



NewsLetter

Week of Sept. 30, 2002

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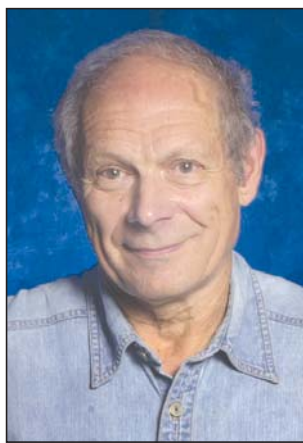
Five new Laboratory Fellows selected

by Kathryn Ostic
photos by LeRoy N. Sanchez

Laboratory Director John Browne recently announced the selection of five outstanding Laboratory researchers as Laboratory Fellows, the Laboratory's highest scientific honor. "This honor is bestowed upon those technical staff members who sustain a high level of excellence in programs important to the Laboratory's mission, make important scientific discoveries that lead to their widespread use, or have become recognized as leaders in their scientific fields both within and outside the Laboratory," said Browne.

The five fellows are Lev Boulaevskii of Condensed Matter and Statistical Physics (T-11), Harry Crissman of Langham Resource (B-2), Peter Gary of Space and Atmospheric Sciences (NIS-1), Rusty Gray of Structure/Property Relations (MST-8) and Bette Korber of Theoretical Biology and Biophysics (T-10).

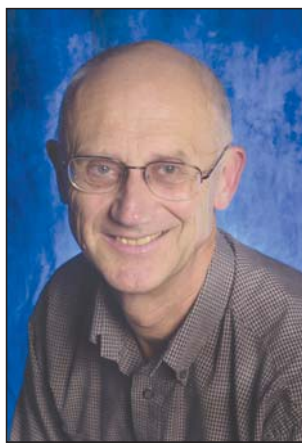
Nominations for fellows were submitted to the members of the Laboratory Fellows Screening Committee. The committee reviews and submits their recommendations to the director. Only 2 percent of the Laboratory's current technical staff members can hold the title of fellow at any given time.



Lev Boulaevskii



Harry Crissman



Peter Gary



Rusty Gray



Bette Korber

Boulaevskii spent the first two-thirds of his career in the former Soviet Union achieving a significant international reputation in condensed matter theory. Since coming to the Laboratory, his theoretical analyses has made significant contributions to the Laboratory's superconducting technology program by providing timely guidance to the experimental work. Boulaevskii is one of the world's leading theorists on superconductivity with numerous well-cited publications on this and other important topics in condensed-matter physics. He recently was named a Fellow of the American Physical Society.



Crissman is recognized both for his role in the development of the widely used flow cytometry technique and his expertise in cell biology. His co-authored flow-cytometry paper is one of the most cited papers by a Laboratory staff member, and his career is marked by sustained, well-cited contributions to the study of cell cycles. Crissman is a past president of the Cell Kinetics Society and current president of the International Society for Analytical Cytology. He also is on the editorial board of five distinguished journals.



Gary is one of the world's foremost authorities on space plasma instabilities. His well-cited publications and scientific monograph, "Theory of Space Plasma Microinstabilities," span a broad range of space physics problems, and he has been a pioneer in bridging the gap between theory and observation. His leadership in the field has helped the Laboratory achieve its

reputation as a center for space plasma physics. Gary has been the associate editor for the "Physics of Plasmas" since 1994. He recently was elected to the executive committee of the American Physical Society's Division of Plasma Physics.



Gray has a record of achievement in the weapons materials program and international recognition as an authority in high-strain rate and shock-wave physics. His work has been critical for understanding the performance of nuclear weapons in the absence of underground testing and for the certification of the W-88 primary. He has over 200 publications, one of which won the 1998 Fellows Prize. Currently chair of the Structural Materials Division of the Minerals, Metals and Materials Society (TMS) Gray also is on the board of directors. Gray is a Fellow of ASM International and recently received the TMS Structural Division's Distinguished Scientist/Engineer Award.



Korber is a noted authority in the field of molecular evolution and immunology with particular expertise in evolution of Human Immunodeficiency Virus (HIV) and Simian Immunodeficiency Virus (SIV). She has an outstanding publication record with numerous heavily cited papers and is regarded as one the best people in the world working on the computational aspects of the HIV sequence and bioinformatics. Korber is the recipient of the Elizabeth Glaser Scientific Award for her work on pediatric AIDS and the Department of Energy's Federal Women's Program Community Leadership Award.

Inside this issue ...



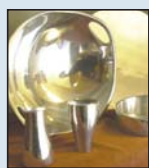
Lab kicks off 2003 United Way campaign
This year's Laboratory United Way 2003 giving campaign, "Strong Homefront ... Stronger Nation!" began Sept. 23. The theme reflects the Lab's commitment to the needs of both the region and the nation. The campaign runs through Nov. 8. . . Page 3

Health-care survey results released

More than 70 percent of respondents to a survey conducted by the University of California and the Laboratory would prefer making some health-care plan design changes over maintaining the current plan design and doubling member contributions. Page 4



New choices for service awards



Benefits and Employment Services (HR-B) announces a new service awards program. The program will allow University of California employees to make additional choices for service awards. Page 5

Internship proves to be 'chance of a lifetime'

DeeAnne Herrera of Nuclear Systems Design and Analysis (D-10) got the chance of a lifetime to travel to Washington, D.C., to serve her country. Page 8



FROM THE TOP

Editor's note: The following is a master-management memo issued Sept. 6 by Richard A. Marquez, associate director of administration.

