

Los Alamos
NATIONAL LABORATORY

NewsLetter

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Director's State of Lab address highlights teamwork, accomplishments and a vibrant future

by James E. Rickman



Laboratory Director G. Peter Nanos illustrates the forward momentum of the Laboratory by speaking about the major successes of the past year. At his State of the Lab address, Nanos said "It's not about the coaches, it's all about the team. But more importantly, it's about the will of the team." Near the end of his talk, the director showcased the Laboratory's new Unique Value Proposition, or slogan: "The World's Greatest Science Protecting America." Photo by LeRoy N. Sanchez

Laboratory Director G. Peter Nanos highlighted the value of teamwork and expressed optimism and excitement about the future of the Laboratory during his second State of the Lab Address.

Nanos said he was pleased that the present-day perception of the Laboratory stands in stark contrast to a year ago when he first assumed leadership.

"Today Los Alamos [National Laboratory] is a much different place," he said to Lab workers in the Administration Building Auditorium at Technical Area 3 and others watching on LABNET.

Using a diverse multi-media backdrop that illustrated team efforts and attributes from the worlds of sports, music and armed conflict, Nanos expressed pride in the Laboratory work force and the accomplishments of the past year. Much of the success, he said, could be attributed to a team effort at the Laboratory.

"It's not about the coaches," Nanos said. "It's all about the team. But more importantly, it's about the will of the team."

A video presentation underscored examples of highly effective teams with clips from cinema favorites such as "Apollo 13" "Hoosiers" and "The Junction Boys" along with historical footage and sports highlights such as the 1999 U.S. Women's World Cup Soccer Team victory. Each team in the video presentations had to surmount odds of one type or another in order to achieve victory or a sense of peace and accomplishment.

To illustrate that the Laboratory now has forward momentum, Nanos mentioned major successes of the past year, which included improvements to the Laboratory's Nuclear Weapons Program, scientific accomplishments, receipt of numerous scientific awards, modernization and consolidation of infrastructure and improvements to business processes.

During the past year, Nanos said, the Nuclear Weapons Program has been reorganized and has seen vast improvements to the Hydrodynamic Testing and Stockpile Life Extension programs.

"The people involved in the weapons program have done a wonderful job in turning this around," he said.

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Lab begins Contingent Worker Project

by James E. Rickman

The Laboratory's new Contingent Worker Project will determine whether work at the Laboratory should be performed by UC employees or contingent workers and will result in reduced costs associated with contingent-worker contracts.

Laboratory Director G. Peter Nanos recently announced the beginning of the Contingent Worker Project. A contingent worker is a person who works under a Laboratory subcontract and is not an employee of the University of California.

The director established the Contingent Worker Project in December 2003 to examine whether the Laboratory's use of subcontract labor is consistent with sound business practices and whether some assignments currently filled by contingent workers might more appropriately be designated as UC positions.

More than 3,000 contingent workers now have assignments at the Laboratory, representing about 27 percent of the work force. This figure excludes KSL Services, PTLA and ARAMARK Corp., whose employees are not included in the current Contingent Worker Project.

"As the Laboratory moves forward with business-process improvements, it is imperative to demonstrate that this institution's operating costs and management practices are in line with sound business practices," said Nanos. "The current extensive use of contingent workers is not in keeping with sound business practices, so this institution has established the Contingent Worker Project to address the issue."

Richard Marquez, associate director for administration, appointed a Contingent Worker Project team to work with Lab management and review all assignments currently filled by contingent workers.

"Nearly a year ago, Congress, the Department of Energy and other parties asked the Laboratory to review all of its business processes," said Marquez. "A review of subcontract-labor-use policies is yet another way that the Laboratory has been responsive to direction from these oversight agencies."

Contingent Worker Project team analyses indicate that the project has the potential to reduce employment costs at the Laboratory

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Frequently Asked Questions

Q: Is this a reduction-in-force?

A: No. The intent of the Contingent Worker Project is to determine whether work at the Laboratory should be performed by UC employees or contingent workers and to reduce added costs associated with contingent worker contracts. It is possible, however, that in some cases more than one contingent worker assignment could be designated as a single UC position. The Laboratory does not expect this type of scenario to be prevalent. Each contingent worker assignment will be carefully evaluated to determine whether it should be designated as a UC position, remain a contingent worker assignment or be combined with one or more assignment(s) and designated as a UC position.

Q: When will contingent worker assignments be evaluated?

A: The contingent worker assignments will be evaluated beginning in March 2004. The CW Project is expected to be completed by November 2004, although the Task Force

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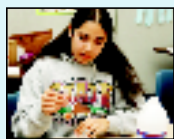
Differences in culture and Iranian post-revolution environment subject of Women's History Month talk

"We learn through storytelling and my story is about my journey, who I am and who my family is," said Rochelle Lari, program leader for Sandia National Laboratories' Diversity Leadership Program. Lari recently spoke during Women's History Month.Page 5



Program emphasizes math, science for northern area girls
An estimated 150 teenage girls from

Northern New Mexico were in Los Alamos this month to participate in the annual Expanding Your Horizons conference at the Immaculate Heart of Mary Catholic Church Parish Hall.Page 8



Los Alamos NewsLetter

The *Los Alamos NewsLetter*, the Laboratory bi-weekly publication for employees and retirees, is published by the Public Affairs Office in the Communications and External Relations (CER) Division. The staff is located in the IT Corp. Building at 135 B Central Park Square and can be reached by e-mail at newsbulletin@lanl.gov, by fax at 5-5552, by regular Lab mail at Mail Stop C177 or by calling the individual telephone numbers listed below. For change of address, call 7-3565. To adjust the number of copies received, call the mailroom at 7-4166.

