

Lab Director Shares New Operations Structure

I am pleased with the results of the work done by the Policy Council and our science and operations managers to review the Laboratory's support organizations with the goal of increasing operational efficiency. The retreat we held in August was successful in this regard, and many of the suggestions for operational improvements presented at that meeting are now being implemented.

Following the retreat, I asked Mike Bebon, Brian Sack, Peter Bond, Jim Tarpinian and Bill Hempfling to serve on a committee that would tackle the challenge of reorganizing the Lab's operations support structure with these additional goals:

- *Make the Deputy for Operations position a line function*
- *Create an integrated planning capability to coordinate the*

Laboratory's strategic planning processes

- *Re-evaluate and consolidate small offices*
- *Increase our emphasis on performance-based management.*

The committee developed a number of thoughtful proposals that were reviewed, discussed, and accepted by the Policy Council last Friday. They are explained in detail below. I believe that these changes, once implemented, will enable the Laboratory to function more smoothly and also provide a stronger framework to help us develop new initiatives in a strategic manner.

The changes you see detailed below will be phased in over a period of approximately two months, beginning on November 10.

— P. Chaudhari

Reorganization of Operations Support Structure Under Way

As part of an effort to streamline BNL operations and better integrate a variety of support functions, Laboratory Director Praveen Chaudhari announced this week a series of organizational changes that will take effect beginning Monday, November 10 (see article from the Laboratory Director, above).

The changes include the creation of one new organization, the elimination or consolidation of several others, and realignment of reporting lines in several areas. The changes, reviewed and accepted by the Lab's Policy Council last Friday, were recommended by a special committee appointed by Director Chaudhari and are the end result of an extended effort by BNL management to re-assess Laboratory operations. The process began early this summer, when the Lab's Policy Council identified 12 science and operations support areas to study for operational efficiency. A committee was formed to explore each area, and each of the 12

committees presented its recommendations at an August off-site meeting.

Following that meeting, Director Chaudhari asked Michael Bebon, Interim Deputy Director for Operations, to chair a separate committee that would make recommendations on a reorganization of the Lab's operations support structure. Other committee members included Special Assistant to the Director Peter Bond, Human Resources and Occupational Medicine Division Manager William Hempfling, Assistant Laboratory Director for Finance & Administration Brian Sack, and Assistant Laboratory Director for Environment, Safety, & Health and Quality James Tarpinian.

"Praveen challenged us to create a highly effective organization that would support his vision of Brookhaven as the best research laboratory in the world," said Bebon. "Our committee focused on building and enhancing the Laboratory's strategic planning,

financial analysis, operational excellence, and performance-based management capabilities. I believe we have met our objectives, and I look forward to seeing these changes implemented."

Highlights of the organizational changes include:

- Creation of an Integrated Planning Office under the Director's Office that will coordinate and integrate planning across BNL, including the Institutional and Site Master plans;

(continued on page 4)



Roger Stoutenburgh D0260203

388th Brookhaven Lecture, 11/12

Understanding, Improving Crew Performance in Complex Systems

Critical missions such as transportation, power generation and distribution, public health and safety, defense, and security are all accomplished by complex systems. Such systems are made up of three elements: hardware, software, and human. Humans play a vital role in efficient and safe system operations: they handle unplanned and unanticipated events. In that capacity, crews serve as the last line of defense when all else fails.

Thus, supporting human performance in complex systems is essential. But how is this accomplished? The emerging field of "Human Factors" provides the knowledge and tools to help assure that systems are designed to support personnel in the performance of their roles and responsibilities. BNL has been very active in the development of the Human Factors field, especially in its application to high-risk, high-reliability systems such as nuclear power plants.

To learn more about BNL's research on the role of personnel in the operation of complex systems, join John O'Hara in Berkner Hall on Wednesday, November 12, at 4 p.m., when he presents the 388th Brookhaven Lecture, "Understanding and Improving Crew Performance in Complex Systems." O'Hara will be introduced by Energy Science & Technology (ES&T) Department Chair William Horak.

As O'Hara will discuss in his

talk, the knowledge that researchers use when evaluating and improving crew performance is derived from many scientific disciplines, such as physiology, psychology, sociology, and linguistics. By applying such knowledge to a system's design, human factors help ensure that systems are compatible with human

physiological and cognitive characteristics.

To illustrate this area of BNL research, O'Hara will discuss his research on the challenges posed to operations personnel by large information systems in nuclear power plants. Over the past several years, he and his colleagues have identified the problems posed by information system de-

sign and have developed potential solutions to them.

O'Hara, a scientist in the ES&T Department, has been at BNL for 15 years. He has a Ph.D. in experimental cognitive psychology and specializes in human information processing and cognitive functions. His main research interest is in human-systems integration and

the effects of technology on crew performance in complex systems. In addition to his work at BNL, O'Hara is an Adjunct Professor in the Department of Nuclear Engineering at the University of Missouri.

All are invited to this free public lecture. Visitors to the Lab age 16 and over must bring photo ID. — John Galvin



John O'Hara

Calendar of Laboratory Events

- The BERA Sales Office is located in Berkner Hall and is open weekdays from 9 a.m. to 3 p.m. For more information on BERA events, contact Andrea Dehler, Ext. 3347; or Chris Carter, Ext. 2873.
- Additional information for Hospitality Committee events can be found at the Lollipop House and the laundry in the apartment area.
- The Recreation Building (Rec. Hall) is located in the apartment area.
- Contact names are provided for most events for more information.
- Calendar events flagged with an asterisk (*) have an accompanying story in this week's Bulletin.

— EACH WEEK —

Mondays: BNL Gospel Choir
5:15-7 p.m. Berkner Hall. All faiths are welcome. www.bnl.gov/bera/activities/choir/.

Weekdays: Free English for Speakers of Other Languages Classes
Beginner, Intermediate, and Advanced classes. Various times. All are welcome. Learn English, make friends. See www.bnl.gov/esol/schedule.html for schedule. Jen Lynch, Ext. 4894.

Mon., Tues., & Thurs.: Kickboxing
\$5 per class. Mon. & Thurs. noon-1 p.m. in the gym; Tues., 5:15-6:15 p.m. in the gym; Thurs., 5:15-6:15 p.m. in Brookhaven Ctr. Registration is required. Christine Carter, Ext. 2873.

Mon., Thurs., & Fri.: Tai Chi
Noon- 12:45 p.m., Brookhaven Center North Room. Adam Rusek, Ext. 5830 or rusek@bnl.gov.