Fiscal year 2003 Salary Increase Authorization Allocations

The annual Salary Increase Authorization (SIA) is the amount of the Laboratory's operating budget that can be used for salary increases. The SIA is not an extra fund, but an authorization to spend an approved amount on salary increases. Each year in June, the Laboratory submits a compensation increase proposal to the Department of Energy. The proposal contains justification for our SIA request and includes market-survey data, estimates of what proposed salary increases would cost the Laboratory and other relevant analyses for each job series.

The analysis of current market conditions suggests that the Laboratory must spend approximately \$46 million on salary increases, including related fringe benefit costs, to stay competitive in the marketplace. Although there will continue to be many demands on the fiscal year 2003 budget, we believe it is a high priority to recognize and reward the many employees whose strong contributions help us achieve our mission. DOE has authorized an additional 0.5 percent of payroll for promotional increases during the year.

The table below shows what we have distributed to deputy directors and associate directors for salary increases. Depending on their reserve and allocation requirements (see discussion below), divisions could receive smaller allocations. Once allocations have been made to divisions, managers are responsible for ensuring that individuals within a peer group with similar job content and performance are paid consistent with each other. Depending on the issues in a given peer group, the amount available to recognize individual contribution may vary significantly. Therefore, employees should not expect that the size of the directorate-level distributions translates to an average increase for each individual (for example, 5.85 percent raises for all technical staff members.)

Series	Planned Salary Increase Distribution
Technical Staff Member	5.85 percent
Technician	5.9 percent
Administrative Nonexempt	5.9 percent
Administrative Exempt	5.9 percent

We want to assure that all Laboratory managers and employees understand the context for the Salary Increase Authorization.

Holdbacks/Reserves. Every year we receive questions about the need for holding back a portion of the SIA for reserves. Since the SIA represents our authorization for the entire fiscal year, reserves have typically been set aside for administrative oversight, interim acknowledgement of performance, alignment issues and other contingencies. As last year, we will hold a reserve for retention cases in which we need to increase salaries to retain mission-critical people. This year, temporary holdbacks will be established Lab-wide for the Administrative Nonexempt pay series to support the implementation of the OS Project.

SIA is only one factor in determining FY03 salaries. Because many factors must be considered in determining salaries, employees should not interpret the SIA percentages as guaranteed — or even approximate — individual increase amounts. When making salary decisions, managers must consider job performance and job content, the employee's current salary, overall relative contribution (ORC) scores and salaries of other employees in the peer group, changes in peer-group membership, alignment issues within a peer group, market premiums for specific jobs or skills and so on.

Pay contribution vs. on market on average pay. At times we talk about market pay and other times we talk about pay for contribution. While these approaches sound contradictory, in fact they are both used in salary administration. The SIA represents the cost of bringing the Laboratory's population to the competitive market average. This is the primary use of market-salary information. The TSM market is portrayed in five-year (years since BS) bins by degree (BS/MS/PhD). For the structured series the range bottom, midpoint, and top are based on market data. During the performance and salary management process, managers rate the overall contribution (performance and job content) of employees and use the information to determine appropriate salary increases.

Allocations to directorates and divisions. The SIA is an authorization to spend a specific amount of our operating budget for salary increases. Allocation refers to how we distribute the authorization across the Laboratory, at the directorate and division levels.

Allocation decisions within directorates. The director has requested the deputy directors and associate directors take a close look at their divisions and then determine allocations within their organizations. As a result of this review, there may be differential allocations to divisions within a directorate.

Interim adjustments. Guidance will be issued by Oct. 31. Interim funds must be spent according to pay series.

We are counting on all of you to manage the process fairly and positively. John Browne has asked the Senior Executive Team members to meet with their management teams to discuss managing this process within their directorates. If you have additional questions about the process itself, timelines, tools, etc., please contact your organization's Human Resources generalist.

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.

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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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'Strong Homefront ... Stronger Nation!' Lab kicks off 2003 United Way campaign

by Shelley Thompson

This year's Laboratory United Way 2003 giving campaign, "Strong Homefront ... Stronger Nation!" began Sept. 23. The theme reflects the Lab's commitment to the needs of both the region and the nation. The campaign runs through Nov. 8.

"Quality of life for all people will be a major driving force in dealing with the global challenges of the 21st century," said Laboratory Director John Browne. "The Laboratory supports the United Way through an annual campaign for our employees because it is an excellent way to focus on the most important needs in our communities."

The campaign kicked off with a book fair and barbecue at Fuller Lodge. A portion of the proceeds from the book fair was donated to the United Way.