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Los Alamos National Laboratory is operated by the University of California for the National Nuclear Security Administration (NNSA) of the U.S. Department of Energy and works in partnership with NNSA's Sandia and Lawrence Livermore national laboratories to support NNSA in its mission.

Los Alamos enhances global security by ensuring safety and confidence in the U.S. nuclear stockpile, developing technologies to reduce threats from weapons of mass destruction and improving the environmental and nuclear materials legacy of the Cold War. Los Alamos' capabilities assist the nation in addressing energy, environment, infrastructure and biological security problems.



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FROM THE TOP

Editor's note: The following is from Laboratory Director G. Peter Nanos.

Shaping Laboratory culture together theme of senior leadership retreat

Members of my Senior Executive Team and division leaders recently spent three days at a retreat in Santa Fe "shaping the future" of the Laboratory. We concentrated on strategic planning and execution in a competitive environment, reducing the cost of doing business, improving communication with our customers and ensuring each division's business plan supports our strategic goals.

The timing of the retreat could not have been more critical. In the next six months, we must demonstrate concrete progress in cutting costs and meeting weapons program commitments, as well as in science, business, safety, security and the environment. To do this, Laboratory leaders must make critical changes in our culture to build employee confidence and improve morale.

I'm pleased to report that we achieved consensus on the Laboratory's critical priorities and how to regularly assess our progress in meeting them. In addition, the more than 70 leaders who attended committed to make the changes needed for the success of our mission.

Among initiatives that employees can expect as we carry out these changes are the following:

- incentives for reducing costs, investigation of information technology costs and duplicative organizations, standardized costs for developing new programs and a new Procurement Council to set spending standards;

- a process to standardize Integrated Work Documents for routine work, a consistent approach for plans of the day/week and increased employee communications about Integrated Work Management initiatives;

- an institutional investment strategy — including more collaborations and benchmarking against best practices — for LDRD, strategic science and facility replacement; and

- more stable requirements, resource commitments and program plans for the weapons program, regular communication to senior managers on key national security issues and continued examination of the best structure for the Laboratory's manufacturing efforts.

I asked the leaders to report back to me in three months on their progress in changing the culture to restore employee and customer confidence. I also will look for updates on the status of our critical priorities, on meeting Appendix F of the UC contract and on progress in our voice of the customer surveys.

Perhaps most gratifying is that the senior leadership of this Laboratory said that these retreats have strengthened their ability to work as a team. As I said in my State of the Lab address, teamwork is the key motivator in meeting our goals and successfully carrying out our mission.



Attendees listen to Laboratory Director G. Peter Nanos during a discussion at the senior leadership retreat at La Fonda Hotel in Santa Fe. The retreat included presentations on strategic planning and execution in a competitive environment, reducing the cost of doing business and the role division business plans play in supporting overall Laboratory strategic goals. Photo by LeRoy N. Sanchez



New procurement council holds first meeting

Associate Director for Administration Richard Marquez talks with Vernon Brown, center, of Procurement (SUP-1) and Al Sattelberger, Chemistry (C) Division leader, at the first meeting of the Laboratory's Senior Management Procurement Council. Brown is an advisory member while Sattelberger is one of several Lab managers who hold seats on the 14-member council on a rotating basis. The council was established to provide corporate leadership and best management practices in the Lab's acquisition of goods, services, construction and equipment. The Lab's new Business Advisory Council also recently held its inaugural meeting. The Business Advisory Council will advise the Laboratory on the effectiveness of its business practices as they impact business stakeholders and specific targeted business operational areas. The council also will assist with economic development, strengthening regional business enterprises, and working together to strengthen relationships between Los Alamos and its suppliers. The councils are an initiative created by ADA. Photo by LeRoy N. Sanchez

Lab begins ...

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by about \$20 million a year because, in many cases, it will eliminate added costs associated with contingent-worker-labor contracts. Consequently, the project will enable the Laboratory to fulfill its mission at better value to the taxpayer.

This month, managers will begin working with deployed Human Resources (HR) personnel to analyze contingent worker assignments within their divisions. Once the assignments are analyzed, HR personnel and organizational managers will work within an accelerated process to begin posting job advertisements for newly created UC positions, ideally in May. The newly created UC positions will be open to all external and internal applicants. The Laboratory envisions that the majority of

positions will be filled by mid-summer, with the rest being filled by November 2004.

In addition to benefiting the Laboratory by putting business practices on a firmer foundation, the Contingent Worker Project will be beneficial to many contingent workers, because it offers them an opportunity to become UC employees. For many contingent workers, this opportunity could alleviate long-term employment uncertainties associated with subcontractor assignments, because such assignments can be ended at will. The project also provides a mechanism to promote equity in compensation and benefits for all Laboratory employees. And because contingent workers will be able to compete for all newly created UC positions for which they are qualified, the project potentially can provide employment growth opportunities and upward mobility for contingent workers.

