

Lab Director's Message at All-Employee Meeting Work Together Now, Bright Future Ahead



Roger Stoutenburgh 00761104

Left: Laboratory Director Praveen Chaudhari speaks to a packed audience at Berkner Hall at the All-Employee Meeting held Thursday, November 18.

Below: Michael Bebon, Deputy Director for Operations (left), and Peter Bond, Interim Deputy Director for Science and Technology, join Lab Director Chaudhari (not in picture) to answer employee's questions following the formal presentations.



Roger Stoutenburgh 00821104

Employees streamed into Berkner Auditorium on Thursday, November 18, to hear Laboratory Director Praveen Chaudhari and his two deputy directors present a comprehensive picture of BNL's current status, priority projects, and plans for growth. More than 450 others watched the talks live on streaming video through their computers.

Chaudhari began the meeting, his second as Lab Director, by stating that the "overarching theme" of interest he had identified through his interactions with staff was BNL's future, so that would be his focus. He added that he could encapsulate his view of the future in two short words — "Very bright."

To reach that future, however, the Director said that over the next two to three years the Lab will have to chart a course "through really rough waters. We will have to work as a team — a management team, a Laboratory team, all pulling together," in order to succeed.

Director Chaudhari acknowledged the anxiety that many had likely experienced over recent weeks and months, illustrating the Lab's current situation with a graph of full-time staffing levels over the past 35 years. The graph's peaks and valleys, associated with major construction projects at BNL, including ISABELLE — the project that became the Relativistic Heavy Ion Collider (RHIC) — and the National Synchrotron Light Source (NSLS), showed overall staffing decreasing from a high of 3,600 around 1980 to 2,700 in 2004.

"This kind of decrease affects all of us — it affects our morale and our sense of security," he said. "And when we're faced with difficulty as a collective body, we begin to blame each other, and we don't pull together. The question was how do you turn this around? And how quickly?"

Chaudhari said that for the last year, BNL has been working internally to answer those questions, and has made substantial progress. The first thing, he said, was to ask, as a Laboratory, "Who are we? What do we aspire to be?" His answer, "We aspire to be the best research laboratory in the world in those areas of research that we choose to work."

The next question was, what do we have to do to get there? Chaudhari said that the key is "outstanding science," but

pointed to three integral components leading to that outcome — world-class scientists, compelling questions, and outstanding facilities.

"These three things are intertwined: outstanding scientists ask compelling questions, which lead to new facilities, new facilities attract outstanding scientists, which in turn will lead to new facilities and more questions — there is a way of spiraling upwards in this rather than downwards, and that is the path we will choose," he said.

For a laboratory to be recognized as the best in world, it must also have outstanding operations, and the Director reminded listeners of safety and security incidents at other labs that have halted or negatively affected operations.

Image is also important. "To be the best, we have to be vital to our community. We need their support to achieve the spiral of growth that we want," said Chaudhari. He gave examples of how the support of the local community, Long Island, New York State, the United States, and the world can help BNL accomplish its goals.

Other BNL strengths, Chaudhari said, are its people and its existing facilities, and he emphasized the number of members of the National Academies that come from BNL (approximately 16) as one indicator of scientific quality. "We know we have very good scientists. We also know we have very good facilities, because our facilities have led to a number of Nobel Prizes," he said.

In terms of operational excellence, Chaudhari recalled the work done this year by the Collider-Accelerator Department and the Central Fabrication Ser-

vices and Plant Engineering Divisions in achieving OHSAS 18001 registration. Looking at the bigger picture, he said that a true measure of the excellence of BNL staff is the progress made since the "crisis" years of 1996 and 1997.

"You pulled together and changed that view that the world had about this Lab and the environment — not only did you change it, but you've taken it to the other side where it's viewed very positively — as something to emulate," Chaudhari said.

The Director moved onto the Lab's strategy for growth, saying that leveraging existing facilities, building new facilities, and developing new promising areas of research are all part of the plan. He also spoke of the need to increase the funding coming in from other agencies.

While noting that RHIC is "running beautifully," Chaudhari said the RHIC II and eRHIC upgrades are necessary, and that champions have been assigned to both to ensure that a strong scientific case is made and that the project stays on track over the next five years.

Similar activities are under way for the proposed upgrade to the existing NSLS, NSLS-II. Chaudhari said that ties with the local community are showing their value as BNL has solicited — and is starting to receive — necessary letters of support for the facility from some of the top universities and industrial businesses in the Northeast.

Other major projects already under way or that BNL plans to compete for over the next 15 years include the Center for Functional Nanomaterials (CFN) and the Rare Symmetry Violating Processes (RSVP) experiment (both of

BSA Distinguished Lecture. 12/10

Understanding Antibiotics' Action On the Ribosome: An Urgent Goal

by Venki Ramakrishnan, formerly of BNL Biology

Venki Ramakrishnan of the Medical Research Council's Laboratory of Molecular Biology, Cambridge, England, will give a BSA Distinguished Lecture titled "The Ribosome: The Cell's Protein-Synthesizing Machine and How Antibiotics Disrupt It," on Friday, December 10, at 11 a.m. in Berkner Hall. BSA Distinguished Lectures are sponsored by Brookhaven Science Associates to bring topics of general interest before the Lab community and the public. All visitors to BNL age 16 and over must bring a photo ID.

According to Ramakrishnan, the emergence of antibiotic-resistant bacterial strains has made an understanding of antibiotic action and development of new drugs an urgent goal. Many antibiotics act on the ribosome, the biological "machine" in all cells that makes proteins using information encoded by genes. The ribosome was discovered 50 years ago, but, in 1999, at BNL's National Synchrotron Light Source, which has specialized beam lines for structural biology, breakthroughs were made in determining the atomic structure of the two subunits of the very large and complex ribosome. A year later, based on work done at several synchrotrons, the complete atomic structure of the two subunits of the ribosome was

determined. Ramakrishnan and collaborators published the structure of the smaller of the two ribosome pieces, and a collaboration led by Yale University researchers published the structure of the larger piece.