This year the Laboratory has added online pledging to simplify making contributions to the campaign. University of California employees with CRYPTOCards can make online donations by going to <http://unitedway.lanl.gov>.

Pledge cards were delivered to Lab mail stops the week of Sept. 23. Employees who haven't received a pledge card should contact Debbi Wersonick in the Community Relations Office (CRO) at 7-7870.



Donna Vigil of Accounting (BUS-1) looks at one of a number of cookbooks for sale at the United Way book fair Sept. 23 in Fuller Lodge. The book fair was part of the kickoff for this year's Laboratory United Way giving campaign. The book fair continued Sept. 24 through 26 in the Otowi Building. Lab personnel began receiving official United Way pledge forms at their mail stops Sept. 23. Photo by LeRoy N. Sanchez

Employees can designate specific United Way agencies they want to support with their donations.

Employees also can participate in the Northern New Mexico/Los Alamos United Way Leadership Giving Circle, which is open to employees who donate at least \$1,000 in the current campaign or the United Way of Santa Fe County Leaders in Giving, which is open to employees who donate \$500 or more.

For information on the individual agencies employees can contribute to, go to www.losalamos.com/unitedway/ for Los Alamos and Northern New Mexico or www.uwsfc.org online for Santa Fe County United Way agencies.

Richard A. Marquez, associate director of

administration, who is serving as the Laboratory chairman for the 2003 United Way campaign, said, "Once a year, United Way asks us to consider helping neighbors and friends whose needs are greater than their personal resources. United Way has a proven track record of providing real, meaningful assistance to the neediest in our community."

Last year's Lab United Way campaign raised more than \$690,000.

In addition to the online pledging, employees can pledge to United Way through hard-copy payroll deductions. Or they can write a check to United Way, attach the check to the pledge card and return it to Mail Stop P232 through interoffice mail.

Lab divisions and groups are encouraged to organize their own events to support the fund-raising effort. Frequently asked questions and fund-raising guidelines will be available in hard copy and at www.lanl.gov/orgs/cr/unitedway/index.shtml online.

For more information, questions or comments on the Lab's 2003 United Way campaign, write to unitedway@lanl.gov by electronic mail, call 5-4400 or go to the United Way Web sites at www.losalamos.com/unitedway/ or www.uwsfc.org online.

Lab creates homeland security organization

by Nancy Ambrosiano

Laboratory officials have announced the creation of a new internal organization focused on counterterrorism and homeland security. The newly created Homeland Security organization will engage the Laboratory's broad capabilities in these areas. It provides a single point of contact for all external organizations that seek the assistance and involvement of Los Alamos' technical experts.

Associate Director for Threat Reduction Don Cobb made the announcement. "This new organization will allow us to better focus long-standing efforts toward evolving national needs. Los Alamos has been engaged in homeland security and counterterrorism work for the last 10 years and has been developing and applying nuclear detection technologies for decades. By creating a focus of our homeland security work, we are recognizing and centralizing those parts of our institution that can continue to serve the nation in these important areas," said Cobb.

The new organization will serve as the primary point of contact for external customers, such as the proposed Department of Homeland Security, seeking to tap the Laboratory's expertise in homeland security science and technology. The organization's emphasis will be in the key areas of nuclear and radiological science and technology, critical infrastructure protection, and chemical and biological science and technology.

Cobb emphasized that the Laboratory is establishing a flexible structure that will be able to evolve in response to guidance and direction received from Washington. "We feel it is essential that we work to establish this focal point at the same time that the White House and Congress are moving forward on legislation creating a Department of Homeland Security," he said. "We will now be better prepared to respond immediately to the needs and requests of whatever organization emerges from the homeland security legislation currently under discussion."

Snow's just around the corner



During inclement weather, dial UPDATE at 7-6622 or 1-877-723-4101 (toll free) to find out about delays or closures at the Lab.

Health-care survey results released; are available online

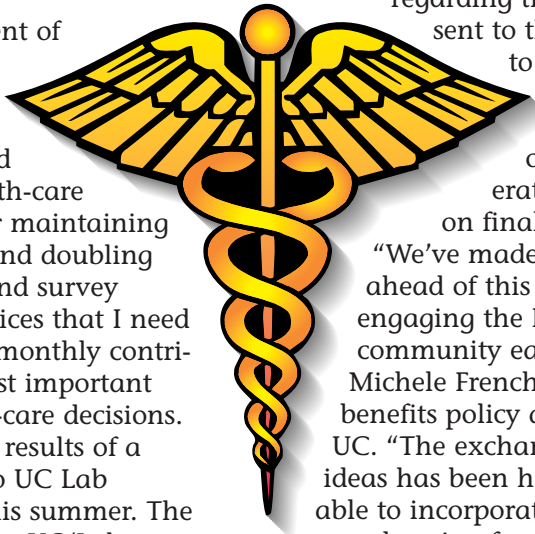
by Rick Malaspina, UC

More than 70 percent of respondents to a survey conducted by the University of California and the Laboratory would prefer making some health-care plan-design changes over maintaining the current plan design and doubling member contributions. And survey respondents ranked “services that I need are covered” and “lower monthly contribution” as two of the most important factors in making health-care decisions.