"Because we have so many excellent contingent workers with valuable skills,

knowledge and abilities to offer this institution, this project will be beneficial to many contingent workers," Nanos said in a all-employee memo. "In addition, the Laboratory will continue to utilize contingent worker assignments as appropriate, meaning that contingent workers still will have employment opportunities at the Laboratory."

The Laboratory is developing transition assistance resources to help contingent workers better understand the project and its processes and to identify opportunities and options available under the Contingent Worker Project. In the interim, contingent workers and others can consult a set of frequently asked questions at int.lanl.gov/orgs/hr/cwp/faqs.shtml online to better understand the project.

The Laboratory also is planning to host informational meetings in the coming weeks for contingent workers, affected vendors and other interested parties in the community. The meetings will provide the latest information about the Contingent Worker Project and will give contingent workers and others the opportunity to ask specific questions. The Daily Newsbulletin and other internal Laboratory publications will publish the times and dates of the meetings and will continue to publish updates about the Contingent Worker Project as it progresses.

"I am pleased that through the Contingent Worker Project, the Laboratory will have a chance to fulfill its mission at better value to our customers while offering an opportunity for so many to join the UC family," Nanos said. "I hope contingent workers will view the coming months with optimism and view this project in terms of the great opportunities it can provide."

FAQs ...

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envisions that the majority of newly created UC positions will be posted and filled in the May to October 2004 timeframe.

Q: Can contingent workers apply for any of the UC positions advertised?

A: If the Laboratory determines that a contingent worker assignment should be designated as UC, the position will be open to all internal and external applicants. A contingent worker may apply for any position for which he/she is qualified.

Q: Will a contingent worker have 'preference' over other applicants when applying for a UC position?

A: No. Special consideration will not be given to an applicant who is a contingent worker. However, an applicant's demonstrated skill, knowledge and ability to perform the job will be considered in making the hiring decision. As an Equal Opportunity Employer, Laboratory hiring decisions are made without regard to legally protected categories such as race, color, national origin, religion, sex, physical or mental disability, age, medical condition, ancestry, marital status, sexual orientation, gender identity, veteran status or citizenship, as required by law.

Q: How does someone apply for UC positions?

A: Applicants can go to the Jobs@LANL Web site and follow the job application instructions.

Q: What if the Laboratory determines that a contingent worker assignment is no longer needed?

A: If the Laboratory determines that a contingent worker assignment is no longer needed, it will contact the contract vendor to end the assignment, pursuant to the contract with the vendor. The contingent worker may then contact the contract vendor regarding the possibility of other assignments. The Laboratory is developing transition resources to help contingent workers better understand the process and identify opportunities and options available under the Contingent Worker Project.

Q: How much notice will a contingent worker receive if he/she is not selected for a position designated as UC?

A: The contingent worker will be notified as soon as practical that he/she was not selected. In such a case, a contingent worker may remain working in his/her assignment until the candidate selected for the newly created UC position is in place, assuming, of course, that the contingent worker is delivering satisfactory work performance. The phase-in/phase-out period will be determined by management and the hiring official.

Q: If a contingent worker is not selected for a position for which he/she applies, can a grievance be filed under the Laboratory's grievance procedure, AM111?

A: The Laboratory's grievance procedure is available only to current UC employees.

Q: If a contingent worker is hired into a UC position, how will the salary be determined?

A: The salary will be leveled using several data points that will include peer group average, years of relevant experience, duties to be performed, years from bachelor's degree, time in service and job-market relationship.

Q: Will a contingent worker hired into a UC position serve a new employee evaluation period?

A: Yes. The regular new-employee evaluation period will apply. The length of the new-employee evaluation period will depend on the nature of the position. See AM 103.

Q: If consultant work is determined to be more appropriately designated as a UC position, what happens to the consultant's agreement with the Laboratory?

A: Consultant agreements will be reviewed using the same criteria applied to all other contingent worker assignments. If the work performed under a consultant agreement is more appropriately designated as a UC position, the consultant agreement will be terminated and the position will be open to all applicants, including consultants.

Q: What if a UC retiree is in a contingent worker position?

A: Assignments currently filled by contingent workers who are Laboratory retirees will be reviewed and evaluated in the same way as every other contingent worker assignment. The Laboratory is in the process of finalizing a policy on returning retirees, which may result in a more careful review of the circumstances under which a retiree may return to work.

Q: Who should I contact if I have questions?

A: Questions should be directed to the following e-mail address: CWP@lanl.gov. Questions will be answered as quickly as possible. The Laboratory also plans to hold informational meetings for contingent workers in the coming weeks to provide the latest information on the CW Project and to provide answers to contingent workers' questions.

Q: Is specialized help available?

A: The Laboratory is developing transition resources to help contingent workers better understand the process and identify opportunities and options available under the Contingent Worker Project.

For more frequently asked questions, go to int.lanl.gov/orgs/hr/cwp/faqs.shtml online.



Housing information available on Students' Association Web site

The Laboratory's Students' Association has created a new resource to help students find additional, short-term housing. Through the association's Web page, individuals from the surrounding communities can post a room, house or apartment rental on the Web site.

The Web site also allows students to check for roommates while offering a wealth of resources such as a calendar of events, meetings and activities postings, student newsletter and other useful links. There is no cost to post a housing listing on the site.

The Supply Chain Management (SUP) Division is responsible for the Lab's institutional housing Web site at supply.lanl.gov/housing/default.shtml online.

