will leave the Brookhaven Center at 8 a.m., with an extra pickup at LIE Exit 63 if requested. The bus will return around 11 p.m.

Buy tickets now at the BERA Sales Office in Berkner Hall, weekdays, 9 a.m. to 1:30 p.m. For more information, call Andrea Dehler, Ext. 3347.

## BERA Elections Next Week

Four BNLeers are running for two spots on the Executive Board of the Brookhaven Employees Recreation Association (BERA): Nancy Concadero, Human Resources Division; Tom Dilgen, Accelerator Magnet Division; Patrick Moylan Jr., Reactor Division; and Laurie Pearl, Information Technology Division. See last week’s Bulletin for background on each candidate, who, if elected, will serve four-year terms, which begin May 1.

BERA members include all BNL and on-site BSA and DOE employees, and those employed by permanent on-site contractors, who are eligible to vote at the election times and places listed below. Absentee ballots may be cast, contact Recreation Supervisor M. Kay Dellimore, Ext. 2873.

Date	Time	Place
Monday, 3/37	11:30 a.m.-1:30 p.m.	Berkner Hall
Tuesday, 3/28	11:30 a.m.-1:30 p.m.	Berkner Hall
Wednesday, 3/29	11:30 a.m.-1:30 p.m.	Berkner Hall
Thursday, 3/30	10:00 a.m.-2:00 p.m.	Credit Union
Friday, 3/31	10:00 a.m.-2:00 p.m.	Credit Union

## Summer Science For High Schoolers

Advanced math and science students from local high schools who have completed their junior or senior year are eligible to participate in BNL’s Community Summer Science Program (CSSP).

Applications for this six-week program are now available from the Science Education Center, Bldg. 438. The program, which includes internships and lectures presented by BNL staff, will run from Monday, June 26, through Friday, August 4. The application deadline is April 21. For more information, contact Louise Hanson, Ext. 5849, e-mail: hanson2@bnl.gov.

## Taiji Classes Begin

A new *Taiji* class will begin at noon on Wednesday, April 19, in the yard by the Recreation Building in the apartment area. The class will meet there at that time on Mondays, Wednesdays and Thursdays. Classes last about half an hour. They are free and open to all.

Taiji, a traditional Chinese exercise for mind and body, uses slow, continuous movements to support deep, rhythmic breathing. The natural effect of this is to improve both cellular respiration and respiration in the heart-lung system.

For more information, contact Jerry Tanguay at Ext. 2198 or tanguay@bnl.gov, or Dejun Xue at Ext. 6358 or xue@bnl.gov.

## Celebrating Women’s History Month

BNL’s Women’s Program Advisory Committee (WPAC) concludes celebrating March as women’s history month with the following events:

### Workshops on “Surviving—Is Thriving Possible? The Challenge of Motherhood & Career”

Tuesday, March 28

Medical Department Small Conference Room, noon

The second of two facilitated discussions on motherhood and careers will be sponsored by Dianne Polowczyk, Employee Assistance Program; and Mary Wood, Health Promotion Program. Topics will include stress and time management techniques, overcoming guilt feelings, juggling multiple demands, balancing needs of work and family. Preregistration is necessary as space is limited. Call Wood, Ext. 5923.

### Book Raffle

WPAC will hold a raffle for one of the following books: *Women Who Have Changed the World*, *100 Most Important Women of the 20th Century*, and *A Century of Women*. Free raffle tickets are available at the display in Berkner Hall lobby.

## Celebrate Holi, Festival of Colors

The BERA-Indo American Association invites all to celebrate Holi, the Indian festival of colors on Saturday, April 1, 2000.

A free cultural program by local talent will begin at 3 p.m. At 6 p.m., pizza dinner will be served in the Recreation Building in the apartment area. The cost of dinner is \$3.00 for individuals and \$10.00 max per family. For more information or to make reservations, call Kumi Pandya, Ext 7734; C. Krishna, Ext 4025; Raj Rao, Ext. 7607; or Achyut Tope, Ext 5672.

## Amateur Radio

The BERA Amateur Radio Club will next meet at noon on Thursday, March 30, in Room D, Berkner Hall. Note change of day and room. On the agenda will be preparations for the upcoming Field Day. All BERA members, guests and licensed amateur-radio operators are invited to attend. For more information, call Chris Neuberger, Ext. 4160.

### EAP Outreach Program Learn Meditation 3/27

Meditating — focusing the mind to cultivate equanimity and balance in life — can bring a sense of aliveness, reduced tension, ability to concentrate, eased suffering from stress-related illness, and improved self-esteem.