Determining the structure of the ribosome has made it possible for Ramakrishnan and his colleagues to image antibiotics bound to the ribosome, leading to a better understanding of their action, which could help in the development of novel drugs. In his talk, Ramakrishnan will convey the excitement in the field that has arisen as a result of these discoveries.

After earning a B.Sc. in physics at Baroda University in India, Ramakrishnan came to the U.S. to further his studies, earning a Ph.D. in physics from Ohio University in 1976. He did postgraduate work at the University of California, San Diego, from 1976 to 1978, and at Yale University, from 1978 to 1982. Ramakrishnan joined BNL as an assistant biophysicist in 1983, rising to senior biophysicist in 1994. In 1995, he joined the faculty of the University of Utah, and, in 1999, he moved to England to take on his current position as Group Leader, Structural Studies Division, Medical Research Council Laboratory of Molecular Biology.

— Diane Greenberg



which received funding in the 2005 federal budget), a neutrino beam facility, computational sciences and a Genomes to Life initiative. If all these projects were to be approved, BNL's annual budget would increase from the current \$450 million to \$650 million or higher at constant 2004 dollars.

"There's a hurdle in every one of them that we can only overcome together," said Chaudhari. "You can see why I am so optimistic that we will prevail, we will succeed, and that the Laboratory has a bright future."

Chaudhari then turned over the podium to Peter Bond, Deputy Director for Science & Technology (Interim), who echoed Chaudhari's remarks on the importance of new facilities, saying, "Science initiatives are absolutely key to the Laboratory. In order to be a first-class, world-class science institution, you must be a dynamic entity. If you are static, you will eventually die. Science initiatives are absolutely key to keeping at the forefront."

Bond focused on BNL's scientific planning process and how it meshes with the federal budget

process, discussing how the scientific departments develop new initiatives and how priorities are set for those projects. He showed a chart of the Lab's programmatic initiatives for the 1-2 year, 3-5 year, and greater-than-five-year time periods, breaking those initiatives up into "realistic," "possible," and "dream" categories.

Bond followed that chart with a timeline showing potential major construction initiatives over the next ten years, including CFN and RSVP in 2005, NSLS-II in 2008, RHIC-II in 2009, neutrino beam in 2011, and eRHIC in 2013.

"The picture is very bright, but there's a lot of work we all have to do to make it happen," he said.

The focus then turned to operations, with Deputy Director for Operations Mike Bebon's noting that the Lab is "feeling the effects" of ten years of tight budgets and deferred maintenance, which resulted in the loss of experienced workers and an increased focus on finding efficiencies in support operations. He said that it has not always been possible to reduce some fixed

(continued on page 2)

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 Recreation Bldg. and at the laundry, both 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 —

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.

Mondays: BNL Gospel Choir

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

Mondays & Wednesdays: Pilates

Mon., Noon-1 p.m. in the Rec. Hall; Wed., 5:30-6:30 p.m. in the Rec. Hall. Christine Carter, Ext. 5090.

Mondays & Wednesdays: Yoga

Noon-1 p.m., Brookhaven Center. Free. Ila Campbell, Ext. 2206, ila@bnl.gov.

Mon., Tues., & Thurs.: Kickboxing

\$5 per class. Mon., noon-1 p.m. in the gym; Tues., 5:15-6:15 p.m. in the gym; Thurs., noon-1 p.m. in the gym; Thurs., 5:15-6:15 p.m. in Brookhaven Ctr. North Room. Registration is required. Christine Carter, Ext. 5090.

Mon., Wed., & Fri.: Tai Chi

Noon-1 p.m., Brookhaven Center North Room. Adam Rusek, Ext. 5830 or rusek@bnl.gov.

Tuesdays: Welcome Coffee

10-11:30 a.m., Rec. Hall. First Tuesday of every month is special for Lab newcomers and leaving guests. Cindy Ottmann, 849-2646.

Tuesdays: BNL Music Club

Noon, North Room, Brookhaven Center. Come hear live music. Joe Vignola, Ext. 3846.

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., \$5 per class or \$40 for ten classes. Rec. Hall. Pat Flood, Ext. 7886.

Tuesdays & Thursdays: Aqua Aerobics

5:15-6:15 p.m. Eight-week session. \$20 to attend once a week; \$40 to attend twice a week. Ext. 2873 for more information.

Tuesdays & Thursdays: Jazzercise

Noon-1 p.m., Rec. Hall. Preregistration is required. Christine Carter, Ext. 5090.

Tues., Thurs., Fri.: Upton Nursery School

8:30-11:30 a.m. Rec. Hall. Two- and three-day program avail. 727-8082 or Ext. 5090, for information.

Tues., Wed. & Thurs: Rec Hall Activities

5:30-9:30 p.m. General activities, large-screen TV, ping pong, chess, games, and socializing. Christine Carter, Ext. 5090.

Wednesdays: On-Site Play Group

10 a.m.-noon. Rec. Hall. An infant/toddler drop-in event. Parents meet while children play. Kati Petreczky, 821-4131.

Wednesdays: Farmer's Market

11:30 a.m.-1 p.m., Berkner Hall parking lot.

Wednesdays: Weight Watchers

Noon-1 p.m. Michael Thorn, Ext. 8612.

Wednesdays: Open Chess Night

5-8 p.m., Rec. Hall. Christine Carter, Ext. 5090.

Wednesdays: Dance Lessons

5:15-8 p.m. Brookhaven Ctr., North Room. BNL Ballroom Dance Club hosts lessons, beginner to adv. John Millener, Ext. 3853.

Thursdays: Reiki Healing Class

Noon-1 p.m., Bldg. 211 Conference Rm. Nicole Bernholz, Ext. 2027.