For more information about the Student Association, see the Web site at <http://sa.lanl.gov/> online or contact Kim McCormick of Mathematical Modeling and Analysis (T-7) at 5-9188 or write to kjmcormick@lanl.gov by e-mail.

Los Alamos/Surrey Satellite contract for Cibola Flight Experiment platform

by Nancy Ambrosiano

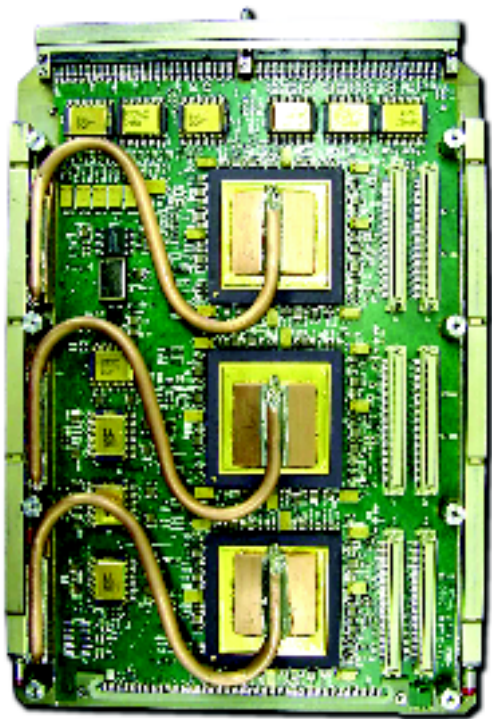
The Laboratory and Surrey Satellite Technology Limited recently announced a contract agreement for development of an advanced satellite platform for ionospheric and lightning studies.

The British firm, SSTL, will create the satellite platform that will be used to carry the Cibola Flight Experiment payload developed by Los Alamos. The contract with SSTL is valued at \$11.8 million.

Los Alamos is building the Cibola Flight Experiment, a reconfigurable processor payload intended for a low-Earth orbit system. It will survey portions of the VHF and UHF radio spectra. The experiment uses networks of reprogrammable, field programmable gate arrays to process the received signals for ionospheric and lightning studies. The objective is to detect and measure impulsive events that occur in a complex background.

The experiment also will validate the on-orbit use of commercial, reconfigurable FPGA technology demonstrating several different schemes for the mitigation and correction of "single-event upsets" that would crash most current computer systems.

The U.S. Department of Defense Space Test Program is including the Cibola Flight Experiment satellite as part of the STP-1 space flight mission. The STP-1 mission goal is to provide space-flight opportunity for a maximum number of Department of Defense Space Experiments Review Board payloads on a single launch.



One of the electronic boards from the Cibola Flight Experiment. The British firm, SSTL, will create the satellite platform that will be used to carry the Cibola Flight Experiment payload developed by the Laboratory. The Cibola Flight Experiment, is a reconfigurable processor payload intended for a low-Earth orbit system. It will survey portions of the VHF and UHF radio spectra. The experiment uses networks of reprogrammable, field programmable gate arrays to process the received signals for ionospheric and lightning studies. The objective is to detect and measure impulsive events that occur in a complex background. The experiment also will validate the on-orbit use of commercial, reconfigurable FPGA technology demonstrating several different schemes for the mitigation and correction of "single-event upsets" that would crash most current computer systems. Photo courtesy of the International, Space and Response (ISR) Division

The DoD Space Test Program is responsible for the integration of seven satellites into a single payload stack and launch of the STP-1 mission. The STP-1 mission is scheduled for launch in 2006 on a medium-class Lockheed-Martin Atlas-V, a U.S. Air Force Evolved Expendable Launch Vehicle, using the EELV's Secondary Payload Adapter that allows small satellites to be launched as "piggy-back" passengers with larger spacecraft.

Timothy Murphy, head of research and development during the selection process in the International, Space and Technology (ISR) Division at Los Alamos, said "It will be essential that our payload's partners can meet our schedule with a flight-proven satellite platform that we are confident will be flight-ready in time for the EELV launch."

"The award of this contract is great news for SSTL. SSTL already has supplied satellite platforms to the U.S. government, most notably PicoSat for the U.S. Air Force," SSTL's

Chief Executive Officer, Sir Martin Sweeting said. "Three of SSTL's flight-proven satellite platforms are in NASA's Rapid II catalogue and the award of this contract maintains SSTL as the leading non-U.S. supplier of microsatellites in the very important U.S. marketplace. We shall work hard to ensure the project is a resounding success."

SSTL's satellite platform is based upon its proven microsatellite bus that has now flown 23 times. In September 2003, three satellites of SSTL's disaster monitoring constellation were launched and commissioning of all three satellites is proceeding. The Cibola platform draws heavily on the engineering performed on the DMC satellites and also on the TopSat mission due for launch late this year. DMC and TopSat were two of the three missions funded by the British National Space Centre's initiative for small satellites known as MOSAIC.

NEWS FROM UC

President Dynes names search committee for new Lawrence Berkeley director

University of California President Robert Dynes has named a 10-member committee of university regents, faculty and researchers to advise him in the search for the next director of the Lawrence Berkeley National Laboratory.

Last month, laboratory director Charles V. Shank announced his intention to step down by the end of this year. Shank, who has headed the laboratory since 1989, will remain as a faculty member at UC, Berkeley. He is a tenured professor in the physics, chemistry, and electrical engineering and computer science departments.

