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Los Alamos
NATIONAL LABORATORY
Ideas That Change the World
NewsLetter
Week of Nov. 10, 2003
Vol. 4, No. 23

Nanos stresses safety

Interim work control process implemented

Editor's note:The following is from an all-employees memo issued Oct. 31 from Laboratory Director G. Peter Nanos.

On Nov. 3, the Laboratory began implementing a new interim work-control process. This new process is intended to target the root causes of our safety incidents and deliver a more user friendly and simple process for our workers.

As I have discussed my top five performance priorities during the past few months, I have reiterated that safety is my top priority. I feel a very strong sense of urgency about this initiative. It is apparent to me that we are no longer making substantive improvements in our safety track record. In fact, we have experienced increasingly frequent and serious accidents during the past year that either resulted in serious injury or could have resulted in serious injury or even death. I recognize Laboratory employees engage in potentially hazardous work to accomplish our critical mission. Therefore, we must do everything possible to protect our work force and to achieve exemplary safety performance. As members of the Laboratory work force, this is a responsibility that rests with all of us. It is essential that we all work together to achieve a high standard of safety excellence.

I am therefore implementing this interim process as a near-term action that will be part of a longer-term effort during the next year to systematically improve and integrate safe-work practices, facility work controls and subcontractor work-control processes. This interim process provides a solid basis to help us move toward that goal. It mandates the involvement and empowerment of each of you, as members of the Laboratory work force, to help us reduce the frequency and seriousness of future injuries. As we implement this new process over the next few months, its success depends upon your involvement and help in implementing it in a meaningful and value-added manner.

The key expectations of this new process require the following:

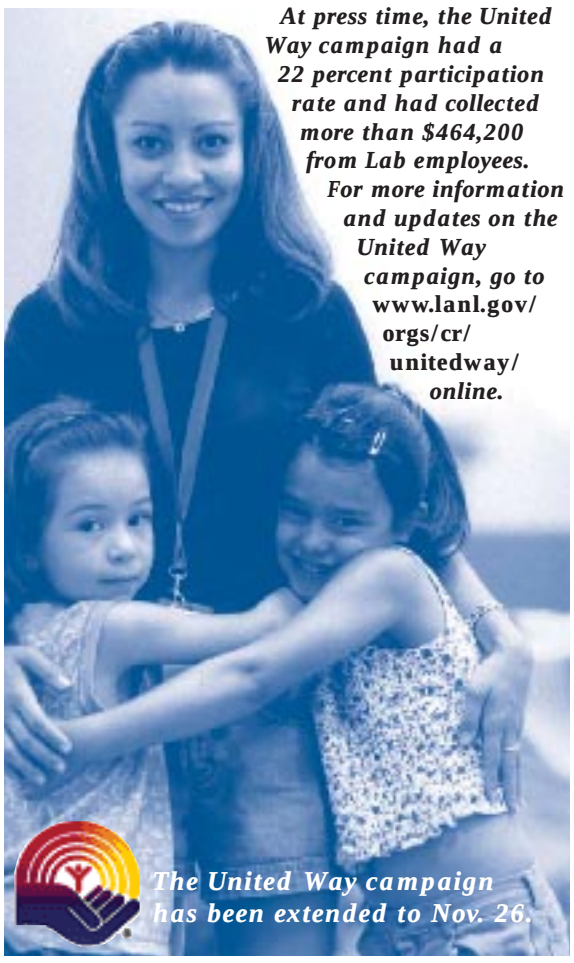
- establishing a simple, integrated, user-friendly work document that helps workers to identify, understand and control hazards relevant to their work;
- involving workers directly and intimately throughout the work control process; and
- providing a single person in charge for each work activity to help ensure that the process is coordinated among all participants and satisfactorily meets the process objectives.

The details of the process are provided in Notice 131. For higher-risk work activities cited in the Notice, the process is effective on Nov. 3. For other work, the process will be phased in by Jan. 1, 2004. To read the notice, go to *http://labreq.lanl.gov/pdfs/ops/01_operations/notice0131.pdf* online.

As part of the implementation of this process, I have asked my associate directors to identify "Responsible Division Leaders" (RDLs) for all facilities and associated delegation of responsibilities by Nov. 14. These RDLs are ultimately responsible for the safety of all work in their facilities. Also by Nov. 14, I have requested that division leaders provide me a schedule, based upon risks, for implementing the interim process during the next two months.

In closing, I again ask for your support to help us implement this process in a way that is reasonable, value-added and leads to our mutual objective of working safely.

United Way update



At press time, the United Way campaign had a 22 percent participation rate and had collected more than $464,200 from Lab employees. For more information and updates on the United Way campaign, go to www.lanl.gov/orgs/cr/unitedway/ online.