Thursdays: FreshDirect Delivery

3:30-5:30 p.m., Berkner Hall parking lot.

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.

— THIS WEEKEND —

Saturday, 12/4

Bus Trip to Peddler's Village

\$20 per person. Make paid reservations at the BERA store, Monday-Friday, 9 a.m.-3 p.m. The bus departs from the Brookhaven Center at 9 a.m. and leaves the Village at 5 p.m.

Sunday, 12/5

Radio City Holiday Spectacular

\$80 per person includes orchestra seats for a 3 p.m. show, roundtrip luxury bus transportation, and free time in the Rockefeller Center area to shop, browse, or dine. Buy tickets at the BERA Sales Office in Berkner Hall.

— WEEK OF 12/6 —

Monday, 12/6

Astronomy Club Meeting

Noon, Berkner Hall, Room D. The club will make plans for the 2005 observing year. All are welcome. Rick Jackimowicz, Ext. 3803.

Lab Director's Message at All-Employee Meeting

(cont'd.)



(From left) Praveen Chaudhari, Michael Bebon, and Peter Bond.

costs, so rates have crept higher. As a result, the focus has shifted to providing higher-quality services. "We think we've done that in many cases, but we also have little depth left in some of those services," Bebon said.

Considering the Lab's environmental legacy, its safety performance, and diversity record, "Overall, in terms of reaching the goal of being the best Lab in the world in operations, we're not there yet," Bebon stated. "We've got some work to do."

Bebon pointed to last year's reorganization of the operations side as a success, and talked about using management and operations "leadership themes"

as roadmaps for the support operations to follow. The vision for the support operations includes working safely, building a more diverse workforce, educating managers to be "change agents" and problem-solvers in the workplace, being protective of the environment, building modern scientific facilities that attract and retain the best people, and keeping support organization efficiencies comparable with the private sector.

In terms of facilities, the Lab has several approved construction projects, like the CFN and Research Support Building, and is exploring options like third-party financing for new hous-

ing in the apartment area.

"The final aspect of our master plan in the facilities area is a continuing program to go into each of our permanent science buildings like physics, like biology, and rehab them in a very aggressive way," said Bebon.

A question-and-answer session following the formal presentations included questions on safety and disciplinary actions, traffic issues, reduction of medical costs, and the future of engineers and technicians at BNL. All three presentations and the Q and A session are available for viewing on the WBNL web site at <http://www.bnl.gov/video>. — Peter Genzer

BNL Toastmasters Club: Holiday Meeting, 12/7

The Lab community is invited to the next BNL Toastmasters Club meeting in the Recreation Hall, on Tuesday, December 7, at 5:30 p.m. Participants can see what Toastmasters is all about:

- presenting speeches and having fun
- answering tough questions while making it seem easy
- helping each other improve with honest evaluations
- listening carefully not only with ears but eyes
- communicating with hands and heart.

During the session, a potluck buffet will be served. Participants are asked to bring a dish to share. If you would like to join the fun, contact Amy Halsted, halsted@aps.org or 929-1675, or Beth Lin, bylin@bnl.gov or 344-3372

Upcoming Financial-Planning Sessions

Vanguard Retirement Planning, 12/9

On Thursday, December 9, the Vanguard Group invites you to spend 45 minutes one-on-one with a licensed Vanguard representative at BNL to talk about financial issues. Learn about: investing for long-term goals, such as retirement; selecting funds for savings; and making the most of the services and investment tools available to you. Schedule your 45-minute session online at www.meetvanguard.com or call 1-800-662-0106, Ext. 14500.

TIAA-CREF Retirement Counseling, 12/10, 14, 15, & 21

A TIAA-CREF consultant will visit BNL on Friday, December 10; Tuesday, December 14; Wednesday, December 15; and Tuesday, December 21; to answer employees' questions about financial matters.

Sessions will help you to: understand the importance of protecting your assets against inflation, find the right allocation mix for you, learn about TIAA-CREF retirement income flexibility, and compare lifetime income vs. cash withdrawal options. For an appointment, call Duane Walden, (800) 842-2733, Ext. 7289.

Fidelity Investment Counseling, 12/17

A Fidelity Investment representative will be at the Lab on Friday, December 17, to hold sessions with individual employees interested in learning more about their retirement-savings and investment options. Schedule one of the 45-minute appointments by calling (800) 642-7131.

DOE Small Business Development Center Open House, 12/8

The DOE Small Business Development Center (DOE SBDC) will hold an Open House on Wednesday, December 8, 11 a.m.-2 p.m., in the Berkner Hall cafeteria, where experts from various organizations will give advice to those who own or wish to start a small business.

All are invited to attend the Open House, where representatives will be available from: the DOE Small Business Development Center at BNL, the U.S. Department of Commerce, the Space Alliance Technology Outreach Program, and the Long Island Development Corporation's Procurement & Technical Assistance Program. Visitors to BNL age 16 and over must bring a photo ID.

The DOE SBDC at BNL is open for one-on-one counseling by a highly trained and experienced counselor who can help those interested in developing a business or expanding a business. For more information, call Vincent Tirolo, Ext. 2393.

In addition to the Open House, the DOE SBDC will offer a series of monthly workshops for owners or would-be owners of small businesses starting in January. So far, the topics will include business basics, e-commerce and patents & trademarks. If you are interested in a topic that you feel would be useful to small business owners, call the SBDC at Stony Brook University at 632-9070.

Coming Up, 12/15
Brookhaven Lecture

The next Brookhaven Lecture will be given by Zhong Zhong of the National Synchrotron Light Source Department. Zhong will speak about diffraction-assisted x-ray imaging, at 4 p.m. on Wednesday, December 15. All are invited to this free public lecture. Visitors of age 16 and over must carry a picture ID.