Serving on the committee to advise the president on the selection of a director will be

- George Blumenthal, vice chair, Academic Council, and professor, department of astronomy and astrophysics, UC, Santa Cruz;
- Beth Burnside, vice chancellor for research and professor of cell developmental biology, UC, Berkeley;
- John Clarke, investigator, material sciences division, Lawrence Berkeley National Laboratory, and professor of physics, UC, Berkeley;
- Ward Connerly, president, Connerly and Associates Inc. and a UC regent;
- Sidney Drell, senior fellow, the Hoover Institution, and professor of theoretical physics (emeritus) at the Stanford Linear Accelerator Center, Stanford University;
- Judith Hopkinson, former chief operating officer of Amerquest Capital Corp. and a UC regent;
- Peter Preuss, president, The Preuss Foundation Inc. and a UC regent;
- Laurence Seigler, president, Alumni Associations of UC, and an ex officio UC regent;
- Peter Wolynes, professor, department of chemistry and biochemistry, UC, San Diego;

and
• One additional member of the UC Board of Regents to be named before the first meeting of the selection committee.

Ex officio members of the selection committee include

- Dynes, convener of the committee;
- M.R.C. Greenwood, provost and senior vice president-designate, University of California, and chancellor, UC, Santa Cruz;
- John Moores, chairman of JMI Services Inc. in San Diego and chairman of the UC Board of Regents; and,
- S. Robert Foley, vice president, UC laboratory management.

The committee held its first meeting in March at Lawrence Berkeley National Laboratory. Committee members met in open session with groups of researchers, faculty, staff and community representatives to gather ideas and comments regarding the search and to learn the distinct needs of the Berkeley Lab.

Dynes hopes to bring a recommendation on a candidate to the UC Board of Regents in May.



Differences in culture and Iranian post-revolution environment subject of Women's History Month talk

by Kathryn Ostic

“We learn through storytelling and my story is about my journey, who I am and who my family is,” said Rochelle Lari, program leader for Sandia National Laboratories' Diversity Leadership Program. Lari recently spoke for Women's History Month.

“An American Woman in Iran,” depicts Lari's personal journey to meet her Iranian immigrant husband's family.

Lari said she met her husband Mohammad in 1976, while both were attending the University of New Mexico. They dated for four years before marrying in a civil ceremony, then by the church and eventually by Islamic tradition. The Laris have been married for 23 years.

To avoid being drafted into the Iranian military, Lari's husband could not return to Iran until he was 40 years old. His first journey home was made alone, but the following year, 1997, the Laris and their two sons traveled to Iran, she said.

Lari's husband has a large family of four brothers and five sisters and many other extended family members, which is similar to Hispanic culture, she said. To prepare for the journey in 1997, Lari learned about her husband's family's customs. One Iranian custom, she told the audience, is to provide gifts to all family members of equal value upon an initial meeting. To be prepared, Lari compiled a spreadsheet of names and gift ideas, such as American clothes and sizes, cosmetics, hair dye and dishes, she said.

Two weeks of gift packing and eight suitcases later, the family flew to Iran. “Our initial meeting was an instant connection of love, very emotional with kisses on both sides of the cheeks, lots of crying and hugging. I was the princess goddess who could do no wrong,” Lari said.

According to Lari, upon extending her hand to her sister-in-law's husband, he would push her hand away. Lari's husband later explained to her that she was not supposed to touch him, because he was [Mohammed Lari's] brother-in-law and technically not Lari's relative. “I pulled out the spreadsheet and tried to figure out who do I touch and who do I not touch. I learned to let them take the initiative,” she said.

Lari said in Iran food is served on the floor on a long tablecloth. “The food is prepared fresh and there are no prepackaged foods. We drink bottled Coke, and everyone sits together,” she said. After dinner, family members come to visit, and everyone sits on the floor on Persian rugs — the same place where we sleep on mats, she added.

Lari described the south of Iran as dry and hot with average temperatures of 117 degrees, and the north as beautiful because of the greenery, mountains and Caspian Sea. She also said Iran is the only Islamic Republic in the Middle East.

According to Lari, the Islamic Republic requires women to wear a manto (coat), scarf and chador (veil) in public. Lari found it difficult to accept wearing the chador at times, because of its cumbersome nature, especially in the heat, she said. She educated herself by asking family members what the chador represents to each of them. A respected aunt said, “The chador is my space, no one can come into my space unless I let them.” Lari's sister-in-law said, “I wear the chador to demonstrate the love for God.”

Lari said that today and in the future she and her family would



Rochelle Lari, program leader for the Sandia National Laboratories' Diversity Leadership Program, holds a piece of traditional art while standing in front of several art objects, such as leather paintings, jewelry boxes, small tapestries and a tea set that were purchased in Iran. Lari also is wearing her dowry of 18- and 22-karat gold jewelry that she says she doesn't normally wear to work. Photo by LeRoy N. Sanchez

keep intact their traditions, such as their English, Spanish and Farsi languages, along with their nuclear and extended family values.

“What I've learned is that there are good and bad people everywhere, to challenge assumptions and to strive for responsible journalism, to have compassion and empathy, to have a universal common ground and the importance of good deeds,” Lari said.

Student posters aimed at raising awareness of Women's History Month are on display in the lobby of the Otowi Building at IA-3 through April 16.