Laboratory honors its veterans

Laboratory Director G. Peter Nanos received his official Laboratory Veterans Day T-shirt from members of the Laboratory's Veterans Committee. At left is Nicolas Walker of Protection Technology Los Alamos, while next to him is Danny Abeyta of Design Engineering (ESA-DE). Also shown are Juanita Cordova and Lorraine Dominguez, right, both of ESA-DE. The Laboratory begins its Veterans Day events at the annual breakfast and flag-raising ceremony beginning at 7 a.m. Wednesday in the Otowi Building and at 8 a.m. at the flag poles outside the Otowi Building at Technical Area 3. There are about 1,050 University of California employees working at the Lab who are veterans in addition to several hundred subcontract personnel who also are veterans, said Veterans Committee Chairperson Allyn Pratt of the Risk Reduction and Environmental Stewardship (RRES) Division Office. Pratt noted that the theme of this year's observance is to recognize Korean War veterans and their service to the country. This year is the 50th anniversary of the armistice ending that war, he said. "This Veterans Day we honor the sacrifices, perseverance and heroism of our veterans in past conflicts; in peacetime; and now, in the war on terrorism," said Pratt. The Office of Equal Opportunity (OEO) also is sponsoring a Hispanic Medal of Honor recipients display in the Otowi Building's second floor lobby. The display will be available Monday through Friday and honors Hispanic veterans who have earned the nation's highest military award. Veterans Day activities conclude with a fun run/walk beginning at noon. Because of construction activities in and around the SM-31 warehouse at TA-3, the route for the fun run and walk has been changed to Omega Canyon Road in Los Alamos Canyon. The first 500 people to register and complete the 1.25-mile course will receive a Lab Veterans Day long-sleeve T-shirt. *Photo by LeRoy N. Sanchez*

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Climbing to new heights
While most of us were roasting in the record heat that New Mexico experienced this summer, Jason Halladay and his friends were toughing it out in below-freezing weather. Halladay and four teammates climbed North America's tallest peak, known as Denali or Mt. McKinley. . . .**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.

Editor:
Jacqueline Paris-Chitanvis, 5-7779

Associate editor:
Judy Goldie, 5-0297

Managing editor:
Denise Bjarke, 7-3565

Graphic designer:
Edwin Vigil, 5-9205

Contributing photographers:
Kevin Roark, 5-9202
LeRoy N. Sanchez, 5-5009

Contributing writers:
Nancy Ambrosiano, 7-0471
Jim Danneskiold, 7-1640
Hana Binder
Judy Goldie, 5-0297
Kathryn Ostic, 5-8040
James E. Rickman, 5-9203
Edwin Vigil, 5-9205
Diana Webb (DIR), 7-176,

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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.

National Nuclear Security Administration

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FROM THE TOP

Our strategy for the future

Laboratory Director G. Peter Nanos

I have initiated a new strategic planning process at Los Alamos National Laboratory. I want to accomplish two goals with this new process: (1) develop and implement strategies to achieve our short- and long-term mission requirements, and (2) manage the Laboratory in an integrated, business-like manner.

I initiated the new strategic planning process in July and August by engaging first the Senior Executive Team (SET) and then the division leaders in reevaluating the Laboratory's vision, mission, values and institutional goals. We have accomplished several steps in this process to date:

(1) I have created the Institutional Planning and Evaluation Office, headed by Ping Lee, to support the process.

(2) We have developed new vision, values and institutional goals and sharpened our mission (see below).

(3) I have asked all the divisions to prepare division business plans that are linked directly to the new vision, mission, values and goals.

It is my intention that this strategic planning process will allow us to create well-designed and managed systems that will enable each of us to do excellent work while maintaining a unified institutional focus. For example, we need to have an integrated communications system through which we not only present our messages in a clear and timely manner, but also through which we receive reliable information. And, we need systems that will allow for cost-effective and productive operations throughout the Laboratory.

The process of planning strategically is itself an invaluable activity. The process will help us understand the institutional and organizational challenges before us. It will engage divisions to establish priorities that support the Laboratory. We will learn to identify areas that need improvement in our scientific, business, operational, programmatic and management systems. We will identify our common concerns and goals. We will learn to work together and establish a shared sense of destiny. It is time for us to recognize that our institution will become even stronger if we collaborate across divisions as daily business practice.

continued on Page 3

G O A L S a n d P L A N S

National Security Goals

A. Science Based Prediction
Create an integrating core competency for Science Based Prediction (SBP) of Complex Systems linking experiment, simulation and theory.
—Ray Juzaitis

B. Nuclear Weapons
Design and engineer manufacturable and certifiable replacement nuclear weapons without new nuclear testing.
—Rich Mah

C. Nonproliferation
Be acknowledged as the premier laboratory for Nonproliferation Research and Development.
—Don Cobb

D. Preferred Laboratory
Be the preferred laboratory for providing the defense, intelligence and homeland security communities with revolutionary, success-enabling science and technology.
—Don Cobb

E. Materials Science
Be the premier materials science and technology laboratory in the world, bringing the best to our mission.
—Tom Meyer

F. Energy Security
Use LANL expertise and capability to solve national problems in energy security.
—Tom Meyer

G. Office of Science
Be a strategic partner of the DOE Office of Science (OSC) to benefit DOE's science missions and strengthen the science base critical to our national security.
—Tom Meyer