Zhong Zhong

Roger Stoutenburg C103-31-01

BWIS News

Wine, Cheese Party, 12/9

All BNLers are invited to the Brookhaven Women in Science annual Wine & Cheese party, to be held on Thursday, December 9, at the Rec Hall. For more information, contact Loralie Smart at Ext. 2425 or lsmart@bnl.gov, or Pat Williams, Ext. 8211 or pw@bnl.gov.

Shop at BNL's Science Store

The BNL Science Museum store will be open for the holiday season with science-based gifts for the whole family. Also, experience, among other exhibits, the new 3D Visualization Theater. The museum will be open on Fridays, December 3, 10, and 17, noon- 2 p.m.

APAA Potluck Party Tomorrow, 12/4

All are invited to the Asian Pacific American Association's (APAA) Annual Holiday Potluck Party, tomorrow, Saturday, December 4, 5-11 p.m. at the Recreation Hall in the apartment area. Bring a dish — or two! — to share with about six people, and two large bottles of soda. Santa's helpers will attend the party, and you may bring a small wrapped gift for them to present to your child. Children will also be able to enjoy playing at the crafts table. For more information, call Marie Van Buren, Ext. 4727, or Susan Wong, Ext. 7988.

Retirees 2005 Membership Dues Due

The Brookhaven Retired Employees Association (BREA) asks potential and renewing members to pay dues of \$10 for the calendar year 2005. Dues cover costs of sending out newsletters, sponsoring functions and responding to new situations that affect BNL retirees — for example, changes in medical insurance coverage from Medicare and BNL. Associate members need not be retired.

BREA was established to represent retiree interests and benefits; build closer community ties between BNL and its neighbors; create a newsletter providing communication with retired employees; encourage activities for social interaction in the retirement community, and establish volunteer efforts to assist in fund raising for the benefit of charities and local communities.

To renew membership for 2005, send your check for \$10 (payable to BREA) to BREA, Bldg. 475C, Brookhaven National Laboratory, Upton, NY11973. If you have already paid \$10 for this purpose at or since the annual luncheon held on May 27, you are already a 2005 member and should have received a membership card for 2005. If you do not have a form to send with your check, be sure to include your name, address, phone, fax, e-mail (as appropriate). Say if you are applying for the first time or if membership is being renewed. Also send your retirement date. Be sure to print clearly.

Once you are a paid-up member or associate member, you will receive newsletters and announcements of special events. Membership forms can be printed out, and more information can be obtained from the BREA website (www.brea.bnl.gov), or call Joyce Tichler (631-563-0989) or Dave Cox (631-286-9725).

Bus to NYC, 12/12

All are invited to join the BERA bus trip to New York City on Sunday, December 12. The bus will leave from the Brookhaven Center at 9 a.m. and will leave the city at 5:30 p.m. The cost for adults is \$12, children 2-12, \$6. Buy tickets at the BERA Store. \$2 per ticket will go to the United Way.

BNL Food Drive

Please share your extra food. BNL bins are ready. Don't forget.



Open Meeting on Sexual Assault

On November 1, at noon in Berkner Hall, the Human Resources & Occupational Medicine Division in concert with the Safeguards & Security Division (SSD) sponsored a discussion open to all at the Lab in response to the sexual assault reported to have taken place on site on October 18. This meeting followed a Critical Incident Stress Debriefing meeting held immediately following the assault with individuals residing in the same dorm as the victim and a meeting with the Department that had briefly hosted the individual.

Speakers included James Abbott, SSD Manager; Chief Richard Young and Deputy Chief Douglas Little from Stony Brook University (SBU) Security; and Linda Daniels, BNL Employee Assistance Program Psychologist.

Little specific information could be provided as a result of the effort to protect the victim's right to privacy and also to safeguard sensitive information pertaining to the investigation. Abbott disclosed that the victim was walking alone in the evening and was forced by her assailant into a nearby wooded area where the assault took place. This incident is under investigation by Suffolk County Police Department (SCPD) and, as a result of the event occurring on government property, the Federal Bureau of Investigation. To date, no suspects have been apprehended.

"Safety and security are inextricably linked to everything we do here at the Lab," said Abbott. He identified several actions underway to avert incidents in the future. The dorm window locks were checked to ensure they are in good working order. Safety & Security requested SCPD to increase monitoring of the perimeter of the Lab site. Additional 2222 or 911 stickers will be provided to Lab employees to place on phones. Personal safety tips will be available on the BNL website and will be distributed to all new employees and guests. Building managers have been requested to conduct security surveys with an eye towards the need for appropriate lighting, including in parking lots; locks for windows and doors; and for recommending improvements as needed. These safety-related improvements have been identified as high priority.

All employees and guests are asked to remember that they are required to wear their badges at all times while at work. This will help to identify any unauthorized persons on site. Additional security actions are under discussion. They include: installing cameras and lighting around certain buildings, walking through building interiors, issuing security cards or electronic keys for dormitories, installing emergency call boxes near buildings, and providing information on the web regarding on-site incidents.

SBU police stress that the best prevention is community policing. The more we communicate with each other, and act as the eyes and ears for our community, they say, the safer we shall be.

Emotional safety was also a part of the discussion. Daniels spoke about the emotional ramification of workplace violence. "We are indirectly victims ourselves," she said. "Our sense of control has been challenged." Anticipatory anxiety, anger, and changes in behavior are all normal reactions to stressful circumstances such as these, and lack of details can intensify anxiety. Daniels emphasized the importance of using "buddy systems" in the workplace, which enhance cohesion and moral support. To arrange an appointment to meet with Daniels, call Ext. 4567.