The Women's Diversity Working Group, the Laboratory's Diversity/Affirmative Action Board and the Diversity Office (DVO) sponsor Women's History Month.

DOE, state reach agreement on cleanup order

Sen. Pete Domenici, R-N.M., and New Mexico Governor Bill Richardson recently announced that an agreement had been reached between the Department of Energy and the New Mexico Environment Department on an enforceable, fence-to-fence environmental cleanup order for the Laboratory. The agreement will ensure that the environmental problems created during the Lab's 60 years of operations are cleaned up in a timely manner enforceable by the State of New Mexico. The agreement did not include a finding of “Imminent and Substantial Endangerment,” and NMED was not given jurisdiction to regulate radionuclides.

The agreement allows the Lab to collect \$43 million, which is the Lab's portion of DOE funding specifically prescribed by Congress for environmental cleanup work at

DOE sites. The funding could not be allocated without an agreement between the state and DOE. The agreement comes after months of stalemate that threatened to derail specific cleanup work at the Lab. Domenici and Richardson worked together with NMED and DOE to kick-start negotiations.

Laboratory Director G. Peter Nanos issued a statement in response to the settlement order. “Resolution of the jurisdictional and legal disputes associated with the original order is very welcome news. We look forward to strengthening our relationship with the New Mexico Environment Department and to continuing the productive discussions I have had with Secretary [Ron] Curry,” said Nanos. “We are eager to resume expedited clean-up of legacy wastes throughout the Laboratory just as

soon as the impounded funds are released.”

Sen. Jeff Bingaman, D-N.M., also issued a statement in response to the settlement.

“The cleanup work that needs to be done at [Los Alamos] is important to the health and safety of New Mexicans and I'm pleased that an agreement that will allow it to move forward has been reached. I am especially pleased that DOE agreed to an enforceable time line that contains milestones for investigation and cleanup of environmental restoration sites. This means that [the Laboratory] will complete cleanup by 2015, which is very good news for our state,” Bingaman said. “I applaud everyone who was involved with these negotiations and urge that DOE immediately release the millions of dollars in funding it has withheld from New Mexico,” he said.



Torsten Staab

Staab newly elected president of the Association for Laboratory Automation

Torsten Staab of Applied Engineering Technologies (ESA-AET) is the new president-elect of the Association for Laboratory Automation. He will serve a one-year term beginning in 2005.

"The Association for Laboratory Automation is the world's leading nonprofit organization for the advancement of laboratory sciences and technologies. I am extremely honored to serve such an illustrious board and membership," said Staab.

Staab came to the Lab in 1996 as a graduate research assistant in the former Measurement Technology (ESA-MT). Staab has worked for ESA Division for eight

years following several reorganizations beginning in 1997. He became a technical staff member in 1998.

Staab received a diplom informatiker degree from the University of Applied Sciences in Wiesbaden, Germany and a master's degree in computer science from the University of New Mexico. He also is currently pursuing a doctorate degree in computer science from UNM.

Two Lab groups win Quality New Mexico awards

The Risk Reduction and

Environmental Stewardship (RRES) and Nuclear Materials

Technology (NMT) divisions are 2003 Piñon award winners in this year's Quality New Mexico awards program.

The two groups were honored for "serious commitment to quality concepts and principles," according to Quality New Mexico. The Piñon Award is the first of three award levels.

Quality New Mexico administers the New Mexico Quality Awards Program in accordance with New Mexico Executive Order 95-16. QNM uses the Malcolm Baldrige Criteria for Performance Excellence to evaluate the annual award applications.

Quality New Mexico assesses applicants' processes and achievements in leadership; strategic planning; customer and market focus; measurement, analysis and knowledge management; human resources focus; process management; and business results. It provides a feedback report outlining



perceived strengths and opportunities for improvement, which can be used by managers to help set priorities for strengthening business practices. The Baldrige Criteria for Performance Excellence reflect the best practices of nationally recognized, high-performance companies.

"One of the recommendations from our Integrated Management Program development team was that we organize all our tools for management, work processes and assessment/feedback into the Baldrige criteria," said Beverly Ramsey, RRES Division leader. "We accepted that recommendation because it covers everything we must do to achieve excellence, from human resources to work management, to communications and financial planning/performance." Ramsey said she intends to track and measure the division's 2004 fiscal year plans using the Baldrige criteria.

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Two new offices being created out of Nonproliferation Program Office

by Nancy Ambrosiano

The Laboratory's Nonproliferation Program Office is splitting into two new offices. The new offices are tentatively named Nuclear and Radiological Threat Reduction and Nonproliferation and International Security.

"Splitting the assignment between two program managers will help meet the required level of sponsor interactions. It also will allow us to give more specific focus to growing program areas," said Sara Scott, Nuclear Nonproliferation (N) Division leader.

The program office tentatively called Nuclear and Radiological Threat Reduction will oversee interactions with the National Nuclear Security Administration's International Material Protection and Cooperation and Nuclear and Radiological Threat Reduction offices.

The other program office that is tentatively called Nonproliferation and International Security will oversee interactions with NNSA's International Nuclear Safety and Cooperation and Nonproliferation and International Security offices, as well as the Department of Energy's Office of Security and Department of State programs.

As a final piece of this puzzle, a component of NNSA's Office for Nonproliferation Research and Engineering, which deals with radiological and nuclear threats (Nuclear/Radiological National Security Program) will be disconnected from the Lab's Center for Homeland Security and merged with the new Nonproliferation and International Security program office.