Enabling Goals

H. Work Force
Build the agile work force for the future.
—John Immele

I. Business
Employ those business practices that best serve our trusted, competitive scientific solutions.
—Rich Marquez

J. Corporate Approach
Institute an integrated corporate approach to plan, allocate and manage Laboratory resources to maximize accomplishment of LANL mission.
—John Immele

K. Laboratory Management
Lab Management leads a culture of trust in our mission, science, business and people.
—Carolyn Mangeng, Pete Nanos, John Immele, Bill Press

L. Communication
Communicate accurately and consistently in a timely, open, and interactive way.
—Carolyn Mangeng

M. Facilities
Modernize and consolidate facilities/infrastructure to support safe, secure and efficient Laboratory operations.
—Jim Holt

N. Compliance
Improve efficiency with which we achieve regulatory compliance and manage risk to support operational excellence.
—Jim Holt

O. Creativity
Enhance science and technology creativity and productivity.
—Bill Press

P. Knowledge Management
Adopt the best knowledge management solution for LANL.
—Bill Press

Director's Top Five Performance Priorities

1. Safety, security and compliance
2. National security mission
   — Nuclear weapons
   — Threat reduction
3. Outstanding science in support of our mission
4. Business operations and management practices
5. Community partnerships

Our Vision

The trusted, competitive scientific solution for today's and tomorrow's national security challenges

Our Mission is National Security

We develop and apply science and technology to
— Ensure the safety and reliability of the U.S. nuclear deterrent.
— Reduce the threat of weapons of mass destruction, proliferation and terrorism.
— Solve national problems in defense, energy, environment and infrastructure.

Core Values

A. Service to Nation
B. Integrity and Openness
C. Passion for Excellence and Innovation
D. Personal Accountability
E. Respect for Others
F. Teamwork

Our strategy ...

continued from Page 2

To accomplish the changes described above, I have asked each division to develop a business plan that reflects its commitment to one or more of our new Laboratory goals. During the transition to a strategy-driven organization, I will not expect that all work will align immediately with our new goals. However, as we become more experienced in strategic planning and execution, the goals will help us not only make good business decisions, but they will clarify Laboratory priorities for all of our work.

I intend to review execution of our strategic plan periodically. During the upcoming Dec. 1 through 3 retreat, the SET and division leaders (1) will report on the status of division alignment with the institutional goals, and (2) they will discuss progress and challenges in executing the goals.

I am committed to unifying the Laboratory and to leading the transition to a strategy-driven institution. I hope you will join me.

The WASTENOT-gram

MS A1000 material and its destiny

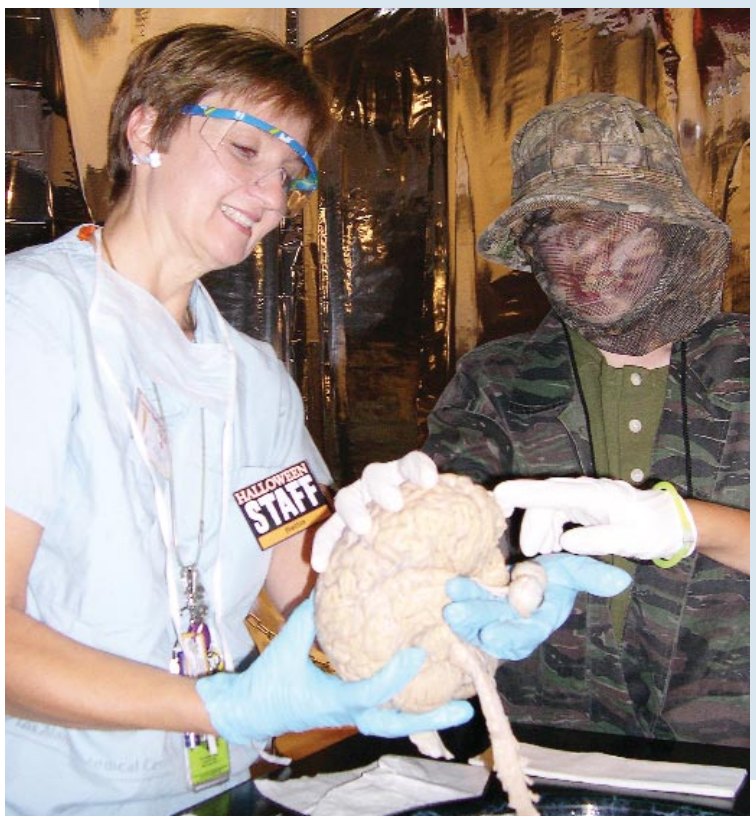
Mail Stop A1000 is the mail stop designated for collecting colored paper, Kraft paper, magazines, newspaper, brochures, envelopes and other nonwhite paper. You can send boxes or envelopes of mixed paper to MS A1000 by leaving the marked parcels in your mail-delivery area. MS A1000 also can accept separate packages of used transparencies, spent toner cartridges from printers or fax machines and used binders. In June 2003, the Laboratory recycled 16 metric tons of materials that were sent to MS A1000.