Safety Concepts to Keep in Mind

The Laboratory's Safeguards & Security Division urges all employees and visitors to take reasonable and prudent steps to protect personal belongings and their own safety and welfare. Remember that all employees and guests are required to wear their badges at all times while at work. This will help to identify any unauthorized persons on site. In addition:

- If you are working alone in the evening, contact Security, Ext. 2238, to increase patrols of the building.
- After work hours and particularly when dark:
 - + Try to keep in well-lit walkways as much as possible; avoid short cuts through the woods
 - + Have your office, room or vehicle key ready before you reach your door
 - + If waiting for a ride or bus, be aware of the traffic flow. Be wary of a car that passes slowly or returns
 - + When driving, look inside your vehicle before you get in; lock your doors and park in well-lit areas.
- Trust your instincts. If something or someone makes you uneasy, leave the area or call Police Headquarters at Ext. 2238 or 2239.
- It is recommended you carry a cell phone when walking, driving or working alone.

Answering Employees' Concerns

BNL is committed to the highest ethical standards, to working safely, and to protecting the environment. The Lab's Employee Concerns Program was established to safeguard these commitments. Should any employee have unresolved issues concerning: the environment, safety, health, waste, fraud, or abuse, he or she may proceed in the following way:

- Alert your line management to your concern.
- Contact your Environment, Safety & Health Coordinator or Facilities Support Representative. Concerns covered by labor agreements must be addressed through the labor grievance process.
- If you still believe a condition or practice violates BNL standards, contact the Employee Concerns Program Manager, Susan Foster, Ext. 2888, or EmployeeConcerns@bnl.gov. A formal and confidential investigation will be conducted and you will receive response. The Lab will not discriminate against any employee who has filed a complaint.
- Still not satisfied? You may request an inspection from a DOE representative by filing a request directly with the Brookhaven Site Office. For information call Ext. 4089. DOE will maintain confidentiality, if requested.

Get Comfortable! Work Safely! Visit BNL's 'Ergonomic Showroom'

At BNL, a new "Ergonomic Showroom" is now on view. When products and environments are ergonomic, they are comfortable, safe and efficient to use. To establish the new showroom, Lab Ergonomist Nicole Bernholc has been busy coordinating the acquisition of ergonomically engineered office equipment and arranging it on display so that employees have an opportunity to identify products that will make their workspace ergonomically correct and comfortable.

Bernholc, an industrial hygienist, is the Ergonomic Program Administrator in the Lab's Environment, Safety, Health & Quality (ESH&Q) Directorate. She decided that since BNL no longer stocks ergonomic types of items, it would be useful for employees to have a location to go to where they could actually try a workstation that changes height by pressing a button, sit in a chair especially designed for a research laboratory, and try out various types of computer mice, desk chairs, footrests, monitor holders, laptop stands, and back cushions.



"The showroom provides employees the chance to check out their options. They can make a more educated decision before placing an order if they know what they are getting. We also have items that can be used to retrofit existing workspaces to help employees work more safely and comfortably," says Bernholc.

In addition to ergonomic equipment, CDs that prompt the owner to stretch at specific intervals are also available.

"This is so important. We all get busy and forget to rest our eyes and stretch our necks, backs, shoulders and arms. These simple steps can avoid repetitive injuries such as carpal tunnel syndrome," explains Bernholc. The CDs are available for viewing by any employee who may wish to see them before purchasing one.

Says Bernholc, "Without the help of employees like Divine Adika, Tracy Blydenburgh, Bob Selvey, and Donna Wadman (all of ESH&Q), and Paul Simons of the Procurement & Property Management Division, this project never would have gotten off the ground. These folks worked very hard contacting vendors and getting them to donate items to our showroom."

The showroom, located adjacent to Bldg. 120, is still a work in progress. Bernholc hopes eventually to add tools to the display. "The bottom line is that we want employees to work safely and comfortably and have ultimate flexibility to help avoid injuries. We're happy to provide a service that helps accomplish that goal," she says.

To view the ergonomic showroom, contact Bernholc, Ext. 2027; Fred Horn, Ext. 3451; John Peters, Ext. 7475; David Robbins, Ext. 5789 or Bob Selvey, Ext. 3066.

— Jane Koropsak

Arrivals & Departures

Arrivals	
David Paveglio	PPM
Departures	
Tina Byrd	Physics
Kathryn Kolsky	Medical
Jamie Sims	SSD
Gene Sorensen	Ctrl. Fabrication

Weight Watchers

BNLers can register for the next Weight Watchers session on the first day or on Wednesday, December 8, from noon to 1 p.m. in the Brookhaven Center. The cost will be \$99 for 10 weeks. Contact Michael Thorn, Ext. 8612 or mthorn@bnl.gov.

Holiday Dance, 12/11

The BNL Dance Club will hold a holiday dance on Saturday, December 11, 8 p.m.-midnight in the Brookhaven Center. Rudy Alforque will provide DJ music, and a show choreographed by Giny Rae with dancers from the Dance Magic Dancers, the BNL Dance Club, and the Stony Brook Dance Team will be performed. Tickets cost \$12 per person and can be purchased from John Millener, Ext. 3853; or Rudy Alforque, Ext. 4733. For more information, contact Madeline Windsor, Ext. 5069.

Calendar

(continued)

Wednesday, 12/8

- *DOE SBDC Open House
11 a.m.-2 p.m., Berkner Hall Cafeteria. See notice on page 2t.
- Rifle & Pistol Club Meeting
Noon, Bldg. 535 Conference Room. All who would like assistance or instruction in the maintenance and safe use of firearms are invited to attend. Learn about club activities and help plan the club's holiday party. Jim Durnan, Ext. 8236.

Thursday, 12/9

- *BWIS Annual Wine & Cheese Party
5:15-7 p.m., Rec Hall. Brookhaven Women in Science invites all the Lab community.

Friday, 12/10

- BSA Distinguished Lecture
11 a.m. Venki Ramakrishnan will speak about the ribosome. See story, page 1. Free and open to the public.

Saturday, 12/11

- *Holiday Dance
8 p.m., Brookhaven Center. The BNL Dance Club will hold a holiday dance with DJ and entertainment. Tickets are \$12. See notice below.