Scott said N Division is posting two job ads for the new program manager positions.

For Your Safety

How to be ATM 'streetwise'

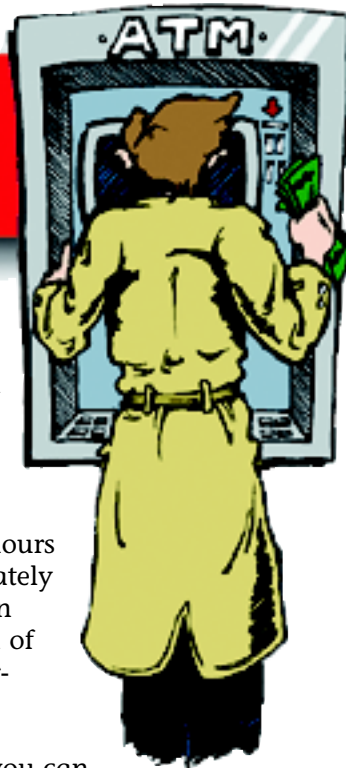
The proliferation of automated teller machines has given rise to a relatively new wave of crime known as ATM crime. The Bank Administration Institute has formed a task force of banking security professionals to study ATM crime and recommend ways to reduce incidents of such crime.

According to the task force statistics, the most dangerous hours for ATM crime are from 7 p.m. to midnight, when approximately 49 percent of ATM-related crimes occurred. The most common crimes against ATM customers were robbery after withdrawal of funds, forced withdrawal and robbery of customers' other personal property such as jewelry and wallets.

To protect yourself at automated teller machines

- familiarize yourself with the machine before using it so you can complete your transaction quickly;
- never approach an ATM if the lights at the site are not operating;
- never let others observe you punch in your personal identification number at the ATM. Use your body to shield the keyboard;
- don't choose an obvious PIN such as your birth date or Social Security number. Memorize your PIN. Never write it down or give it to anyone;
- never count your money at the ATM or leave with your wallet or cash exposed;
- lock the right-hand door of your car at drive-up ATMs so nobody can climb in while you're using the machine; and
- never approach an ATM if you see suspicious people near the machine or if you have any doubts, fears or concerns for your safety.

Source: National Security Institute



Laboratory recognizes United Way volunteers

Richard Mah, associate director for weapons engineering and manufacturing, shares a laugh with Debbi Wersonick, center, of the Community Relations Office (CRO), Karen Kippen of the Materials Science and Technology (MST) Division and Sarah Wright-Hoffman, right, of Accounting (CFO-1), at a United Way campaign thank you reception. Mah was the Labwide 2004 United Way campaign chairman. The reception was held to recognize Laboratory employees who worked as division or office coordinators for the recently completed campaign. United Way coordinators all received certificates of appreciation from the Lab. More than \$727,000 was raised in pledges and donations, with a work force participation rate of 36 percent. In addition, more than 200 Lab workers pledged nearly 19,900 hours of volunteer, community service to United Way affiliated agencies or other community non-profit groups in Northern New Mexico through the Fair Share program. Photo by LeRoy N. Sanchez



Two Lab groups ...

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"NMT-4 has a strong quality program, and when I learned from Amy that there was a way to actually measure how well that program was doing, it was an opportunity we could not pass up," said Tim Hayes, NMT-4 group leader. "NMT-4 will continue to use the Baldrige criteria to measure our success and improve our program."

The Laboratory has been a long-term participant in the Quality New Mexico process, with Charryl Berger, program director for the Office of Energy and Environmental Initiatives (OEEI), currently

serving on QNM's board of directors. Laboratory employees also serve as examiners in the annual awards process, and Bill Wadt of the Quality Improvement Office (QIO) was the lead judge for this year's entries. Wadt also has served on QNM's board of directors.

The RRES Division self-assessment and application are available on the division Web site at em.lanl.gov/strategicdocs.htm online. The NMT-4 application is not yet available electronically but can be found under LAUR 03-5628.

The 2003 Quality New Mexico awards ceremony was held last month at the Tamaya Resort in Bernalillo.

Quality New Mexico is a nonprofit organization that engages in activities that seek

to educate New Mexicans about quality; encourage and reward quality in business, education, government, and health care; and promote an economic climate to foster and enhance the prosperity of the citizens of New Mexico. The QNM Web page is located at www.qualitynewmexico.org/ online.

Procurement employees recognized for small-business efforts

Thirty-five Laboratory employees were recognized recently for their efforts in contributing to the success of the Lab's 2003 fiscal year program for small businesses. The Small Business Office (SUP-4) recognized the procurement personnel.

"The Procurement Awards Program is an opportunity for the Laboratory to thank procurement personnel for their efforts in utilizing small businesses to provide products and services to the Laboratory," said Richard Marquez, associate director for administration.

Personnel honored were selected by their team leaders to receive awards in five socioeconomic categories: HUBZone, Northern New Mexico, Small Disadvantaged, Woman-Owned and Small Business. The selection criteria was based on the number of dollars and transactions each individual placed within those socioeconomic categories during the 2003 fiscal year, as well as the overall effort by each employee to search and utilize small businesses.

"While the importance of small business is understood by Laboratory managers who place the requirements, it's the efforts of our procurement personnel that affect the Laboratory's small-business objectives, which are a key prime contract requirement," said Teresa Trujillo of SUP-4.