What happens to all of this material? The binders become available for reuse at Salvage at Technical Area 60 and the unclaimed binders are donated to local schools. The toner cartridges are collected by Rocky Mountain Business Systems and are refurbished and sold to new users. The used transparencies are sent to 3M and recycled into new transparencies. The mixed paper is sent to SCA Tissue in Flagstaff, Ariz., where it is pulped and made into tissue products.

To schedule an environmental evaluation or presentation for your office, contact Monica Witt of Environmental Applications (RRES-EA) at 7-8626 or *mwitt@lanl.gov* by e-mail. These recycling office visits are great for safety meetings, brown bag lunches, group meetings, etc.

If you have any suggestions or questions, contact *wastenot@lanl.gov* by e-mail.

High-Tech Halloween



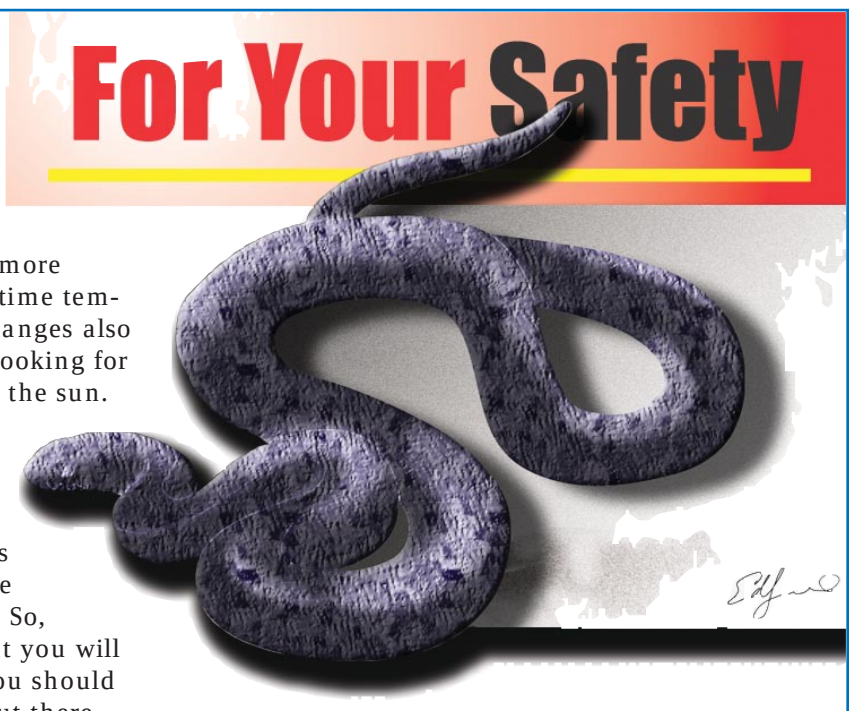
Above: Beth Marie Perry, left, of Biological and Quantum Physics (P-21) holds an eyeball of a cow as she talks to Yuliya Matlachov, right, and her mother, Tatiana, at the 10th annual High-Tech Halloween at the Bradbury Science Museum. Perry, a volunteer at the event, does research on retinas. More than 2,000 children and adults attended High-Tech Halloween, which is sponsored annually by the museum.

At left: Dr. B. Rains, also known as Bettie Bedell of the Bradbury Science Museum, talks about the human brain with a camouflaged visitor. Bedell, a science educator at the museum, said the brain was that of an 80-year-old male; it was donated to the University of New Mexico medical school for research.

Photos by Michael Carlson

Don't sneak up on snakes

For Your Safety



Although snakes are starting to be more sluggish with cooler nighttime temperatures, the seasonal changes also mean the reptiles will be looking for nice places to warm up in the sun.

In the past, snakes have been found at Laboratory locations including parking lots, sidewalks and other places that typically might not be considered "wild habitat." So, although it is unlikely that you will "sneak up" on a snake, you should remember that they are out there.

If you do see a snake around your work area, call KSL Services Pest Control at 4-0530. Don't approach the snake yourself; wait for the experts. And don't call if the snake appears to be leaving the area; the Pest Control folks only want to deal with critters that are a hazard or a nuisance.

If you'd like to know more about snakes native to this area, sign up for the Laboratory's "New Mexico Snake Awareness" course (No. 15259). Although no sessions currently are scheduled, the class is offered several times a year. To add your name to a waiting list, go to *http://lanl.gov/training/* online.

Annual Holiday Drive

The Laboratory's Holiday Drive starts Nov. 24. Again this year, the Lab is partnering with the Salvation Army of Santa Fe to provide new toys and clothing to Northern New Mexico children. In addition, the Laboratory will collect gifts and food for Northern New Mexico families. The Salvation Army screens and qualifies needy families from Española, Taos, Las Vegas, Los Alamos and Santa Fe County.

There will be 400 "Angel Tags," — an Angel Tag bears the name, age, clothing sizes and holiday wish of a child — and 50 families available for adoption.