In her presentation of “Learning to Meditate, Part II,” on Monday, March 27, from noon until 1 p.m., Cheryl Kurash will lead her audience toward achieving this inner peace. The session will focus on fortifying concentration and centering the mind, continuing the guidance offered in Part I of this series held in January.

Cheryl Kurash, Ph.D., is a clinical psychologist who has studied meditation with Eastern and Western experts for the past 20 years. She has led workshops at the State University of New York at Stony Brook since 1985, and she offers meditation instruction at the Setauket Wellness Center.

The workshop, which is sponsored by the Employee Assistance Program, will be held in Room B, Berkner Hall. To register, complete the form sent to all employees and return to Dianne Polowczyk, Staff Psychologist, Bldg. 490, by Monday, or register at the door, space permitting.



# Bulletin Deadlines To Move Up

To cut costs, the Brookhaven Bulletin will start to be printed on Wednesdays instead of Thursdays, effective for the Bulletin of Friday, April 28.

Therefore, all Bulletin announcements will have to be received a day earlier. Even the ads!

The new schedule will be:  
**All Bulletin notices** — administrative announcements, BERA items, concerts, lectures, etc. — must be delivered to the Editor by Friday, 4 p.m., for publication in the following week's Bulletin.

**The ads** — must be received by 4 p.m. on Thursdays, as they will now be typeset on Friday mornings.

This dire warning will become fixed practice as of Friday, April 21, for the Bulletin of April 28.

The Bulletin regrets losing some of its ability to accommodate very late-breaking news, but electronic communications can now fill that gap, and the savings will be worth the change.  
— Liz Seubert, Editor

## Classified Advertisements

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

NS8876. ENGINEERING POSITION - Requires a BS (MS preferred) in engineering or a technical discipline (environmental, nuclear, chemical or mechanical); demonstrated project management skills with 15 years' related work experience in the nuclear or waste management industry; extensive experience with facility safety, occurrence reporting, compliance, and training and procedures. Knowledge of applicable federal, state and local regulations and DOE orders for managing radioactive and hazardous waste is desired as are strong supervisory, problem-solving abilities and excellent oral and written communication skills. Responsibilities will include preparation of technical work documents, procedures and evaluation of operations in accordance with Safety Authorization documents. Will provide ES&H oversight for Division activities, perform training coordinator functions and reviews of non-routine events for ORPS and PAAA reportability. Waste Management Division.

**OPEN RECRUITMENT** - Opportunities for Laboratory Employees and Outside Candidates.

MK8374. SCIENTIST - We are seeking a Condensed Matter Theorist to join the Condensed Matter Theory Group. Requirements include at least two years of postdoctoral experience and the interest of the candidate to interact with the experimental groups in condensed matter physics at the Laboratory. Current areas of interest in condensed matter physics include x-ray and neutron scattering studies of magnetism and correlated electron systems, surfaces and interfaces, UV, IR and x-ray spectroscopy. The group is currently interested in programs in strongly correlated electron systems and in soft condensed matter, but will consider other areas as well. Under the direction of P. Johnson. Physics Department.

MK8612. SCIENTIST (Project Appointment) - Will be responsible for managing a new macromolecular crystallography beam line on behalf of the NIH/NIGMS and directing an x-ray crystallography research and development program centered on the new beam line. Will oversee and support the development and operation of the beam line and its experimental program, which will include beam time for designated NIGMS investigators and programs, NSLS general users, and the scientist's projects. Requires a Ph.D. in a relevant scientific field, background in macromolecular crystallography, familiarity with synchrotron x-ray research and instrumentation, and excellent oral and written communication skills. Under the direction of E. Johnson. National Synchrotron Light Source Department.

MK8802. POSTDOCTORAL RESEARCH ASSOCIATE - Requires a Ph.D. in physical chemistry; experience with Raman laser systems, sensitive detection methods and nonlinear optics highly desirable. Will work on the development of laser-based detection methods for trace atmospheric constituents. Under the direction of D. Imre. Environmental Sciences Department.

NS8615. ELECTRONIC ENGINEERING/PHYSICS POSITION - Requires a minimum of an MSEE, or equivalent, with broad hands-on experience or interest in analog and digital electronics as related to accelerators. Strong analog circuit design and data acquisition skills are an asset; ability to make precise measurements in an electrically noisy environment is very desirable. Familiarity with VME and embedded processors, experience with accelerators, both linear and circular and pulsed power are a definite plus. Will interface with engineers and physicists to design, maintain and upgrade custom equipment and systems in frequency ranges from DC to 3 GHz. Recent graduates with appropriate interest, educational background and willingness to work in these fields are encouraged to apply. National Synchrotron Light

# Please, Don't Feed or Provide Salt Licks for Deer

Environmental Services Division (ESD) staff have been studying the problems of feeding on-site deer and bring a message for BNL staff now and for next winter: Please do not feed the deer. Feeding the deer population actually *increases* starvation rates.