These were among the results of a health-care survey sent to UC Lab employees and retirees this summer. The survey can be found at the UC/Lab “Healthcare: Pathways to Change” Web page at www.lanl.gov/health online.

Results from the survey, conducted in connection with the initiative launched last spring to address the rising cost of health insurance nationwide, already have been used by UC and the Lab as they decide on necessary changes in the Lab’s health-care program for 2003 and 2004. Other elements in the decision-making process include budgetary constraints, characteristics unique to New Mexico and the Los Alamos area and the national trend toward higher health-care costs.

More than 12,000 Lab employees and retirees received the survey, along with an introductory letter from Laboratory Director John Browne and articles about the health-care issue. About 38 percent of recipients completed and returned the survey. University and Lab officials were pleased with the level of participation, saying it indicated strong interest among employees and retirees in health-care issues and an interest in helping to mitigate the effect of increasing health-care costs — a challenge that is affecting medical plans and health benefits throughout the UC system.



About 200 comments and questions regarding the initiative have been sent to the Healthcare: Pathways to Change Web page.

Those comments were sent on to UC and Lab officials for their consideration in making decisions on final changes.

“We’ve made a special effort to get ahead of this issue at Los Alamos by engaging the Lab population and the community early in the process,” said Michele French, executive director for benefits policy and program design at UC. “The exchange of information and ideas has been helpful to us. We’ve been able to incorporate the survey results into our planning for changes next year and beyond. Changes for the 2003 calendar year will be finalized in the near future and we’ll get this information to plan members as soon as possible.”

Helga Christopherson, Human Resources (HR) Division leader said, “The participation of employees and retirees in the survey was great, and we thank them very much. This input already is affecting our refinement of options for possible health-care program changes. We can now stack the details for the survey results alongside the other factors that will affect decisions about changes in our program.”

In all, 4,702 employees and retirees participated in the survey, 3,191 by mail and 1,511 online. The response rate was 43 percent for retirees and 32 percent for employees.

Forty-eight percent of respondents said they lived in Los Alamos, 14 percent in Santa Fe, 9 percent in Española, 6 percent in Albuquerque and 23 percent elsewhere. (The latter figure was driven by the relatively high participation of retirees who live outside the region.)

Here are summary highlights of respondents’ preferences and priorities about

health care and their views on possible future approaches:

- In choosing a health plan, respondents ranked “services that I need are covered,” “lower monthly contribution” and “my doctors are part of the network” as their most important factors in making decisions. Respondents listed “quality of care,” “part of plan network” and “experience” as key factors in selecting providers, with “quality of care” by far the most important factor.

- Seventy-one percent of respondents preferred making some plan-design changes to maintaining the current plan design and doubling plan-member contributions. Seventy-six percent of employees and 61 percent of retirees were in favor of making plan-design changes.

- Overall, 81 percent of respondents indicated a willingness to enroll in a health plan other than one administered by Blue Cross Blue Shield of New Mexico.

Employees were more favorable to this than retirees by a margin of 89 percent to 70 percent.

- Respondents were equally divided over a plan alternative that would exclude Los Alamos providers compared to one that would charge higher copayments for care from Los Alamos providers. (Health care costs in Los Alamos County are 17 percent higher than the national average.)

- The so-called “consumer model” — an emerging health-plan alternative that would give recipients more personal responsibility and participation in purchasing health care — generated the highest or second-highest level of interest among 35 percent of survey respondents. Of the total, 39 percent of employees and 28 percent of retirees expressed interest in participating in the consumer model.

Putting software and practices through their paces

by James E. Rickman



its first steps toward implementation of an enterprise resource planning system, known as an ERP, which is a business process and systems reengineering strategy that will change the way the Lab deals with financial management, human resources, facilities management and project management. Beyond computer software and hardware changes to these functions, the ERP will implement philosophical and behavioral changes that, when coupled with technological advancements, will allow the Laboratory to streamline its business practices in the four areas mentioned.

The first conference room pilot moves the project forward even more.

“The CRP is a structured discovery process in which we look at the capabilities of the Oracle software, the business processes of the Laboratory and then try to find a way to make them work comfortably together,” said Andrew Willingham of IBM, who is working with the Enterprise Project team on integration of business practices and technology for the Laboratory’s ERP system.

Throughout the month of August, Enterprise Project team members created and tested finance scenarios using the Oracle E-Business Suite. Each scenario represented an entire

In its quest to implement best business practices at the Laboratory, the Enterprise Project recently completed a hands-on “conference room pilot” — an exercise designed to validate Oracle software and verify Laboratory business processes.

The Enterprise Project already has taken

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Life events and period of initial eligibility

Have you recently been married, divorced or added a new member to your family?

A change in events in your life may affect your University of California employee benefits. When you have a newly eligible family member, you have a 31-day period of initial eligibility to enroll him or her in UC-sponsored coverage. You must de-enroll any family member who loses eligibility as well. To enroll or de-enroll eligible members, employees must come to the Benefits and Employment Services (HR-B) office in the Otowi Building to fill out an enrollment form.