Tuesdays: Welcome Coffee
10-11:30 a.m. Rec. Hall. Hospitality event. Come and meet friends. The first Tuesday of every month is special for Lab newcomers and leaving guests. Hospitality Chair Monique de la Beij, 399-7656.

Tuesdays: BNL Music Club
Noon, North Room, Brookhaven Center. Come hear live music. Joe Vignola, Ext. 3846.

Tuesdays: Singles Club
5:15 p.m., Brookhaven Center. Contact: Jean, Ext. 4391.

Tuesdays: Jiu Jitsu Club
6:30-7:30 p.m. in the gym. All levels, ages 6 and above. \$10 per class. Tom, Ext. 4556.

Tuesdays: Toastmasters
1st and 3rd Tuesday of each month , 5:30 p.m., Bldg. 463, room 160. Guests, visitors always welcome. www.bnl.gov/bera/activities/toastmasters/default.htm.

Tuesdays & Thursdays: Aerobics
5:15-6:30 p.m., \$4 per class. Rec. Hall. Pat Flood, Ext 7886.

Tuesdays & Thursdays: Aqua Aerobics
5:15-6:15 p.m. Christine Carter, Ext 2873.

Wednesdays: On-Site Play Group
10 a.m.-noon. Rec. Hall. An infant/toddler drop-in event. Parents meet while children play. Suzanne Surrow, 476-6610.

Wednesdays: Farmer's Market
11:30 a.m.-1:30 p.m., Berkner Hall parking lot

Wednesdays: Weight Watchers
Noon-1 p.m. Michael Thorn, Ext. 8612.

Wednesdays: Yoga Practice
Noon-1 p.m., Brookhaven Center. Free. Ila Campbell, Ext. 2206.

Wednesdays: Open Chess Night
5-8 p.m., Rec. Hall. Christine Carter, Ext. 5090.

Wednesdays: Exercise 101
5:15-6 p.m., Rec. Hall. \$4 per class or \$35 for 10 classes. Stretching, low-impact aerobics, and other exercises. Pat Flood, Ext 7886.

Fridays: Family Swim Night
5-8 p.m. at the BNL Pool. \$5 per family.

Fridays: BNL Social & Cultural Club
6-9 p.m, North Ballroom, Brookhaven Ctr., dance lessons, 9-11:30 p.m. general dancing. Rudy Alforque, Ext. 4733, rudy@bnl.gov.

— THIS WEEKEND —

Sunday, 11/9

St. Martin's Party, Potluck Dinner
4:30 p.m. Recreation Hall in the apartment area. Bring your children to the Hospitality Committee's celebration of the German/Dutch traditional St. Martin's party. Every child should bring a lantern for the parade. Also, bring a dish for four people to share at the potluck dinner afterwards. Contact Simone Oppenheimer, 929-0043.

— WEEK OF 11/10 —

Tuesday, 11/11

BNL Closed to Honor Veterans' Day
No Bulletin will appear this week.

Wednesday, 11/12

***Brookhaven Lecture**
4 p.m., Berkner Hall. John O'Hara, Energy Sciences & Technology Department, will talk about understanding and improving crew performance in complex systems. See page 1.

Thursday, 11/13

Verizon Wireless Demo
11 a.m. - 2 p.m., Berkner Hall. A representative will present BNLers with special rates on wireless service. Harry Campbell, 516-458-9122.

Community Advisory Council Meeting
6:30 p.m., Berkner Hall, Room B. Open to the public. For more information, see <http://www.bnl.gov/community/CAC.htm>.

BNL's Tiger Salamanders Get New, Cleaned Habitat



Roger Stoutenburgh

At the just-cleaned-up tiger-salamander habitat in the on-site Meadow Marsh area Teresa Baker, Environmental Management Directorate (EMD), is speaking with (from left) EMD's Noel Blackburn and Craig Diaz, and Timothy Green of the Environmental Services Division.

Tiger salamanders, a New York State endangered species, are lizard-like creatures that breed in wetlands from midwinter to early spring and emerge from ponds in July and August to migrate to higher ground. There, they remain until about January, when they return to their breeding ground. Due in part to greater land development, tiger salamander habitat is shrinking — but one of their largest “safe havens” is at BNL.

“The Lab has 26 ponds on site,” says Tim Green of the Environmental Services Division, who is BNL's natural resource manager, “and 17 of the ponds harbor tiger salamanders. The western Meadow Marsh pond in particular is a very productive area. In recent years, we have counted more than 70 of their egg masses, which might produce up to 60 salamanders each.”

So, when BNL started the cleanup work on the two man-made ponds in the Meadow Marsh area, “We took great care to disturb them as little as possible,” said Tom Daniels of the Environmental Management Directorate (EMD), who was the program manager for this project. “We started the work in August, when the salamanders were expected to have left the area, but first, as a precaution, we had the ponds inspected at the end of July.”

Green, with Kristine Hoffmann, a summer intern from the University of Massachusetts, and Rocco Devito, a beginning freshman at SUNY College of Environmental Science & Forestry, used dip nets and a siene net to comb the two ponds.

“We found five tiger salamanders,” said Green. “We transported them to another

known habitat on site.”

In early August, the cleanup team, which was subcontracted by BNL after a bidding period, set to work.

The ponds, which were man-made, had been used for sewage treatment experiments in the 1970s. The workers had to pump out about 55,000 gallons of water and remove 240 cubic yards of contaminated sediments and degraded pond liners, then reconstruct the wetlands by building a single pond.

Said EMD's Teresa Baker, project manager, “The sediments above the liners had contained elevated levels of metals such as copper, zinc, and aluminum, and trace levels of americium-241 and cobalt-60. The water was taken by tankers to an off-site disposal facility. Other trucks transported the sediment from the ponds to the rail spur south of the western ball fields. It was loaded into rail cars and transported to Envirocare of Utah for disposal.”

In a second phase of the project, the berm separating the two cleaned ponds was removed to create one large pond.

“New soil, a protective liner, and wetland plants were all used to help establish a reconstructed pond,” said Baker.



Adult tiger salamanders grow to a length of six to eight inches long.

Design input for the pond was provided by EMD, the Plant Engineering Division, and Tim Green, with a review of the design and planting plan completed by P.W. Grosser, an engineering consultant, and approved by the New York State Department of Environmental Conservation. Finally, the pond was filled with fresh water from an on-site well.