— WEEK OF 12/13 —

Wednesday, 12/15

- Brookhaven Lecture
4 p.m., Berkner Hall. Zhong Zhong, National Synchrotron Light Source Department, will talk on diffraction-assisted x-ray imaging. All are invited to this free public lecture.

Friday, 12/17

- BERA 3rd Annual Holiday Party
6-11 p.m. at East Wind Caterers, Wading River. Buy tickets at the BERA Store. \$50 per person includes a five-hour open bar, hors d'oeuvres, full dinner buffet, dessert, and DJ entertainment. Christine Carter, Ext. 5090.

Saturday, 12/18

- *Holiday Potluck, Santa Visit
5 p.m., Recreation Hall. The BNL Hospitality Committee invites all BNLers to a holiday potluck dinner. Bring a dish to share for six people. Santa will visit at 5:30 p.m. Cindy Ottemann at 849-2646 or cjottabb@optonline.net.

BNL Holiday Schedule

- Christmas Eve (1/2 day) . 12/23/04*
 - Christmas Day 12/24/04*
 - New Year's Day 12/31/04*
 - Floating Holiday 1/17/05 (Martin Luther King Jr. Day) □ □
 - Presidents' Day 2/21/05
 - Memorial Day 5/30/05
 - Independence Day 7/4/05
 - Floating Holiday 7/5/05
 - Labor Day 9/5/05
 - Veterans Day 11/11/05
 - Thanksgiving Day 11/24/05
 - Day After Thanksgiving .. 11/25/05
 - Christmas Eve (1/2 day) . 12/23/05*
 - Christmas Day 12/26/05*
- *The dates listed above are the days that the holidays will be observed at BNL.

Health Promotion Program

Diet or Exercise Consults

The Health Promotion Program (HPP) offers personal consultations with a registered dietitian and exercise physiologist to eligible employees with health issues. To learn more, contact Michael Thorn, HPP Coordinator, Ext. 8612.

Diet or Exercise Questions

Have you any questions about diet or exercise? The Health Promotion professionals have answers! Check out the new feature on the Health Promotion web site at www.bnl.gov/hr/occmcd/HPP.asp. As part of this feature, you may submit a question online. Selected questions/answers will be posted on the web site. Only general questions will be answered.

BNL's United Way of Long Island Fund Drive Holiday Auction, Yard Sale Next Week



Standing by the BNL-United Way (UW) Fund Drive sign on the way into the Lab are many of this year's BNL/UW "movers and shakers": Jim Tarpinian, BNL UW Campaign Chair; Beth Blevins, Volunteer Days Program Coordinator; Chris Johnson, Yard Sale Coordinator; Joanne Rula, Volunteer Days Program Co-coordinator; Lois Caligiuri, Holiday Auction Co-coordinator; Linda Sinatra, Holiday Auction Coordinator; and Maria Beckman, BNL UW Campaign Co-chair.

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 without regard to age, race, color, religion, national origin, sex, disability or veteran status. Each week, the Human Resources Division lists new placement notices, first, so employees may request consideration for themselves, and, second, for open recruitment. Because of the priority policy stated above, each listing does not necessarily represent an opportunity for all people. Except when operational needs require otherwise, positions will be open for one week after publication. For more information, contact the Employment Manager, Ext. 2882; call the JOBLINE, Ext. 7744 (344-7744), for a 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. MK3224. POSTDOCTORAL RESEARCH ASSOCIATE – Requires a Ph.D. in physics, chemistry, or related discipline and experience with optics or synchrotron radiation techniques. Experience with analytic modeling is desirable. Research will involve the study of electronic energy transfer in molecules and biomaterials with synchrotron-based fluorescence and scattering techniques. Under the direction of P. Abbamonte, National Synchrotron Light Source Department.

MK3860. POSTDOCTORAL RESEARCH ASSOCIATE – Requires a Ph.D. in materials engineering with an emphasis on resource and environmental assessment and experience with LCA models and databases, hands-on applications of LCA for the evaluation of products or energy processes and good oral and written communication skills. Will work closely with industry to produce and validate LCA energy and emissions data for thin-film PV modules production and to make balanced comparisons of photovoltaic systems with conventional energy production plants. In addition, will collaborate with an international team to improve current LCA methodologies by quantifying external costs associated with health effects, long-term waste storage, and security. This is part of the research activities of the National Photovoltaic Environmental Health & Safety Research Center. Under the direction of V. Fthenakis, Environmental Sciences Department.

MK3154. MATERIALS SCIENCE ASSOCIATE I (P-8) – Requires a Ph.D. in physics, materials science or a related discipline, and at least two years' postdoctoral experience in surface imaging in ultrahigh vacuum using scanning probe microscopy (SPM) and related instrument development and maintenance (hardware, software, and electronics). Interaction and scientific collaboration with general users is required. Experience in Unix/Linux-based programming of SPM instrument control, data acquisition and analysis software is desirable. Must be able to collaborate closely with postdocs in SPM experiments and their analysis. The Center for Functional Nanomaterials is a science-based user facility. Under the direction of P. Sutter, Center for Functional Nanomaterials.

NS4186. ENVIRONMENTAL SCIENCE ASSOCIATE II (P-5) - Requires a master's degree in an appropriate discipline or equivalent combination of education and work experience, at least one year of work experience at a field research site, excellent oral

and written communication skills, and knowledge of personal computer operations. The ability and willingness to climb and work on towers that are up to 100 ft. tall and to adopt a flexible work schedule with occasionally protracted hours, that may include weekends, is necessary. Experience in construction trades, electronics, and maintenance of personal computers is highly desirable. Responsibilities include identifying, prioritizing, and accomplishing objectives under minimal supervision, and interacting, both verbally and in writing, with scientists, tradespeople and other professionals. Will have daily responsibility for facility operation and maintenance, analyzing operational data, preparing operating reports and providing a key interface between facility operations and the scientific user community. Will supervise other employees and have oversight of outside contractors. This is a full-time position that is located near Chapel Hill, NC, at the Free-Air Carbon Transfer and Storage (FACTS-1) facility in the Duke University Research Forest. Environmental Sciences Department.