The period of Initial Eligibility is a time during which you or your eligible family members may enroll. A PIE starts on the first day of eligibility (day you are hired, get married, give birth, etc.) that makes you eligible to enroll in medical insurance benefits. Your 31 day PIE ends 31 days later or on the last working day of that 31-day period, whichever comes first. UC defines a working day as a normal business day — Monday through Friday, excluding holidays.



ISEC KNOWS

Security tips for travelers

by Kevin Roark

There are very few cities in the world that can be considered genuinely safe all the time, so Internal Security (ISEC) recommends vigilance and awareness at all times while on travel and encourages Lab employees to consider the following tips:

- At the airport, keep away from unattended baggage or packages and refrain from using a cellular phone near them.
- Report information about any unattended baggage or packages to airport security as soon as possible.
- Keep your baggage locked and close to you at all times.
- Answer all security check-in questions honestly.
- Upon arrival at your travel destination, check to ensure your baggage has not been tampered with, and if you have reason to believe tampering has occurred, inform an airline official, customs officer, police or airport security officer immediately.
- While in transit, use approved or licensed taxis, preferably those that can be prebooked.
- Do not share a taxi with someone you don't know.
- Be certain to retrieve your baggage from the taxi promptly and pay the driver only after you have full custody of your baggage.
- If you have an arranged driver, agree to meet under some circumstance other than having the driver display a placard with your name on it at the airport arrival gate.
- At the hotel, if possible, avoid the ground floor or rooms above the sixth floor. Fire department ladder trucks can typically reach no higher than six floors.
- Do not advertise your room number; be discreet.
- Do not open your hotel room door unless you are expecting someone.
- Upon returning to your room, always check for possible intruders.
- Also, upon returning to your room always check for signs that indicate an unauthorized person may have entered your room in your absence; make sure none of your belongings are missing.
- If possible, vary the route you take to and from your hotel room.
- Be aware that you are vulnerable while riding in elevators.
- On the street, try not to look or dress in a way that will bring unwanted attention to yourself, such as wearing clothing that easily identifies you as an American.
- Walk confidently; remain vigilant of your surroundings and of the people around you.
- Keep valuables out of sight.
- Consider carrying an empty purse or wallet as a decoy.

Although these tips are generally focused on foreign travel, most of the information can be applied to domestic travel as well.

For more information about foreign travel and operational security, contact ISEC at 5-6090.

New choices for service awards

by Kathryn Ostic

Benefits and Employment Services (HR-B) announces a new service awards program. The program will allow University of California employees to make additional choices for service awards. The new program will be outsourced effective Oct. 1.

On July 18, HR-B conducted a survey soliciting employee feedback on the service awards program to determine what changes were wanted. The results of the survey indicate that many Laboratory employees want other gift options in addition to Nambé.

"Following an open bid process, the contract to provide gifts and administer the Laboratory's service award program was awarded to Michael C. Fina. Fina has a strong history of providing high-quality award programs to several large employers, including IBM and Sandia Laboratories," said Helga Christopherson, Human Resources (HR) Division leader.

"The new automated program offers employees an average of 45 gifts to choose from at each level of service anniversary.



Fina uses cutting edge technology that enables the company to provide timely recognition of employee anniversaries," explained Christopherson.

Anniversary notifications will be sent automatically to the group-level manager with a certificate of recognition and UC service pin for presentation to the employee on his or her anniversary date. Employees may select gifts on-line or over the telephone and also have

the option of having the gifts sent directly to their homes.

Employees with anniversaries on or after Oct. 1, will be awarded anniversary gifts under the new program. The program will continue to offer a selection of Nambé at each anniversary level. Additional gift options in other categories include electronics, jewelry, housewares and sporting goods.

To facilitate a smooth transition to the new automated program, HR-B will offer training to group office secretaries beginning Oct. 4.

For more information about the new service award program, contact Sandy Haire at 7-8622 or Christine Hipp at 7-8282 of HR-B.

Putting software and practices ...

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business process. A key philosophy behind the CRP is to adapt the Laboratory's processes to the best practices inherent within the Oracle software suite, and not to modify the packaged software to fit the Laboratory's unique way of doing business — undesirable because part of the goal of the Enterprise Project is to unify and streamline Laboratory business practices.

The conference room pilot was the first of a series. Each CRP is intended to provide the project team with an opportunity to understand and validate how Oracle software applications function in relation to Laboratory business needs.

Now that the first CRP is complete, the project team is analyzing the results to determine differences between Laboratory processes and the best business practices inherent in the software. In the coming weeks, the Enterprise Project team will be working closely with Laboratory business process owners and subject-matter experts to refine business processes in preparation for the second conference room pilot in November.

"The goal is to develop a set of streamlined business practices that can be leveraged Lab-wide," Willingham said.

Enterprise Project leader Charlie Slocomb was pleased with the results of the first hands-on pilot project.

"The Conference Room Pilot is doing just what we hoped for — it is helping us to frame more precisely some of the very difficult questions that we need to answer before we can have a workable system," he said. "This is a positive step forward."