Collection boxes and Angel Tags will be available in the Otowi cafeteria lobby, TA-55 Access Center, S-Site cafeteria, Community Relations Office (CRO) and Industrial Business Development (IBD) Division/ Office of Equal Opportunity (OEO) Building off Trinity Drive in Los Alamos. It is possible other locations may be added later.

The drive continues through Dec. 15. All gifts will be distributed by the Salvation Army Dec. 19 through 20.

For more information, contact Debbi Wersonick of CRO at 7-7870 or CRO at 5-4400.

Los Alamos County Deputy Fire Chief Doug Tucker

Passing the torch

by Diana Webb

Los Alamos County Deputy Fire Chief Doug Tucker is the new chair of the Interagency Wildfire Management Team.

"The IWMT has become a major part of our wildfire operation in the area around Los Alamos County," Tucker said. "Time and time again the team has been instrumental in cutting through red tape and allowing us to get things done."

Two of the most important contributions of the IWMT, said Tucker and Diana Webb, out going IWMT chair and leader of the Lab's Policy Office (DIR), were popularizing the concept of defensible space in and around Los Alamos and the program of tree thinning initiated along the western perimeter of the Laboratory in 1997 and 1998.

"The tree thinning along Highway 501 was a cooperative venture by Los Alamos County, the Laboratory and the U.S. Forest Service," Tucker said. "If we had not created that fuel break, the effect of the Cerro Grande Fire on the western part of the Laboratory would have been much worse."

Other significant team accomplishments are the interagency fire supply cache and helipad at Technical Area 49, suggested by Bandelier National Monument personnel, and assistance to local pueblos. IWMT and the Laboratory also have sponsored an annual community meeting on wildfire for the past five years.

The IWMT was formed by Webb, who served as its chair for seven years; Tucker; Lab retirees Ed Nettles of Emergency Management and Response (now S-8) and Jim Gourdoux, who was the Lab's fire marshal (FWO-FIRE); and local agencies in the wake of the 1996 Dome Fire, a large wildfire that threatened the southern part of the Laboratory.

IWMT provides an interagency approach to address wildfire threats in the Los Alamos area and has been instrumental in building regional trust among the Laboratory's neighbors. The team includes firefighting personnel from Los Alamos County, the U.S. Forest Service, the National Park Service, the National Nuclear Safety Administration, the State of New Mexico, San Ildefonso and Santa Clara pueblos, private organizations and several Laboratory divisions. The first of its kind, the team has been emulated in other areas of the country as a role model for interagency cooperation.

IWMT meets every other Wednesday in the Ecology Group (RRES-ECO) Conference Room, TA-21. Call Randy Balice of RRES-ECO at 5-1270 for more information on IWMT.

'Tell Pete' has Web page

Laboratory Director G. Peter Nanos' "*tellpete@lanl.gov*" e-mail venue now has a Web site. In response to the issues raised through "tellpete" since its inception, the Director's Office has launched a new Web page to provide information on topics submitted to this venue.

While "tellpete" was never intended to provide responses to individual concerns, the "tellpete" Web site at *http://int.lanl.gov/communications/tell_pete.shtml* online includes information on general topics raised by employees. The page includes an "Issue Briefing" on the current parking situation at the Lab — a common "tellpete" subject.

Topics slated for issue briefings over the coming months include salary management, vacation policy and the Lab's new code of ethics, as well as others. Employees also can get an overview of the types of subjects received through the venue by viewing a pie chart that is scheduled to be updated monthly.

To learn when a new issues briefing is added to the Web page, check the Lab's home page under "What's New." Lab workers also can subscribe to *tellpeteissues@lanl.gov* by e-mail. Subscribers will receive an e-mail message, with a link to the Web site, each time a new subject is posted on the Web page.

Lab changes overhead pricing structure

The Laboratory has implemented changes to its overhead pricing structure for the 2004 fiscal year and beyond, according to Rich Marquez, associate Laboratory director for administration. "These changes will improve and simplify the way [the Laboratory] distributes the basic costs of doing business — management and administration, facilities and other basic overhead costs for its programs. By dramatically reducing the number of cost codes, we expect these changes to allow the Laboratory to compare and streamline costs and to provide for a more equitable distribution of the costs of running this Laboratory.

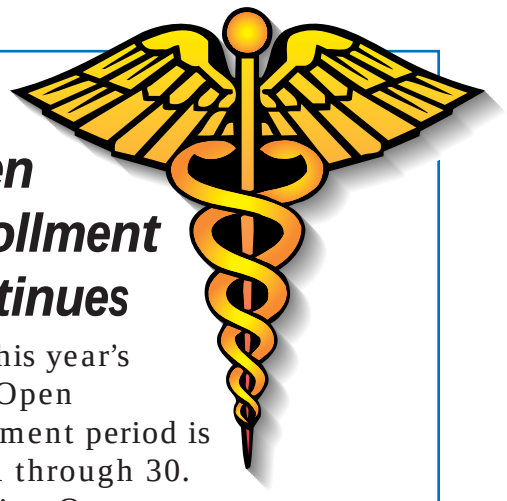
"It is important to keep in mind that this proposal only changes the way in which our current costs are charged," said Marquez. "There is no overall cost impact to the Laboratory, except for the benefits we expect to gain through [a greater] ability to manage and control these costs.