“The whole job was done between August and the end of September,” said Daniels. “It was vital to get a thorough cleanup, and also, to be on time so that the plants would have time to grow for the salamanders' return. Thanks to the excellent cooperation and teamwork between Environmental Management, Environmental & Waste Management Services, Plant Engineering, and the contractor, we have been able to achieve this goal.”

Next January, when the Lab's tiger salamanders return to Meadow Marsh pond from their upland homes, will they be aware of any changes?

Daniels, Baker, Green, and all the workers on this project hope not. “We all want the salamanders to return and live their lives just as usual,” said Daniels.

— Keith Grigoletto

Hauppauge School Science Teachers Visit BNL for Staff Development Day

On Tuesday, November 4, a group of science teachers from Hauppauge Junior and Senior High Schools joined laboratory researchers and staff in a professional development day. Elaine Lowenstein from the Community, Education, Government & Public Affairs Directorate designed the day so that the 30 teachers had an opportunity to participate in a science experience best suited to their areas of interest — biology, chemistry, physics, and earth science.

After being welcomed and given an overview of the Lab, the groups were taken to see facilities, escorted by volunteer employees. Some teachers learned, for example, about physics at the National Synchrotron Light Source (NSLS) from Wolfgang Caliebe, NSLS Department; biology in BNL's ecosystems management from Timothy Green and the wildlife preserve and research program from Peter Kelly, both of the Environmental Services Division,

and the on-site tiger salamander habitat from Jeremy Feinberg of the on-site U.S. Fish & Wildlife group, which works closely with Green and Kelly.

In the meantime, chemistry teachers focused on BNL's positron emission tomography program with Richard Ferrieri and the Laser Electron Accelerator Facility with John Miller, both of the Chemistry Department. Earth science teachers discussed environmental bioremediation of toxic materials with Cleveland Dodge, Environmental Sciences Department.

Later, William Christie, Physics Department, talked to a group about the Relativistic Heavy Ion Collider and the STAR Detector, and Richard Setlow, Biology Department, described ultraviolet melanoma research & transgenic fish. Then, with other groups, Michael Blewitt of Biology discussed DNA sequencing, Vivian Stojanoff of the NSLS explained the x-ray crystallography program, Dieter Schneider of Biology introduced



Roger Stoutenburgh

Jeremy Feinberg (right), U.S. Fish & Wildlife, shows part of BNL's tiger salamander habitat to visiting Hauppauge science teachers.

a group to macromolecular crystallography, and Vincent Racaniello, Environmental Restoration Projects, discussed BNL's hydrology program.

Lunch followed, and then the visitors gathered to evaluate the program and to discuss educational opportunities for students and teachers at BNL. Martin Allen, the Science Department

Chair at Hauppauge High School, expressed his appreciation for this program and the volunteer efforts of the Lab researchers and staff. “The presentations by the Lab researchers today were very exciting and infectious,” said Allen. “We look forward to more opportunities like these in the future.”

— Liz Seubert

Get to Know Your Lab! Salamander Habitat Lunchtime Tour, 11/14

Next Friday, November 14, the Lab community is invited to join a lunchtime tour of part of BNL's tiger salamander habitat. At this time, it is unlikely that a salamander will be seen (see story above), but you never know! Meet at noon in Berkner Hall lobby, where a bus will take the group to the on-site habitat, returning by 1 p.m. For more information, call Elaine Lowenstein, Ext. 2400.

Arrivals & Departures

Arrivals

Richard Buono Biology
Thomas Murphy IPIP
Michael ThorpeChemistry
Xueying ZhaoChemistry

Departures

John Andrews ES&T
Patrice Benjamin C-A
John Brodowski C-A
Edward Byrne Budget
John Carew ES&T
Sheryl Carey Rad. Ctrl.
Denis Donahue C-A
Yreana-Renee Flack CEGPA

Barbara Fridrich FSD
Joseph Gatz III Rad. Ctrl.
Catherine Green ISD
Kathleen Griffin Biology
Michele Haller PPM
Garfield Hawthorne ISD
Richard Holroyd Chemistry
Dorothy Ivero Env. Sci.
Joseph Jahelka Training Office
Robert Jansson ITD
Thomas Johnson PPM
Helen Kalbach S&H Svcs.
Joseph Klemish Jr. Rad. Ctrl.
Eric Klug Rad. Ctrl.
Conrad Koehler Jr. Chemistry
Collos Lamb PPM
Stephen Lenski C-A

Francis Lepera ITD
Vincent Lettieri Rad. Ctrl.
Richard Machnowski Instrum.
John Maddok C-A
Joseph Modjeska PPM
Lisa Muench Rad. Ctrl.
Maryann Musso ES&T
Nancy Nelson NNS
Seymour Rankowitz Instrum.
John Russell PPM
Yasuko Sanborn ES&T
John Scesny Plant Eng.
Francis Skidmore Magnet
Francis Stepnoski Rad. Ctrl.
Robert Tooker PPM
George Walczyk Instrum.
Luhong Wang Chemistry



United Way Kick-Off

BNL's United Way fund drive, "The United Way Begins With 'U,'" kicked off on November 6 and will run through December 11.

"Last year the United Way campaign did an excellent job and surpassed their goal of \$115,000 by raising \$119,000," said Jennifer Lynch of Staff Services, who is this year's fund drive coordinator. "There are over 200 agencies that are supported by the United Way of Long Island. There are people in our local community who are in dire need of our assistance. These good causes depend on the generosity of people who give to the United Way. You can make a big difference. As our slogan says, "The United Way Begins With 'U.'"

Besides donations, Lynch suggested other ways that BNLers can contribute to the Lab's United Way campaign. These include:

Holiday Gift Wrapping, 12/17-19 & 22-23: On 12/17, 18, 19, 22 and 23, BNL volunteers will wrap presents in Berkner Hall during lunch.

Holiday Auction, 12/9 & 10: On 12/9 and 10, baskets of new items will be auctioned in Berkner Hall. Anyone with new items for the auction should call Dawn Schick, Ext. 2463, or Linda Sinatra, Ext. 6042.

Yard Sale, 12/9 & 10: An indoor yard sale will also be held at Berkner Hall on 12/9 and 10, featuring items such as sporting goods, tools and collectibles. To donate items, contact Chris Johnson of the Plant Engineering Division, Ext. 7636.

Donating/Volunteering: Various drives for food, clothing and other items will be held. Check with your department or division captain for details. Also, through December 31, BSA will donate \$20 to the United Way for every employee hour volunteered, up to \$10,000. With supervisory approval, BNL employees may take off one regular work hour to volunteer, for a minimum of two hours. These hours may be submitted electronically at www.bnl.gov/unitedway. Contact Volunteer Coordinator Beth Blevins, Ext. 5630 or blevins1@bnl.gov, or Joanne Rula, Ext. 5768 or jrula@bnl.gov.