Enterprise Project team members put software and Laboratory business practices through their paces during the conference room pilot conducted throughout the month of August. Here, team members, from left to right, Nancy Arendt, Scott Larkin and Phil McManus, discuss issues during the hands-on evaluation process." Photo by Ruth Holt, Enterprise Project



New Ulam Scholar makes numbers fit



Edriss Titi

For Edriss Titi, working as a scientist in the United States is a dream come true. A professor of applied mathematics, mechanical and aerospace engineering at the University of California, Irvine, he is the Stanislaw M. Ulam Scholar in the Center for Nonlinear Science at the Laboratory.

Titi said he's been interacting with scientists at the Lab since the late 1980s. In 1997, he was an Orson Anderson Fellow Scholar for the Lab's Institute of Geophysics and Planetary Physics (IGPP).

"The United States is a great land of opportunities, in particular, for science," he said. "This is the leading country in science. It's everyone's dream to come here, to avail themselves of the scientific resources and opportunities the United States has to offer."

A citizen of Israel, Titi recently accepted a position as full professor at the Weizmann Institute of Science in Israel. He said he would be the first ethnic Palestinian citizen of Israel to be a professor in that scientific institute.

Titi said he will share the one-year appointment with another scholar, and he intends on occupying the position for a little more than six months.

While Titi is at the Lab, he will pursue his research interest concerning the theory and numerical analysis of nonlinear partial differential equations, their statistical and long-time dynamical properties. Essentially, he will be applying his mathematical tools to study models that arise in ocean dynamics, combustion theory and nonlinear fiber optics.

Titi said he has strong ties and collaborations in the Lab, and he plans to remain as a consultant to the Lab. In the future, he will commute among Israel, California and New Mexico. While an Ulam Scholar, Titi will be conducting a research seminar on nonlinear partial differential equations, turbulence theory and statistical solutions to the Navier-Stokes equations at the CNLS.

The Stanislaw M. Ulam Distinguished Scholar is an annual award that enables a noted scientist to spend a year carrying out research at CNLS. The position honors the memory of Ulam, a Polish-American mathematician who is considered a father of nonlinear science.

A number of the Ulam scholars from 1985 to the present have made significant contributions to Lab efforts in nonlinear science, and many continue to collaborate with researchers in the technical divisions.

James Peery named new deputy of computing program



James Peery

James Peery from Sandia National Laboratories is the Laboratory's new deputy associate director for Advanced Simulation and Computing.

Ray Juzaitis, associate director for Weapons Physics (WP), said Peery will start work in mid-October.

"I chose James Peery for his vision of the future of the ASCI program, his evident management skills in an integrated program and line environment and his outstanding technical strengths, especially in modeling and simulation," Juzaitis said.

Peery, who heads the Computational Solid Mechanics and Structural Dynamics Department at Sandia, has worked at the Albuquerque lab for 12 years.

"This opportunity to join the enormous scientific talent at Los Alamos is truly an honor," Peery said.

At Sandia, Peery led advanced code development teams and managed projects that successfully completed major ASCI code milestones. He served as manager of the Computational Physics Research and Development Department from October 1996 until assuming his current job three years ago.

He is a member of several key review committees, including the ASCI Burn Code Review Committee, the DOE Shock Physics Institute and the ASCI Level I Alliance Center Review Team for the California

Institute of Technology. Peery has published more than 50 technical papers and reports.

Peery holds doctoral, master's and bachelor's degrees in nuclear engineering, all from Texas A&M University.

Gustafson named new NIS chief of staff



John Gustafson

John Gustafson is the new chief of staff in the Nonproliferation International Security (NIS) Division Office.

A twelve-year veteran of the Lab's Public Affairs Office, Gustafson recently stepped down as PAO director to fill the position.

"I am delighted to have the opportunity to join NIS Division and to contribute to an organization actively protecting our nation and world," Gustafson said. "The division's scientific pursuit of a deeper understanding of the cosmos also meshes neatly with my background and interest in astronomy."

Gustafson has a master's of science degree in astronomy and a graduate certificate in science communication from the University of California, Santa Cruz. He also has a bachelor's of science degree in astronomy from the University of Arizona.

Before joining the Lab in 1990, he was a senior public information representative for the University of California, Office of the President. He also developed, implemented and managed communications plans for the W.M. Keck Observatory in Hawaii, while based in Oakland, Calif.

Gustafson is a member of the National Association of Science Writers and a basketball referee in his spare time.