"I expect individual programs to be impacted differently. I also expect those who benefit most from these changes to be frugal and to help mitigate potentially negative impacts to other programs whenever and wherever possible."

Marquez said he has established a committee of deputy associate directors to address the problems of programs that will be negatively impacted by these changes. This committee is tasked with determining mitigation strategies and working implementation solutions, he said.

"Employees who have questions or concerns about the new pricing system should contact their supervisors and group leaders who in turn will discuss them with their division leaders and deputy associate directors for resolution. For specific pricing questions, employees also can contact their Chief Financial Officer (CFO) Division representative."

To read a master management memo from Laboratory Director G. Peter Nanos, go to *http://int.lanl.gov/memos/Master Management/MM1769_ADS1939.PDF* online.



Open Enrollment continues

This year's Open Enrollment period is Nov. 1 through 30.

During Open Enrollment you have the opportunity to make changes to several of your benefit plans. For more information, see the Oct. 27 Los Alamos NewsLetter or go to *www.lanl.gov/source/worklife/benefits/pathways/* on the Internet.

Lab Policies in one place — and accessible

New virtual manual combines resources for ease of use, revision

A new Web page (*int.lanl.gov/policies/*) containing links to the most recent versions of institutional policies and procedures has been created by the Director's Policy Office. The office was created earlier this year by Laboratory Director G. Peter Nanos.

Institutional policies and procedures are policies and procedures that apply to all personnel who work at the Laboratory or Laboratory employees who work at other locations, said Diana Webb, leader of the new office. This new, electronic manual makes Lab policies and procedures uniformly available in one easy-to-search location, she said.

Webb said the manual provides a central place for all Laboratory workers and others to find easily Lab policies and procedures and to see what provisions currently are in effect. The virtual manual also provides other information related to policies and procedures. "The virtual manual provides a tool for both managers and staff and is intended to help employees find answers, save time and achieve operational excellence," said Webb.

The online Policy Center and the virtual Policy and Procedures Manual provide convenient electronic access to Laboratory policies and procedures, said Webb, adding that the virtual manual provides a "one-stop shop" for centralized information, grouped by subject. According to Webb, the new manual offers many advantages:

• *It's fast.* The virtual manual is available on electronic desktop computers, is quick and easy to access.

• *Ease of use.* In addition to subject-area breakdowns, topical groupings and a helpful index, the virtual manual can be searched electronically. Future versions will be electronically cross-referenced as well. The Policy Center includes handy links to useful information related to policy matters.

• *Accessibility.* The Web page also can be accessed by those using voice-recognition systems.

• *The virtual manual always is up-to-date.* Only the most current version of a document is included. If an employee needs to review or search the virtual manual's electronic archives to look at previous versions, or the hard-copy archives, contact the Policy Office.

• *Change control is built-in.* Today, depending on the type of document, the Policy Office has a record of the issuing office, version, reviewers and comment disposition. In the future, the office will have

a unified process for reviewing and issuing new and revised policy documents.

• *The virtual manual is available to all Laboratory employees.* Because the manual is available on desktop computers, employees don't need to go searching multiple locations for the latest information on Lab policies and procedures.

• *Transportable.* Moving offices? On travel? The virtual manual is as close as the employee's computer.

• *Conserves resources.* The virtual manual minimizes paper.

Initially, the manual consists of a collection of institutional policies and procedures that pre-date the manual and uses the variety of formats previously in place. The 2004 fiscal year is a transition period for the manual, and as sections are updated or revised, they will be placed in a common format, said Webb.

Over the next year, the Policy Office will streamline the process used to develop institutional policies and procedures. The office also will review existing policies to remove inconsistencies and bring them up-to-date. A new format will be developed to bring Laboratory policies together into a consolidated set, with a common look and feel.

The manual is accessible through the Lab's home Web page by clicking on the link on the left-hand navigation tool bar or going to *http://int.lanl.gov/policies/* online. For more information, write to *policy@lanl.gov* by e-mail.

PATENT AWARDS

Editor's note: Some of the individuals listed below are no longer employed at the Laboratory but were at the time they applied for the patent.