Added Marquez, "While 35 procurement personnel [were] recognized by their team leaders, I also would like to acknowledge that it is all the procurement staff and their technical customers who support the achievement of the institution's small-business goals."

For a list of the 35 winners, see the Daily Newsbulletin at www.lanl.gov/orgs/pa/newsbulletin/2004/02/06/text03.shtml online.

Director's State of the Lab address ...

continued from Page 1

The Laboratory also had a major milestone with the successful completion of Qual-1, the institution's first replacement pit that meets Department of Energy stockpile quality-control requirements.

"The folks out at TA-55 and the people who supported them really delivered the goods," said Nanos.

In addition, the institution saw great strides in the Spallation Neutron Source program and was awarded eight R&D 100 awards, giving Los Alamos the greatest number of awards won in 2003 by any national laboratory, Nanos said.

On the business side of the house, the Laboratory saw marked improvements during the last year, Nanos said. Major accomplishments included enhanced purchasing controls and accountability, completion and validation of the Laboratory's wall-to-wall inventory, a review of all general and administrative costs Labwide, a concerted effort to reduce overhead spending, delivery of employee salary adjustments, forward momentum in the Enterprise Project and creation of mechanisms to enhance business outreach in the region.

But the basis of the Laboratory still remains grounded in scientific achievement.

"People come to where the science is done, and that's this place," Nanos said. "One of the most important things we can do is keep this Lab as the place where the science is being done."

To that end, the director showcased the Laboratory's new Unique Value Proposition, or slogan: "The World's Greatest Science Protecting America."

The bold, new statement appears below the Laboratory logo, which has incorporated the fact that the Laboratory was established in 1943.

With a proud past and an exciting national security mission ahead, Nanos welcomed competition for the prime contract to operate the Laboratory.

"Any winning that's going to be done is going to be done by the work force of this Laboratory," Nanos said. "We are ready to win. The question is, 'are you ready to win?'"

The nearly capacity crowd burst into applause.

The State of the Lab Address will be rebroadcast repeatedly during the week on LABNET Channel 10 and IPTV-10.

Nanos also gave a State of the Lab Address to the communities of Los Alamos and Española.



Program emphasizes math, science for northern area girls

An estimated 150 teenage girls from Northern New Mexico were in Los Alamos recently to participate in the annual Expanding Your Horizons conference in the Immaculate Heart of Mary Catholic Church Parish Hall.

The program promotes the continuing advancement of mathematics and science education for young women in grades eight through 10. The participants took part in two "hands-on" workshops conducted by women scientists in the morning and afternoon to learn about future career options.

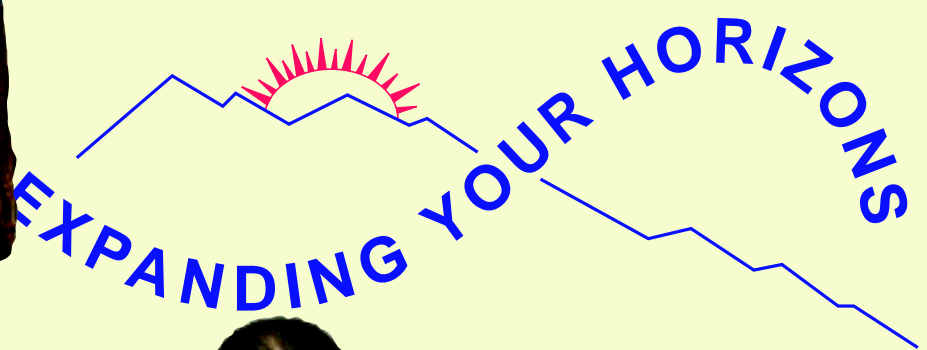
The Los Alamos EYH is sponsored by the Northern Chapter of the New Mexico Network for Women in Science, formerly known as Los Alamos Women in Science. A teacher conference ran simultaneously with EYH at a separate location sponsored by the Education Programs Office (STB-EPO) at the Laboratory.



The "Secret and Hidden Writing: Survey of Cryptology and Steganography" workshop helped Megan Rodriguez of Peñasco Middle School to encode a hidden message by writing on a paper with lemon juice and using the heat from the candle to make the message appear. The workshop included hands-on exercises using several methods to protect information from Roman times to the computer age.



Above, left to right, Desta Shelley of Los Alamos Middle School, Elysia Sepeda of Taos High School and Jessie Reines of Peñasco Middle School mix Vaseline with different colors of tempera paint to simulate the correct proportional amounts of pharmaceutical salve in the "Explore the Roles of Pharmacists at Walgreens Pharmacy" workshop.



At right, Maricela Saenz, left, of Edward A. Ortiz Middle School and Antonia Vigil of Chama Middle School give a presentation during the "Tools for studying the Past: Petroglyphs" workshop in which they discuss the importance of recording and characterizing artwork of the past using a Global Positioning System unit to map petroglyph areas.



At left, Elizabeth Rodriguez of St. Michael's High School participates in the "Acids and Bases in the World Around Us" workshop to determine the pH level of foods such as red cabbage, lemons and tomatoes and soaps such as ammonia, vinegar and Cascade. In addition to learning about pH, the students also learn about acidity and basicity.

Photos by Ed Vigil

Los Alamos **NewsLetter**

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