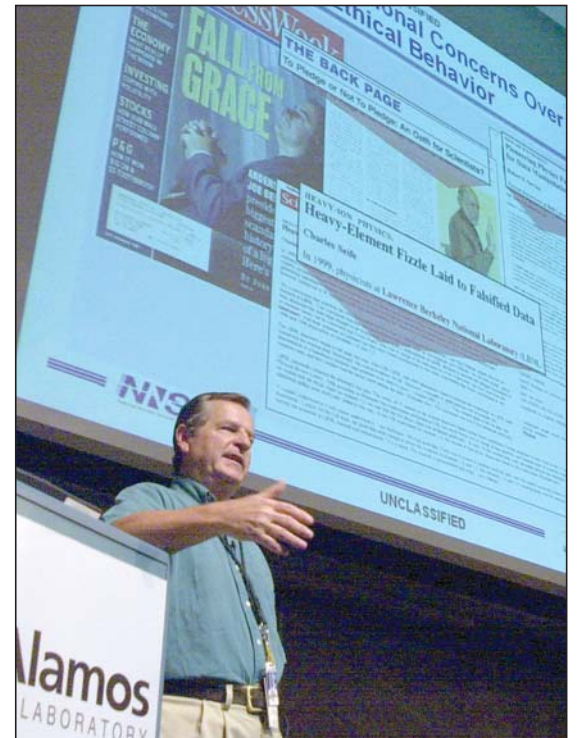
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Browne talk focuses on ethics, values
 With a viewgraph about corporate misdeeds serving as a backdrop, Laboratory Director John Browne speaks about ethics and accountability at a Director's Colloquium in the Physics Building Auditorium Sept. 17. "As an organization allows unethical behavior, that organization is effectively dead," Browne said. He stressed that all Laboratory workers who observe or are aware of behavior that doesn't reflect the Lab's values should feel comfortable in bringing it to management's attention. He added that this type of leadership will make the Lab "a better place for all of us."

Photo by LeRoy N. Sanchez



NEWS FROM DOE

DOE reaches agreements with 11 states to assist workers applying for compensation

The Department of Energy has reached agreements with 11 states on how to help contractor employees obtain assistance in applying for state workers' compensation benefits under the Energy Employees Occupational Illness Compensation Program Act. Specifically, the agreements outline information sharing between the states and the DOE's Office of Worker Advocacy and how that information will be used to facilitate the claims process.

The agreements that have been reached are with the states representing more than 99 percent of claims — Alaska, California, Colorado, Iowa, Kentucky, New Mexico, Ohio, South Carolina, Tennessee, Texas and Washington. Additional agreements are pending.

Under the program, workers or their survivors may apply to DOE for a determination of whether the worker's illness or death arose from exposure to toxic substances at an Energy Department facility. Claims will be reviewed by an independent physicians' panel. If the physicians' panel finds that a worker's illness resulted from exposure while at work, the department will assist the worker in filing a claim with their state and direct the worker's contractor employer not to contest the claim. The goal is to remove bureaucratic barriers that can confront deserving workers with occupational illness when they seek to obtain state workers' compensation benefits.

With the rule now effective, all steps are in place to fully implement Subtitle D of the Act. Nothing in the agreements alters or affects individual state statutes or the way in which they are administered. Current federal law requires state workers' compensation processes be followed in processing a claim.

To date, the department has received more than 19,000 cases. Processing of cases has begun and will proceed in the order in which the cases were received. Each case will be assigned to an Office of Worker Advocacy nurse caseworker who will be the main point of contact with the applicant. DOE workers or their survivors who are interested in applying to DOE for assistance should contact its toll free hotline at 1-877-447-9756. Additional information is available through the Internet at <http://www.eh.doe.gov/advocacy>.

In Memoriam

Michael Ares

Michael Ares of Property Management (BUS-6) died Sept. 17. Ares was employed at the Laboratory for 15 years. A memorial service is scheduled for 4 p.m. Oct. 6 at the Westminster Presbyterian Church, 841 W. Manhattan Ave., off St. Francis Drive in Santa Fe.



Remembering V-Site at museum opening

Laboratory retiree Ken Ewing talks about the commercial candy cooker that was used to melt explosives at the Laboratory's historic V-site during the Manhattan Project at the "A Handful of Soldiers" exhibit opening reception held in September at the Bradbury Science Museum. The exhibition, produced by the Office of Cultural Affairs of the State Historic Preservation Division, features acrylic paintings on canvas and paper by painter John Hull, who is the chair of Visual Arts at the University of Colorado, Denver. He is the son of McAllister Hull, who worked in the Army's Special Engineering Detachment at Los Alamos during the Manhattan Project. For more information on the exhibit, see the Sept. 3 Daily Newsbulletin at <http://www.lanl.gov/orgs/pa/newsbulletin/2002/09/03/text01.shtml> online. Photo by LeRoy N. Sanchez

NIS announces student education scholarships for 2002

by Kathryn Ostic

Nonproliferation and International Security (NIS-DO) Division recently presented 30 undergraduate and graduate students employed by NIS this summer with student education scholarship awards.

Terry Hawkins, leader of NIS, announced that 29 students will each receive \$850 and one student will receive \$930 in recognition of her 4.0 GPA. NIS initiated the program in 1997 utilizing income from its intellectual property royalties to provide student education scholarships for its brightest students. The number and amount of scholarships varies from year to year depending upon the royalty income received by the division.

In addition to the 30 scholarships, NIS also provides funds to the J. Robert Oppenheimer Committee, which selected Stephanie Redman of Pojoaque High School, valedictorian for 2002, with a \$2,000 Bradbury Scholarship. A \$5,500 donation also was provided to Northern New Mexico Community College to support the Electronics Packaging Design Technology Program.