Jan Naidu, ESD, explains:

- Excessive numbers of deer concentrate at known feeding sites. Thus, the food supplied is not enough.
- A casual observer usually sees several deer around each food pile. But a close observer sees one or two big deer dominate. Weaker deer wait to sneak a mouthful. So, the bigger deer get the larger, more nutritious share of the food, while smaller deer get only poor quality, partly decayed gleanings, mostly urinated on.

"Lab employees concerned about the deer should consult ESD staff, who are equally concerned, and we can investigate the situation together," says Naidu. "But I am happy to say that the BNL deer population is known to be in good condition."



Roger Stoutenburgh

## No Salt Licks

Naidu also reports that salt licks have been found at a number of locations on site.

"The New York State Department of Environmental Conservation (NYSDEC) tells us that placing salt licks is illegal and therefore should not be practiced on BNL property," he says.

This over-50-year-old law probably was established to prevent hunters from trapping deer by drawing them to the salt lick, making it easier to hunt without the necessary permit. Now, before salt licks may be placed, special requests to the NYSDEC must be made and permits issued. These permits also require frequent monitoring and reporting to the NYSDEC.

Therefore, to comply with best practices for the deer and with the law, any artificial feeding and placing of salt licks should cease immediately.

"ESD staff thanks all BNL employees for their cooperation in this," concludes Naidu.

Source Department.

NS 8311 MANAGEMENT ANALYST POSITION - Requires a BS in business or computer science with a minimum of ten years' relevant experience. Prior experience with PeopleSoft HR-based benefits and payroll modules is required. Reporting to the Manager of BIS, individual will be responsible for the gap analysis between PeopleSoft's HR, Base Benefits and Payroll modules and BNL's requirements. Will participate in the prototyping and Process Owner's acceptance of the modules' initial design and manage modification requirements. Will be responsible for the coordination of implementation schedules and modification requests. Business Information Systems Group/Financial Services Division.

NS7218. PUBLIC AFFAIRS REPRESENTATIVE POSITION - Requires a bachelor's degree in journalism, English, or a related field, excellent writing abilities, strong computer layout and Web publishing skills, and one to three years' desktop publishing experience. Excellent teamwork and interpersonal skills are necessary as is the ability to meet deadlines, juggle simultaneous tasks and keep skills current. Background in science and science-writing experience preferred. Will report for and assist in editing and electronically laying out the printed weekly employee newspaper and other publications using Adobe PageMaker, Photoshop and/or comparable software. Will also turn written copy into HTML publications for the Web using Adobe PageMill, Adobe GoLive and/or similar software. Media & Communications Office/Community Involvement, Government and Public Affairs.

DD7973. TECHNICAL POSITION - Requires an AAS degree in a technical discipline or equivalent experience. A background in mechanical and electromechanical design, fabrication, modification and testing along with a working knowledge of standard machining practices is necessary; chemistry and electronics background desirable. Will provide broad-range support to both scientific and professional staff. Chemistry Department.

DD8356. TECHNICAL POSITIONS - Requires an AAS degree in a technical field or equivalent experience and relevant field experience. Will provide health physics coverage by performing, documenting and posting radiological surveys, performing contamination and exposure surveys, collecting samples and ensuring proper RCD and site-wide procedures are followed. Must possess 40 hr HAZWOPER training or the ability to pass training, respirator qualification or ability to be qualified. Additional requirements include the ability to obtain and maintain DOE clearance and availability to work shifts as needed. Radiological Controls Division.

DD8375. TECHNICAL POSITIONS - (term appointments) Require an AAS degree or equivalent experience in both electronic and mechanical technical areas. Experience in the use of general shop and hand tools is required; electronic experience with analog circuits, cable construction, controls systems construction of CAMAC and/or FASTBUS chassis desired. Experience with medium or high-energy physics detectors also desired. Demonstrated excellent interpersonal skills and the ability to pay close attention to detail are essential. Physics Department.

DD8873. HAZARDOUS WASTE MANAGEMENT TECHNICIANS (Term Appointments) - Requires an AAS degree in chemistry, engineering, physical sciences or equivalent experience. Responsibilities include, but are not limited to, the pickup, packaging, transporting, storing and bulking of hazardous and radioactive wastes. Additional responsibilities include completing and maintaining certifications required for the operation of the Waste Management Facility. The ability to operate handling equipment and the ability to obtain and maintain a Commercial Driver's License also required. Waste Management Division.