Recently issued patent awards

Superconducting Structure Including Mixed Rare Earth Barium-Copper Compositions
Patent No. 6,602,588 issued Aug. 5
Chuhee Kwon, **Quanxi Jia** and **Stephen Foltyn** of the Superconductivity Technology Center (MST-STC); **William Hults** and **James Smith** of Materials Technology: Metallurgy (MST-6); and **Charles Peterson** of Biological and Quantum Physics (P-21)

Electrodes for Solid State Gas Sensor
Patent No. 6,605,202 issued Aug. 12
Rangachary Mukundan, **Eric Brosha** and **Fernando Garzon** of Electronic and Electrochemical Materials and Devices (MST-11)

Method and Apparatus for Large Motor Control
Patent No. 6,605,920 issued Aug. 12
Chris Randall Rose of Weapons Physics (ADWP) and **Ronald Nelson** of the Lujan Neutron Scattering Center (LANSCE-12)

Determination of Base (Nucleotide) Composition in DNA Oligomers by Mass Spectrometry
Patent No. 6,613,509 issued Sept. 2
Xian Chen of Langham Resource (B-2)

Microalloying of Transition Metal Silicides by Mechanical Activation and Field-Activated Reaction
Patent No. 6,613,276 issued Sept. 2
John Petrovic of the Materials Science and Technology Division Office (MST-DO)

High Critical Current Superconducting Tapes
Patent No. 6,624,122 issued Sept. 23
Terry Holesinger of MST-6; and **Quanxi Jia** and **Stephen Foltyn** of MST-STC

Adjustable Direct Current and Pulsed Circuit Fault Current Limiter
Patent No. 6,624,993 issued Sept. 23
Heinrich Boenig and **Josef Schillig** of the National High Magnetic Field Laboratory (MST-NHMFL)

PTLA no longer required to 'touch' badges of personnel exiting limited security areas

Protection Technology Los Alamos personnel no longer are required to physically touch badges of those exiting limited-security areas. The change was made after a review by the Security and Safeguards (S) Division. This new policy went into effect Oct. 1.

PTLA personnel will continue to perform "touch badge" verification when people enter limited security areas, such as the main entrance to S-Site (Post 431) and the back gate at the Administration Building (Post 411) at Technical Area 3.

This policy does not affect badge inspection procedures that are in place for other types of security areas including protected-areas, material-access areas or special facility material-access areas.

Laboratory workers are cautioned to maintain rigorous safety vigilance regarding vehicle and pedestrian traffic near the posts while exiting any limited area.

For more information, contact the Security Help Desk at 5-2002 or Security Support (S-5) at 5-7907.

Carolyn Zerkle

Zerkle named principal deputy director for ADA

Carolyn Zerkle has been selected as the principal deputy associate director to Richard Marquez, associate director for administration. The directorate includes business and financial management, human resources, information management and communications functions within the Laboratory.

Zerkle has more than 10 years at the Lab having worked most recently as an acting deputy associate director within the Operations Directorate. Over the past four years, she continued to accept increasingly challenging roles and was responsible for a $500 million annual budget associated with the Infrastructure, Facilities and Construction Office, moving from deputy program director to her current position.

"I'm really looking forward to bringing my project and program management skills to my new position," said Zerkle. "I see a number of areas where risk-based prioritization could be of assistance to the directorate. It is important as we move forward, we do everything we can to demonstrate our control over our budgets and spending as it relates to the Lab's overall mission."

Before joining the Laboratory, Zerkle spent time as an assistant director of campus planning at Illinois State University and as a principal investigator with the U.S. Army Corps of Engineers. She has a master's degree in architecture and a master's of business administration from the University of Illinois and received her undergraduate degree from the Massachusetts Institute of Technology.

"We're very pleased to welcome Carolyn aboard," said Marquez. "Her experience both within and outside the Laboratory made her an outstanding candidate for the position. Her Operations background should also help provide a complement within the Administration Directorate, helping us to make the Laboratory more competitive from an effectiveness and efficiency standpoint."

In addition to playing a current and active role in the Lab's mentoring program, Zerkle also received a Distinguished Performance Award in 1997 and the Department of Energy's Deputy Secretary of Energy Excellence in Acquisition Award for her work with the CMR Building Updates Project in 2002.

Paisner new Hydrotest Project director

Jeffrey Paisner has been named the new Hydrotest Project director.

Since March, Paisner worked on the technical staff of the Associate Director for Weapons Physics. Before that, he served three years at the Lab on a change-of-station assignment from Lawrence Livermore National Laboratory as acting project director of the Advanced Hydrotest Facility, developing technology and design basis for the AHF. Paisner also was the project manager for the National Ignition Facility at Livermore between 1993 and 1999.

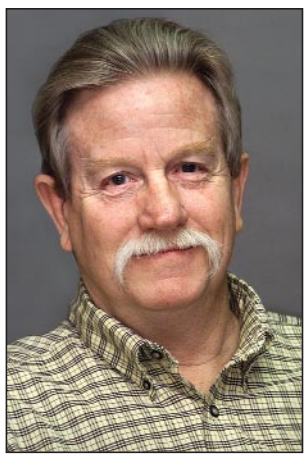
Jeffrey Paisner

Paisner has authored several dozen publications in refereed journals, has written and edited many archival technical and program documents, holds a dozen patents and is well known for a book on laser spectroscopy and its applications. He has served as the associate editor for the Journal of Applied Optics — Lasers, Photonics and Environmental Optics.

"Hydrotesting is one of the signature capabilities for Los Alamos, with a rich heritage dating back 60 years," Paisner said. "It's truly an honor to take on this critically important job, which I consider a crossroads for the Laboratory's Stockpile Stewardship program and a nexus for our validation and certification responsibilities."