According to Cliff Giles, NIS deputy division leader, "The goal of the scholarship program is to afford NIS students an opportunity to gain relevant work experience coupled with the potential for financial aid. This program also works in NIS' favor by providing access to the best students who contribute to the mission of the division."

Since the inception of the program, NIS has awarded more than \$230,000 in scholarships to 254 students.

For more information about the NIS Student Education Scholarship Program, contact Mabel Willaman at 7-1212 or visit the division Web site at <http://int.lanl.gov/orgs/nis/> online.

NIS student education scholarship recipients

- Skyler Speakman, Space and Atmospheric Sciences (NIS-1)
- Katherine M. Rudell, NIS-1
- Sean M. Davis, NIS-1
- Timothy Davenport, NIS-1
- Benjamin Heavner, NIS-1
- Tanya Tavenner, Space and Remote Sensing Sciences (NIS-2)
- Ike Okoro, Space Data Systems (NIS-3)
- James Shinas, NIS-3
- Kristine Thomsen, Space Instrumentation and System Engineering (NIS-4)
- Joel Kilty, NIS-4
- William A. Clay, Safeguards Science and Technology (NIS-5)
- Carol A. Aplin, NIS-5
- Mathieu W. Brener, Advanced Nuclear Technology (NIS-6)
- Jason R. Starner, NIS-6
- John C. Pratt Jr., NIS-6
- Christopher Pope, Safeguards Systems (NIS-7)
- Bryan Sullivan, NIS-7
- Sarah L. Leonard, Nonproliferation & International Technology (NIS-8)
- *Anna Christensen, NIS-8
- Michelle Longmire, NIS-8
- Justin Wehner, NIS-8
- Richard Ruminer, NIS-8
- Mark W. Becker, Weapon Design Technologies (NIS-9)
- Nabil Schear, High Power Microwave, Advanced Accelerator and Electrodynamic Applications (NIS-10)
- Johathan Myers, NIS-10
- Cher Cusumano, NIS-10
- Eric Archuleta, Center for Space Science Exploration (NIS-CSSE)
- Leroy L. Martinez, Facility Management Unit (NIS-FMU-75)
- Crystal Valdez, Nonproliferation Programs (NIS-NP)
- Marla Fowler, Nonproliferation and International Security (NIS-DO)

* Recipient of the \$930 scholarship



Internship proves to be 'chance of a lifetime'

by Lecole Trujillo

DeeAnne Herrera of Nuclear Systems Design and Analysis (D-10) got the chance of a lifetime to travel to Washington, D.C., to serve her country. A 2001 graduate of Española Valley High School, Herrera was attending the University of New Mexico, Los Alamos, as part of the Electro-Mechanical Program, when she saw an advertisement in the Rio Grande Sun newspaper for students who were interested in internships in Washington, D.C., working for Congressman Tom Udall, D-NM. She sent in her application thinking that she had nothing to lose and everything to gain, and within two months, she received a call informing her that she had been accepted into the program.

Out of many student applicants from New Mexico, nine students were chosen for the internships. Three students would work for a month's time and then the next group of students would come in. She and two other students were chosen for internships the month of May.

Her job consisted of administrative work, such as answering phones, filing and writing memos. Herrera also handled mail from constituents, helped answer questions and send literature about bills in progress or bills passed to callers. Sydia Lopez was Herrera's mentor and showed her the ropes. Herrera said, "The phones rang off the hook, and I had to learn how to take everything as it came and work in a fast-paced environment. It was a good learning experience for me to work under pressure and respond when a crisis occurred."

Herrera made a lot of good contacts in Washington and was amazed at how many of the staff members were from New Mexico. She said it was comforting to have New Mexicans surrounding her as she learned to relate to an unfamiliar area.

Udall even took the interns to lunch and spent a couple hours with them talking about everyday things. "He was really down to earth and told us about his life as a congressman and as a normal person," said Herrera.

While in Washington, she went on a tour of the White House given by Udall's wife. Herrera also was able to see other historical landmarks such as the Washington Monument,



DeeAnne Herrera

Lincoln Memorial, the Capitol, Mount Vernon, the Supreme Court, Library of Congress and many of the museums.

Herrera has been an employee at the Laboratory for two years and the group she works with at the Lab supported her financially through personal donations and paying for airfare. Her group also supported her by giving her time off to pursue this opportunity. She is an administrative assistant at the Lab and she has won outstanding performance awards as part of her group; those include a Team Work Award and two Spot Awards.

The internship was a great experience in Herrera's eyes, and she hopes other students follow her lead and pursue internships. "I went out to Washington on my own, and I learned to be more independent. I also learned that when you apply yourself, you can go anywhere and do just about anything. I would encourage other students to apply for an internship for the experience and also because it teaches skills that will apply in the real world," said Herrera.



DeeAnne Herrera, right, of Nuclear Systems Design and Analysis (D-10) stands with Congressman Tom Udall, D-NM, in Washington, D.C. Herrera was one of nine student chosen for internships to work for Udall during the summer. Photos courtesy of Herrera

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