TB2186. CARPENTER – Under minimal supervision lays out, constructs, modifies, and maintains buildings and component parts from construction drawings, rough sketches, or verbal instructions. Works with wood, wood substitutes and combination materials and flooring, roofing and wall materials. Uses hand, portable and fixed tools common to building construction trades. Installs cabinets, door frames, window glass, interior finishes and hang doors. May perform Cabinetmaker duties as required. Plant Engineering Division.

Motor Vehicles & Supplies

03 HONDA TRX 90 QUAD - hardly used, pd. \$2,656, ask. \$2,000. Jo Ann, Ext. 7009.

02 NISSAN PATHFINDER SE - 4wd, pearl white ext., tan int., am/fm/cass./cd, remote start. 26K mi. \$18,500/neg. Cindi, 730-6562.

00 HARLEY DAVIDSON SPORTER - 1200 sport, mint cond., blk. 2700 mi. \$7,000. John, 241-7611.

99 ACURA 3.2 TL - v6, all pwr., abs, sunroof, traction ctrl., loaded, leather, great cond. 53K mi. \$11,000/neg. Richard, 368-0452.

91 TOYOTA COROLLA - gd. running cond. 139K mi. \$1200/neg. Jim, Ext. 2183 or 974-0815.

90 MERCURY GRAND MARQUIS - 87K mi. \$3,995/neg. Marie, 929-6427.

89 PLYMOUTH ACCLAIM - 4-cyl., maroon, runs well, gd. cond., best offer 112K mi. \$900/neg. Rich, 471-8043.

TIRES - 4 Contitrac Continental SUV P225 75R15, on Jeep rally sport rims, less than 100 mi. on tires, \$300. Ext. 2094 or 831-3469.

TIRES - BF Goodrich Touring TA, P185/60R/14, like new, \$25. Richie, Ext. 5317.

Boats & Marine Supplies

14' HOLDER/HOBBIE DAYSAILER - jib and main is 1 yr. old, ready to sail, excel. cond. \$1,200/neg. Gerry, 475-0711, lve. message.

19 ft' O'DAY MARINER 2+2 - 3-ft. fixed keel, 2+2, cabin, main, jib, Genoa, spinaker, trailer, Johnson 6-HP \$2,000/neg. Dejan, Ext. 3078.

31' LARSEN - '96, sleeps 6, full elec., radar, GPS, I/O, new risers, well maint., low hrs., camp. canvas, ice-maker, 47K 369-3098.

8 FT. WOODEN DINGHY - Excellent 8 ft. wooden dinghy. Dejan, Ext. 3078.

Furnishings & Appliances

BED & MORE - dble. bed \$50; table & chairs \$40; shelves \$30; sofa \$20; misc. household items also. Alison, Ext. 8367 or 744-3651.

PICTURE "RUG" - authentic Navajo woven wool picture of modern village life, 2 ft. sq., bought in N.M. \$300 neg. Ext. 2346.

REFRIGERATOR - GE, 30"wx62"L, \$50, you pick up. Kathy, 821-0898.

Sports, Hobbies & Pets

6-SECOND AB EXERCISER - brand new, orig. \$60, sell for \$30. John, digit. pager 8628.

AIRGUN - brand new Daisy BB/pellet, model 7840, single pump w/electronic pt. sight, age 10 & older, \$45. Leslie, 225-0642.

BOWFLEX - 1 yr. old, 400lbs of power rods, new cond., \$350. Kenny, Ext. 3124.

EXERCISE EQUIPMENT - BowFlex weight bench, plates, bar, safety stands, \$500/all. Jeff, 960-6362.

EXERCISE MACHINE - Tony Little's Gazelle \$400 new; \$150, perfect cond. Susan, Ext. 7235 or 399-7997.

EXERCISE MACHINES - Pilates 5000 Reformer w/stand, box, pole, videos, \$300. Pilates Wunda Chair w/video, \$50. 874-9561.

PIANO - Sohmer, med. wood., v. gd. cond., beautiful tone, console model, Baiting Hollow, \$850. Diane, 369-9498.

PIANO - Winter spinet, dark wood, lovely tone, great for beginner. Must sell, \$1,500 obo. Alison, Ext. 8367.

QUAD - 2003 Honda Sportrax TRX90, like new, paid \$2,656, will take best offer. Jo Ann, Ext. 7009 or 471-7479.

SKIS - 3 pairs of Rossignols w/bindings & poles, hardly used, excel. cond. \$35-50 ea. Boots avail. Peter, Ext. 2913.

WEIGHT BENCH - Bottom left picture at www.extremeusa1.com/products.php. No weights. \$50. Roger, Ext. 4698.

Tools, House & Garden

LAWN MOWER - hi vac Snapper, riding, Tecumseh engs., battery start, v. gd. cond., \$425/obo. Wayne, 698-1184.

MICKEY & MINNIE ITEMS - Musical Car (\$15); Clock (\$10); Minnie clock (\$15); Disney mug (\$5). Cheryl, Ext. 2272 or 732-7634.

SNOW REMOVAL MACHINE - 18", single stage, old but in excel. cond., low hrs., \$125. Harold, 732-2236.

SNOWBLOWER - Toro Power-Curve, 2-cycle, 4.5 hp, \$225. Ext. 2223.

WEED WACKER - John Deer, 21C-gas, bent shaft, great shape, \$35. John, Ext. 2075.

Miscellaneous

BUZZ LIGHTYEAR BANK - electronic, talking, \$15. Cheryl, Ext. 2272 or 732-7634.