Holiday Outing to NYC for Disadvantaged Youth Planning Meeting Today, 11/7

BNL's Mentoring Program invites mentors and volunteers to join them at a planning meeting today, November 7, in the Bldg. 134 Training Room to organize a trip to New York City for disadvantaged youth during the holiday season. All are welcome. For more information, contact April Gray, Ext. 2459, or gray@bnl.gov.

Lunar Eclipse Party, 11/8

At 6 p.m. tomorrow, Saturday, November 8, all are invited to come to the Brookhaven Center for a Lunar Eclipse party.

A total eclipse of the moon will occur, with totality at around 8 p.m. At 6 p.m., Keith Power of BNL's Astronomical Society will give a talk on "Earth and Moon — Double Planetary System," in the north room. Eclipse viewing will follow afterwards on the patio, weather permitting. For more information, contact Power, Ext. 5355 or power@bnl.gov.



Motor Vehicle & Supplies

02 HYUNDAI ELANTRA - a/t, a/c, all power, remote entry, alarm, CD changer, excel., 18K mi., ask. \$10,500. Rodney, 751-7023.

00 CHEVROLET BLAZER ZR2 - a/t, a/c, p/s, p/b, p/w, 2dr., moonroof, CD, mint, 41K mi., \$14,000. neg., must sell. Vinny, 286-3446.

00 VOLKSWAGON PASAT WAGON - a/t, a/c, p/s, p/b, p/w, V6, loaded, mint, 47K mi., \$18,000. Raymond, 718-225-5783.

98 PONTIAC BONNEVILLE - a/t, a/c, p/s, p/b, p/w, great cond, rem. start, alarm, 33 mpg hwy., 98K mi., \$4,600. Bruce, Ext. 7640 or 567-3294.

96 CHRYSLER CIRRUS - a/t, a/c, p/s, p/b, p/w, cc, leather, runs well, new battery, 60K mi., \$5,500. Anna, Ext. 7132 or 793-4551.

95 FORD WINDSTAR - a/t, p/s, p/b, p/w, p/locks, c/c, dual a/c & heat, well maint., 66K mi., \$4,300. Gary, Ext. 2576, 589-5490.

95 JEEP WRANGLER - 5 spd., blk., brn. hard top, soft top avail., fair cond., 129K mi., ask. \$4,000. Sachin, Ext. 2197 or 672-9457.

95 OLDSMOBILE 98 REGENCY - a/t, a/c, all power incl. seats, leather, s/roof, 87K mi., \$5,300. Rodney, 751-7023.

95 VOLVO SEDAN - 5 spd., a/c, p/s, p/b, p/w, s/roof, alarm, leather, well maint., non smoker owner, 75K mi., \$5,200. Louis, 477-8788.

94 CHEVROLET CAMARO - a/t, a/c, p/s, p/b, p/w, air bag, s/roof, c/c, am/fm stereo cass., 120K mi., \$4,100. Ext. 4342 or 766-0372.

91 HONDA ACCORD LX - a/c, p/s, p/b, p/w, 5 spd., am/fm/cass., c/c, new tmg. belt, clutch, v.g. cond., 107K mi., \$2,500. Ken, 281-5565.

85 FORD ESCORT - 2 dr., a/t, 145K mi., runs well, \$1,000 neg., Ext. 2364.

Miscellaneous

FREE HOUSE CAT - 1 yr. old blk. male, very affectionate & gd. with kids, neutered/w all shots. Angela, 289-4442.

FREE KITTENS - 1 Calico, 3 light orange, litter trained. Frank, 727-1494, 2-5 p.m.

TICKETS - 2 Met. Opera, Strauss' *Die Frau ohne Schatten*, 11/24, 7:30 p.m., 2nd. row balcony ctr., \$60/ea. Carmen, Ext. 4135.

WANTED - people interested in Falun Dafa presentation & exercise, 11/17, noon-1 p.m., Bldg. 526 Conf. Rm. George, Ext. 4033.

BNL's '03 United Way Drive Awarded



Roger Stoutenburgh D0011103

The successful 2002-03 fund-raising campaign won BNL three United Way of Long Island "People's Hope" awards, presented during a special dinner event on October 22 at the Crest Hollow Country Club in Woodbury. For its Holiday Auction and Yard Sale, the Lab won the "Best Special Event" award, which was accepted by Dawn Schick (above, left), the 2002-03 Holiday Auction chair. The "Most Leadership Givers" award was accepted by Michael Bebon, BNL's Deputy Director for Operations, and the award for "Most Dollars Raised" was received by last year's fund drive coordinator, Linda Sinatra (second from left). BNL's contributions to the United Way totaled \$119,000, including employee pledges of more than \$83,000, a BSA donation of \$10,000, raffle proceeds of over \$12,000 and one-time donations amounting to almost \$12,000. Others in the photo above are: (from left) Chris Johnson, organizer of the Yard Sale event; Aimée Sumereau, this year's drive co-coordinator, Jennifer Lynch, this year's coordinator, and Beth Blevins, volunteer coordinator. As Sinatra concluded, "It was definitely a team effort between the employees, management and the United Way team that put it together."

Employee Art and Crafts Show, 11/24-26

All are cordially invited to the BNL Art Society-sponsored Art and Crafts Show, which will be held from Monday to Wednesday, November 24 to 26, from 11:30 a.m.-1 p.m. in Berkner Hall, Room B, with an evening reception with refreshments from 5 to 7 p.m. on Monday, November 24.

NSLS II Workshop, 12/12

A workshop on the proposed NSLS-II facility will be held at BNL on Friday, December 12, for all members of the scientific community, both in and outside the Lab, who wish to provide input on the design and direction of NSLS-II. The workshop will feature an overview of the facility, comments from representatives from Congress, DOE, New York State and the Lab, lectures, presentations and an evening poster session and dinner. For more information, or to register, visit <http://www.nsls2.bnl.gov> or call Ext. 2297.

BNL Music Club's Holiday Show, 12/6

Save the date of Saturday, December 6, to attend the BNL Music Club's Holiday Show, featuring talented BNL performers, on Saturday, December 6, at 7 p.m. in Berkner Hall.

Benefit Notes: Sign-Up Deadline, 11/14

Friday, November 14, is the deadline for making changes to medical and dental coverage for 2004 and for participating in the 2004 health care or dependent daycare flexible spending accounts. For more information, contact the Benefits Office, Ext. 2877, Ext. 5126, or (800)353-5321.

BSA Scholarship Applications Deadline, 11/14

Next Friday, November 14, is the deadline for 2004 BSA Scholarship applications for children of employees to study toward an academic degree. Call Bonnie Hulse, Human Resources & Occupational Medicine Division, Ext. 2885.

Retirement/Investment Fidelity Options, 12/8

A Fidelity Investment representative will be at the Lab on Monday, December 8, to hold sessions with individual employees interested in learning more about their retirement-savings and investment options. To schedule a 45-minute appointment, call (800) 642-7131.

Happenings

Concert from Valaam Monastery, Russia, Russian Folks Songs, 11/9, 7 p.m. For tickets, call Ext. 7714.

GOLF FUNDRAISER - Hab. For Humanity sponsors 18 holes golf incl. cart @ \$25/player. Mid. Isl. Co. Club, 11/18. Reserve tee time (8-10 a.m.) by 11/14, 924-4966, Ext. 100.

HUBBLE - Telescope talk by John Wood, at Astronom. Soc. of LI, Wed., 11/12, 8 p.m., NY Inst. of Tech., Old Wbury. Tony Pirera, 589-3502.

BUS TO READING OUTLETS - 12/6, \$12/pp, Cheryl Henderson, Ext. 3571, or Lyn Fontaine, Ext. 2232, \$ due by 11/21.

More Ads

The full list of this week's ads, including more car ads, is continued on the Web at www.bnl.gov/bnlweb/pubaf/bulletin.html, added to this week's Bulletin, or available from the Bulletin lobby, Bldg. 134, or by calling Ext. 2345. To have ads that are omitted printed on Nov. 21 (the next Bulletin), re-submit them or they will not appear.



Calendar

(continued)

Friday, 11/14

*Lab Tour — Tiger Salamander Habitat

Noon-1 p.m. All are invited to meet at Berkner Hall lobby at noon. Take Lab bus to an on-site tiger salamander habitat and learn about these New York State endangered creatures (see also articles on page 2). Return to Berkner at 1 p.m. Elaine Lowenstein, Ext. 2400.

Saturday, 11/15

Defensive Driving Course

A Defensive Driving course will be held on Saturday, November 15, 9 a.m.-3:30 p.m., at Mount Sinai High School, on the north side of Route 25A, in Mount Sinai, about 1 mile west of Route 83. To register, send your telephone number on a check made out to Empire Safety Council for \$35 per person, in care of Scott Zambelli, P.O. Box 670 Mount Sinai, NY, 11766. Reach Zambelli at 331-6599, Ext. 13.

— WEEK OF 11/17 —

Wednesday, 11/19

BSA Piano Recital

Noon, Berkner Hall. Gilles VonSattel, who won the 2002 Naumberg International Piano Competition, will perform a piano repertoire that reveals a preference for technical challenges. All are welcome.

— WEEK OF 11/24 —

Mon-Wed, 11/24-26

*BNL Community's Art & Craft Show

Berkner Hall, Room B. All are welcome. Contact Liz Seubert, Ext. 2346, to enter art and craft works. Show hours: Mon.-Wed., 11:30-1 p.m., with evening reception with refreshments, Mon. 11/24, 5-7 p.m.

Thurs.-Fri., 11/27-28

BNL closed for Thanksgiving Holiday. No Bulletin this week.

— WEEK OF 12/1

Saturday, 12/6

*BNL Music Club Holiday Show

7 p.m., Berkner Hall. Show features talented BNL performers. Philip Hayde, Ext. 7648.

Shopping Trip to Peddler's Village

\$15 per person. Bus leaves BNL at 9 a.m. and returns to BNL at 7 p.m. Peddler's Village is a country village in Pennsylvania with 70 specialty shops that sell a wide variety of merchandise. Purchase tickets at the BERA Sales Office. Christine Carter, Ext. 5090.

Sunday, 12/7

Radio City Holiday Show

\$76 per person. Sold out. Christine Carter, Ext. 5090.

— WEEK OF 12/8

Thursday, 12/11

Community Advisory Council Meeting

6:30 p.m., Berkner Hall, Room B. Open to the public. For more information, see <http://www.bnl.gov/community/CAC.htm>.

— WEEK OF 12/15

Thursday, 12/18

Blood Drive

9:30 a.m.-3 p.m., Brookhaven Center. To make an appointment, contact Susan Foster, Ext. 2888, or donateblood@bnl.gov.