CERTIFICATE - golf play for 2 2/cart value, \$70, Rock Hill Golf Course, want \$45. obo, expires 1/5/05. Gary, Ext. 4669 or 864-8119.

CHILD BOOSTER SEATS - one Graco and one Century. \$10 ea. Marc, Ext. 8281.

CHRISTMAS COMFORTER - Size Full, Print Pointsetta, 2 pillow shams and sheet set; \$25. Barbara, Ext. 2585.

COAL STOVE - Surdiac, lg., incl. 1/2 ton of coal and 6 storage containers, excel. cond., \$300/obo. Harold, 732-2236.

FRAMED MIRROR - lg., good for exercise room, approx. 4' W x 5' H. Lois, Ext. 8600 or 929-4753.

HOME-CARE SUPPLIES - commode, walkers, canes, wheel-chair, tub-handle, v. reasonable. Corinne, 654-3697.

JONI MITCHELL LP'S - 10 single, 2 double albums, email-lkmaln@juno.ocm for titles, make offer. Leslie, Ext. 6153.

Free

CATS - black & white, 1 male 1 female, neutered, all shots, great personalities, owners moving O/S. Alison, Ext. 8367 or 744-3651.

PIANO - Old church upright in good cond., recently tuned. Lauren, 929-6492.

Car Pools

RIDE TO JFK - shared ride from BNL to JFK on 12/21 around 4-5 p.m. Ext. 2352.

Audio, Video, Computers

COMPUTER - Dell Dimension XPST700r desktop. Complete system. Perfect cond. Call for details. \$350. Artie, Ext. 5937.

DVD PLAYER - Panasonic DVDCP67 5-disc carousel, progressive scan, remote, excellent cond. \$75. Artie, Ext. 5937.

Blues/Rock 'Great Caesar's Ghost' Band Featuring Guitarist G.E. Smith, 12/3

Sponsored by the BNL Music Club, the blues/rock band Great Caesar's Ghost will appear in concert with guitarist G.E. Smith, former "Saturday Night Live" music director, on Friday, December 3, at 8 p.m. in Berkner Hall. The concert is open to the public. All visitors to the Lab age 16 and over must bring a photo ID.

Great Caesar's Ghost is a seven-piece band that plays an authentic blend of Allman Brothers and Grateful Dead music, up-temp blues, and material from the early 70s. Buy tickets at \$15 each from the BERA Store, Berkner Hall. For more information, see www.bnl.gov/bnlweb/pubaf/pr/PR_display.asp?prID=04-97 or call Ext. 3413.

3rd Annual BERA Holiday Party, 12/17

Purchase tickets now at the BERA Store for the 3rd Annual BERA Holiday Party, which will be held on Friday, December 17, from 6 to 11 p.m., at the East Wind in Wading River. Tickets cost \$50 per person and include a five-hour open bar, *hors d'oeuvres*, full dinner buffet, dessert, and DJ entertainment. For more information, contact Christine Carter, Ext. 5090.

Donations Needed: Food, Clothing, Toys

The United Way Volunteer Program is collecting toys, food, and clothing that will be distributed to many local United Way agencies. Collection bins are located in Berkner Hall near the BERA store; in the Bldg. 179B lobby, and at the Teachers Federal Credit Union.

BNL volunteers are also needed to deliver these items. Those who volunteer in this way will be credited with United Way volunteer hours.

United Way agencies can also use "free turkey" store coupons. If you have a coupon to donate, deliver it to Beth Blevins, Bldg. 860, or Joanne Rula, Bldg. 179B.

Holiday Potluck Dinner, Santa Visit, 12/18

The BNL Hospitality Committee invites all BNLers to a holiday potluck dinner in the Recreation Hall at 5 p.m. on Saturday, December 18. Bring a dish to share for six people. Santa will visit at 5:30 p.m. For more information, contact Cindy Ottemann at 849-2646 or cjottabb@optonline.net.

FAX/PHONE/ANSWERING MACHINE - combo. Neg. Janet, 929-3910.

FLAT-SCREEN MONITOR - 17" HP monitor, brand new, used once, still in box, \$500 obo. Alison, Ext. 8367 or 744-3651.

MACINTOSH LAPTOP - Power Book Color 5300. \$100. Dejan, Ext. 3078.

MONITOR - 17", \$30. Ingo, Ext. 5360 or 969-9456.

Wanted

LAPTOP COMPUTER - decent used PC in the \$100-\$250 range. Kristine, Ext. 8614.

TRAINS - Lionel, American Flyer & others, cast metal toys, high cash pd., have some sets for sale. Carole, 924-4097.

For Sale

BROOKHAVEN HAMLET - on Beaverdam Creek, 8+ rms., 1.5 baths, f/p, l gar., 1 carport, shed, cvrd. brick patio, nature, privacy, .72 acre, \$470,000/neg. Connie, 286-0082.

NORTH CORAM, NY - North Isle Village, 1 bdrm., upper corner co-op. New bath, carpet, paint, kitch. 20 min. from SUNY, 10 min. from LIE. \$124,990 Nick, 327-1422.

For Rent

BAITING HOLLOW - studio apt., farm view, priv. ent., no smkg/pets, ref. sec., all util. incl., \$750/mo. Diane, 369-9498.

ers will organize a giant yard sale. There, you will find a variety of items that may contain just what you have wanted for years. Whatever you buy will benefit the United Way.

"I want to thank everyone who has worked so hard to fund-raise for the gifts and to organize the activities," says Jim Tarpinian, this year's United Way drive chair. "Also, please continue to send in your pledge forms to help us meet our goal of \$120,000. I know we can achieve it together."

New for this year: COINSTAR

BNLers can donate spare change to the United Way by using the COINSTAR at the Teacher's Federal Credit Union (TFCU) on site. Available only until December 10, the COINSTAR has been generously provided by TFCU for donations only. A voucher issued by the COINSTAR can be entered into a drawing for a gift certificate to a local restaurant.