Friday, 12/19

Christmas Concert

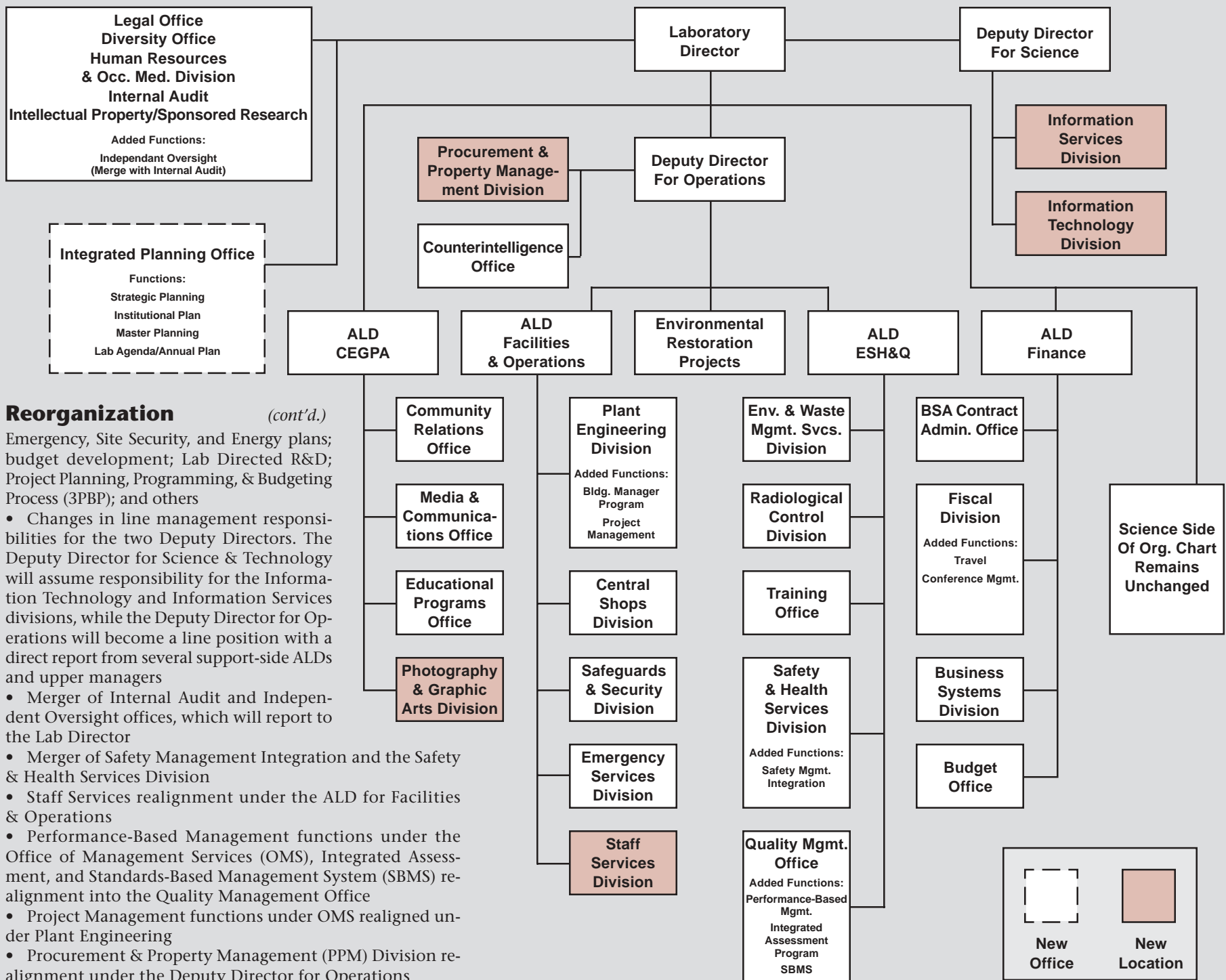
Noon, Berkner Hall. Carols, old and new and holiday music, sung by the BNL Choral Group, including soloists. All are invited to this free concert.

BERA Holiday Party

6-11 p.m. East Wind Caterers, Wading River. Tickets cost \$50 per person and include full open bar, hors d'oeuvres, dinner, buffet, dessert, DJ, and dancing. Purchase tickets at the BERA Sales Office in Berkner Hall. Christine Carter, Ext. 5090.

Note: This calendar is updated continuously and will appear in the Bulletin whenever space permits. Submissions must be received by the preceding Friday at noon to appear in the following week's Bulletin. Please enter the information for each event in the order listed above (date, event name, description, and cost) and send it to bulletin@bnl.gov. Write "Bulletin Calendar" in the subject line.

Changes to BNL's Operational Organization Chart



Reorganization

(cont'd.)

Emergency, Site Security, and Energy plans; budget development; Lab Directed R&D; Project Planning, Programming, & Budgeting Process (3BPB); and others

- Changes in line management responsibilities for the two Deputy Directors. The Deputy Director for Science & Technology will assume responsibility for the Information Technology and Information Services divisions, while the Deputy Director for Operations will become a line position with a direct report from several support-side ALDs and upper managers

- Merger of Internal Audit and Independent Oversight offices, which will report to the Lab Director

- Merger of Safety Management Integration and the Safety & Health Services Division

- Staff Services realignment under the ALD for Facilities & Operations

- Performance-Based Management functions under the Office of Management Services (OMS), Integrated Assessment, and Standards-Based Management System (SBMS) realignment into the Quality Management Office

- Project Management functions under OMS realigned under Plant Engineering

- Procurement & Property Management (PPM) Division realignment under the Deputy Director for Operations

- Travel and Conference Management realignment under the Fiscal Division

- Photography & Graphic Arts (P&GA) Division realignment into the Community, Education, Government & Public Affairs Directorate.

"I believe these changes will provide a positive benefit for the Laboratory, and I look forward to focusing on the financial aspects of moving BNL in the directions being established by Dr. Chaudhari and the senior management team," said Brian Sack. "Additionally, I would like to specifically thank everyone in Information Services, PPM, P&GA, SMBs, and Staff Services for their dedicated support of the Laboratory within the Finance & Administration Directorate and wish them well in their new locations."

James Tarpinian also expects positive benefit for the Lab. "The restructuring of our support operations enhances our environment, safety, health, and quality services by enabling greater interdependence and synergy among the ESH&Q divisions," he said.

The changes will become effective on November 10, 2003, with a 60-day transition period ending January 10, 2004. Lab managers are now working out the details of that transition period, which will include reassignment of individual employees, realignment of budget authority, and revision of individual performance goals, R2A2s, and SBMS products.

Questions & Answers

Q. Why is this reorganization taking place?

A. It is important to point out that this reorganization, as stated in the accompanying articles, is being undertaken to streamline the Laboratory's support services, to take advantage of organizational synergies and thereby improve efficiencies and potentially reduce costs. It is not driven by operational issues or problems within the various organizations.

Q. Will there be any layoffs as a result of this reorganization?

A. No involuntary layoffs are expected as a direct result of the reorganization. In certain groups, individual positions may be eliminated, but this likely would have occurred regardless of the changes, due to FY 04 funding shortfalls. Over the past month, there have been a number of voluntary layoffs, as demonstrated by the length of the "departures"

list this week (see page 3).

Q. Does this reorganization lower the Lab's overhead rate?

A. Although some efficiency improvements and some cost reductions are expected, the Lab's overhead rate was kept steady for FY '04 in anticipation of these savings. No additional adjustments are expected this early in the fiscal year.

Q. Will the quality of services be affected, and if so, will there be an impact on the Lab's science?

A. This reorganization will not have a negative impact on the quality of services beyond the changes already announced as part of the FY 04 overhead budget. In reality, a positive impact is expected on both the quality of the support services provided and Lab scientists' ability to conduct their work. By grouping similar functions under a single office and realigning other organizations to recognize their related

missions, the Laboratory will run more efficiently.

Q. Will there be organizational changes made to the Lab's scientific structure as well?

A. At this time, there are no plans to make structural changes within the Lab's scientific organizations.

Q. This new organization chart only shows operations – what about the scientific organizations?

A. The organizational chart (above) reflects the changes made to the operations support structure. A complete organizational chart showing the entire Lab structure will be available shortly.

Q. Will reassigned staff be moved to new office space?

A. In some cases, yes, but likely not until the end of the transition period. Managers of the new organizations are expected first to develop the detailed structures and then address workspace issues.

Classified Advertisements

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 with-

out 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 list of all job openings; use a TDD system to access job information by calling (631) 344-6018; or access current job openings on the World Wide Web at www.bnl.gov/HR/jobs/default.htm.

OPEN RECRUITMENT – Opportunities for Laboratory employees and outside candidates.

MK2771. POSTDOCTORAL RESEARCH ASSOCIATE – Requires a Ph.D. in materials science and experience in synthesizing intermetallic compounds; experience with microchemical and microstructural characterization techniques; and the ability to characterize superconducting and magnetic materials using cryogenic systems and magnetometers. Research will involve developing techniques to control and modify composition of intermetallics with volatile-elements (Li, Mg, etc.) and covalent tendencies (B, C, etc.). In addition, will find synthesis routes that produce desired forms of materials, which are moreover suitable for characterization of both structural and physical prop-

erties. Under the direction of L. Cooley, Materials Science Department.

NS3172. PHYSICS ASSOCIATE I (P-8, term appointment) - Requires MS/Ph.D. degree in physics or information technology and at least 5 years' experience in Monte Carlo simulations and calculations. Extensive computational physics experience and knowledge is necessary. Requires a mastery of specialized techniques and ingenuity in selecting and evaluating approaches to unforeseen or novel problems. Will perform detailed studies of component systems of a spectrometer to be installed at the Spallation Neutron Source. Studies involve using computer codes to estimate and evaluate instrument's performance and background due to unwanted neutrons. Will work with the design

team to fully optimize the instrument's performance and design and perform highly skilled professional services relating to the development of the spectrometer Physics Department.

TB2822. BIOLOGY ASSOCIATE IV (P-1, term appointment, ERAP eligible \$1K) Requires a BS in biology, chemistry or related field. Experience with HPLC, chemistry, biochemistry and genetics is desirable. Under general supervision will develop gold labels to target genetic tags on expressed proteins for identification of subunits and alignment for image processing of cryoelectron micrographs. Responsibilities will include biochemical purifications and characterization. Biology Department. (Continued on page 3.)

Motor Vehicle & Supplies

02 HYUNDAI ELANTRA - a/t, a/c, all power, remote entry, alarm, CD changer, excel. body & mechanics, 18K mi., ask. \$10,500. Rodney, 751-7023.

00 CHERVOLET BLAZER ZR2 - a/t, a/c, p/s, p/b, p/w, 2dr., moonroof, CD changer, mint cond., 41K mi., \$14,000. neg., must sell. Vinny, 286-3446.

00 VOLKSWAGON PASAT WAGON - a/t, a/c, p/s, p/b, p/w, V6, loaded, mint cond., 47K mi., \$18,000. Raymond, 718-225-5783.

98 PONTIAC BONNEVILLE - a/t, a/c, p/s, p/b, p/w, great body & mech., remote start, alarm, 33 mpg hwy., 98K mi., \$4,600. Bruce, Ext. 7640 or 567-3294.

96 CHRYSLER CIRRUS - a/t, a/c, p/s, p/b, p/w, cc, leather, runs well, everything wks., new battery, 60K mi., \$5,500. Anna, Ext. 7132 or 793-4551.

95 FORD WINDSTAR - a/t, p/s, p/b, p/w, P/locks, c/c, alloy wheels, dual a/c & heat, well maintained, 66K mi., \$4,300. Gary, Ext. 2576, 589-5490.

95 JEEP WRANGLER - 5 spd., blk. w/brown hard top, soft top avail., fair cond., KBB value \$4,155, 129K mi., ask. \$4,000. Sachin, Ext. 2197 or 672-9457.

95 OLDSMOBILE 98 REGENCY - a/t, a/c, all power incl. driver & pass. seats, leather, sunroof, 87K mi., \$5,300. Rodney, 751-7023.

95 VOLVO SEDAN - 5 spd., a/c, p/s, p/b, p/w, sunroof, alarm, leather, burgandy, clean, well-maintained by the original non smoker owner, 75K mi., \$5,200. Louis, 477-8788.

94 CHEVROLET CAMARO - a/t, a/c, p/s, p/b, p/w, blk., air bag, sunroof, c/c, am/fm stereo cass., premium sound, excel. cond., 120K mi., \$4,100. Richid, Ext. 4342 or 766-0372.

94 FORD THUNDERBIRD - a/t, a/c, 6 cyl., 2 dr. moonroof, runs well, 71K mi., reg. gas, mechanically sound. \$2,700 neg. Fred, Ext. 5319.

93 DODGE CARAVAN - 3L, V6, p/l, p/w, new Alpine radio, CD player & windshield, 82K mi., \$3,900. Mike, Ext. 5319 or 698-8028.

93 DODGE CARAVAN - p/w, p/d, V6, 3.3L, gd. cond., roof rack, \$2,500. Peter, Ext. 3705

93 FORD PROBE - 5spd., a/c, p/s, p/b, p/w, blue, alum. rims, stereo 104K mi., \$3,000; 93 Mercury Villager, a/t, a/c, p/s, p/b, p/w, green, 155K mi., \$1,800. Neville, Ext. 5346 or 909-1039.

92 FORD EXPLORER SPORT - a/t, a/c, p/s, p/b, 4wd, 2 dr., red/blk., new brakes, p/s pumps, high mi., \$2,300. Nick, 758-9197.

92 INFINITI M30 - a/t, p/s, p/b, p/w, leather, moonroof, p/seat, c/c, 110K mi., \$3,000. Herb, 928-0297.

The full list of this week's ads appears below. Many of these ads were not included in the printed version of this week's Bulletin due to limited space. If you wish to have ads that were omitted from print this week included in the next Bulletin, then you must re-submit them or they will not appear.

91 HONDA ACCORD LX - 5 spd., a/c, p/s, p/b, p/w, am/fm radio/cass., c/c, new timing belt, new clutch, no rust, v. g. cond., 107K mi., \$2,500. Ken, 281-5565.

87 VOLVO 760 GLE - a/t, 183K mi., good cond. \$800. Ext. 2058.

74 CHEVY CORVETTE - a/t, a/c, p/s, p/b, T-Tops, forest green, excel. cond., 68K mi., \$8,900. Ed, Ext. 7786 or 929-5676.

70 JEEP CJ5 - factory V6 w/snowplow, body needs work, runs well, must sell, 67K mi. Charlie, 728-0074.

BED LINNER - for Ford pick up, \$80. Ed, Ext. 3260 or 653-4125.

FACTORY MANUAL - for '87 Toyota Camry, \$10. Pete, Ext. 5114.

Boats & Marine Supplies

22' CRUISERS INC. BARNEGIT - '87 w/trailer, rebuilt 350 Chevy & O/D, new parts, mint, \$7,000; Sea Doo jet ski w/trailer, mint, \$850. Paula, 516-798-2599 or 516-860-9339.

MARINE AM/FM CD PLAYER - w/weather band & flip-over detachable security panel, two waterproof spkrs., \$100/all; Ice maker, U-Line, like new \$300. Mike, Ext. 6090

Furnishing & Appliances

BEDROOM FURNITURE - boy's solid oak hooker desk w/hutch & light, dresser, night table, headboards, excel. cond., \$550/all; sofa table (Lane), oval coffee table w/glass insert, set of 3-all cherry traditional style nesting tables, make offer. Kathleen, Ext. 2113 or 298-5345.

COFFEE TABLES - 3 sq. ft. l/r table; glass & wood top end table to match, excel. cond., \$50 for both; 40 yr. old Broyhill d/r set, incl. 2 leaves, buffet, china cabinet, 6 chairs & table pads, \$350. Vic, 585-2084.

DESK - real bank dest, wood top, metal sides, 6 drawers, 3' x5' , sides L-shape, 4.5' x2' , holes for computer cables, make offer. Carl, Ext. 2543.

DINING ROOM SET - walnut trestle table/ w/6 chairs, 24" leaf, table pads, china cabinet, \$500; bar w/2 stools, walnut & gray upholstery, \$100; both items Spanish style carved; fireplace ventless free-standing oak unit burns gel, \$100 obo. George, 472-1479.

REFRIGERATOR - '95 GE Profile, frost free, 23.7 cu. ft., perfect cond., \$400. Celeste, 878-4356.

SOFA/LOVESEAT - sofa/queen sleeper w/matching plum loveseat, 2 yrs. old, excel. cond., \$500; recliner, \$50. Rodney, 751-7023.

Tools, House & Garden

ECHO BACKPACK BLOWER - PB400E commerical grade, works well, \$40; Murry mower, 22" rear bagger, great shape, \$100; Sears mower, 20" , works well, rear bagger. 567-9025.

LEAF VACUUM - Billy Goat, 5hp, self propelled w/shrub attach, best offer over \$250. Tim, 208-0408.

TREES - maple sapling to 7' , \$5 ea. Celeste. 878-4356.

Sports, Hobbies & Pets

AQUARIUM - 20 gal. glass w/lid, brand new, perfect for small animals, reptiles, or fish, \$25. Sue, Ext. 4931.

COOKTOP - 3-burner stove, gd. cond. for RV, motor home, trailer, or pop-up, ask. \$75. Tim, 208-0408.

E-COLLAR - tri-tronics, elec. training collar, pro-100, 15 levels momentary, 5 levels continous, as new in case \$475, sell \$300. Bill, Ext. 3730.

BASS - "Ho" engs. from 1960s, mint cond., \$375 ea.; Bass "Hon3" eng. lettered & painted, D&RGW, \$375; both new in boxes, never run, call for details. Harry, 732-2236.

TELESCOPE - Orion 6" Newtonian reflector, Dobsonian mount, eyepieces, Orion Explorer II, 25mm, 17mm, 10mm. \$150. Roger, Ext. 4698.

TICKETS - 2 Metropolitan Opera, Strauss' *Die Frau ohne Schatten*, 11/24, 7:30 p.m., 2nd. row balcony ctr., \$60/ea. Carmen, Ext. 4135.

Miscellaneous

GUITAR - Alvarez acoustic model 5220, mint. cond.; new Shaller turners, new case, \$450 firm. John, Ext. 3805 or 277-3805.

HATS/MINK - from 1960s, excel. cond. \$25. Diane, Ext. 2347.

ORGAN - wood upright Wurlitzer console, upper & lower keyboards w/full ft. pedals, chords & rhythm features, bench & music incl. \$450. Peggy, 751-2149.

PIANO - Kincaid upright, beautiful finish, may need tuning, \$495 obo. Al, 744-0354.

PIÑATAS - unique, all occasions & characters, cartoon, Disney, Sesame Street, etc. Donna, 821-0359.

Wanted

ELECTRIC SNOW SHOVEL - Toro, reasonably priced. Andrew, Ext. 7014.

GYM MATS - for Jiu Jitsu Club. Tom, Ext. 4556.

MINI VAN - Toyota/Honda/Mazda w/40-50K mi., \$4000 range, 1999 onwards. Roy, 473-6235.

PEOPLE - interested in attending a Falun Dafa presentation and exercise demo on 11/17 from noon to 1 p.m. in the Bldg. 526 Conf. Rm. George, Ext. 4033.

RADIOS - 2 CB working radios, free is best, Sandra, Ext. 2228 or 626-4902.

RESEARCH VOLUNTEERS - men and women, ages 18 and over, are needed for MRI study. Strictly confidential, fee provided. 344-2773.

TUBE GEAR & EQUIPMENT - any old tube audio/test equipment that you are looking to get rid of, tuners, radios, Scopes, Amps, etc. Jon, 878-3430.

Free

HOUSE CAT - 1 yr. old blk. male, very affectionate & good with kids, neutered/w all shots. Angela, 289-4442.

KITTENS - 1 Calico, 3 light orange, litter trained. Frank, 727-1494, 2-5 p.m.

MACINTOSH COMPUTER - model 6100. Peter, Ext. 4272.

Community Involvement

Concert from Valaam Monastery, Russia, Russian Folk Songs, 11/9, 7 p.m. For reservations & tickets call Ext. 7714.

Happenings

GOLF FUNDRAISER - Habitat For Humanity sponsors 18 holes golf incl. cart @ \$25/ player. Middle Island County Club, 11/18. Reserve tee time (8 -10 a.m.) by 11/14, 924-4966, Ext. 100.

HUBBLE TELESCOPE TALK - John Wood, lead proj. eng. & sci. & outreach mgr. on the Hubble Space Telescope Proj. on "The Hubble Space Telescope: Latest Discoveries" at Astronom. Soc. of LI, Wed., 11/12, 8 p.m., at NY Inst. of Tech.'s Schure Hall, Northern Blvd., Old Westbury. Call Tony Pirera, 589-3502.

BUS TRIP TO READING OUTLETS, 12/6, \$12/pp, Cheryl Henderson, Ext. 3571, or Lyn Fountaine, Ext. 2232, for more info. \$ due by 11/21.