Paisner holds a bachelor of science in physics from The Cooper Union in New York and master's of science degree and a doctorate in physics from Stanford University. He is a member of the American Physical Society and a Fellow of the Optical Society of America.

Davidson named Center for Homeland Security director



J. Wiley Davidson

J. Wiley Davidson has been named director of the Laboratory's Center for Homeland Security. Davidson, who has served as acting center director since June, succeeds Thomas W. Meyer, who has retired.

As center director, Davidson will be the Lab's principal point of contact with the Department of Homeland Security. He will organize and lead efforts to

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George Hansrote

New Enterprise Project director named

George Hansrote of Project Management Division, Deployed Staff (PM-DS) is the new project director for the Laboratory's Enterprise Project.

Hansrote returns to Los Alamos after a recent change-of-station assignment to the University of California, Office of the President. He served at UCOP as the director of project management tasked with providing leadership for UC's national laboratories' project management activities.

"I am delighted to have been named director of the Enterprise Project and expect to build upon the work of a very dedicated team," said Hansrote. "Much has been accomplished, but we still have a long way to go."

With more than 25 years' experience in managing large technical projects, Hansrote joined the Laboratory in 1999 as a staff member with the Project Management (PM) Division. During his tenure at the Laboratory, Hansrote has been successful in managing several projects in the areas of strategic and supporting research and threat reduction.

"The success of the Enterprise Project depends upon the support and involvement of the whole Laboratory community," noted Hansrote. "These types of projects are never easy, but I am excited about the future and the team we have put together to meet the challenge."

Hansrote has a bachelor of science degree in mechanical engineering with an aerospace option from the University of Pittsburgh, a bachelor's in biology from Indiana University of Pennsylvania and an associate of science degree in architecture from the Pennsylvania Institute of Technology.

He takes over for Bob Newell, who will continue with the Enterprise Project as deputy project director for technology development.

In Memoriam

James P. Bertino

Retired Laboratory chemist James P. Bertino died Sept. 15. He was 79.

Bertino's Laboratory career began in 1948 in the former Chemistry-Metallurgy (CMB-8) Division. He retired from the Lab in 1980, returning as a consultant until 1990.

Bertino earned a bachelor's degree in chemistry from Yale University in 1947. He was a member of Phi Beta Kappa and also a member of the Yale Chapter of the Society of Sigma XI.

He was preceded in death by his wife, Theresa Bertino.

Bertino is survived by his daughters Anne and Paula and son Peter.

A memorial service has been held. Donations in Bertino's name can be sent to the Open Hands or the St. Vincent de Paul Society of Santa Fe.

Davidson …

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apply the Laboratory's considerable technical expertise and resources to solving national problems related to homeland security. Davidson will be responsible for all of the Laboratory's programs for DHS, including closely related programs and activities for other federal, state and local agencies. He will report to Director G. Peter Nanos and work closely with other senior managers to develop and implement plans that broadly engage the Laboratory's science and technology base in support of homeland security.

The Center for Homeland Security (CHS) was established in September 2002 to engage the Laboratory's broad capabilities in the areas of counterterrorism and homeland security. It provides a single point of contact for all external organizations such as DHS that seek the assistance and involvement of Los Alamos' technical experts. The organization's emphasis is in the key areas of nuclear and radiological science and technology, critical infrastructure protection and chemical and biological science and technology.

Davidson's previous positions at the Laboratory include deputy center director at CHS and group leader for the Systems Engineering and Integration and the Strategic Systems Engineering groups, in which he led teams of engineers and computer software developers focused on systems, mission and engineering analysis and integration. His technical leadership has extended to projects in chemical/biological defense, counterproliferation, counterterrorism, nuclear weapons safety, accelerator/laser operations and conventional weapons technologies, among others.

Davidson said, "I look forward to coordinating our Laboratory's long-standing efforts toward these evolving national needs. Los Alamos has been engaged in homeland security and counterterrorism work for the last 10 years, and we have been developing and applying nuclear detection technologies for decades.

Davidson holds doctoral and master's degrees in mechanical engineering from the University of Texas at Austin.

New parking garage taking shape at TA-3

The parking garage under construction near the SM-30 warehouse at Technical Area 3 begins to rise as the first pre-cast concrete structures are put into place. The garage will be made almost entirely from pre-cast members, including the exterior and interior columns. The floors will be made of poured concrete slabs. The four-level garage will accommodate 382 vehicles and is scheduled to open in late January 2004. Delivery of the large pre-cast pieces began in October. Motorists and pedestrians in the area are reminded to be aware of the presence of large flat-bed delivery trucks and to use caution.

Photo by Kevin Roark

NEWS FROM UC

Foley new UC vice president for Laboratory management

Robert Foley is the University of California's new vice president for Laboratory management. Foley replaces Bruce Darling, who held the post in an acting capacity.

As vice president, Foley, a longtime naval commander and consultant on energy and defense issues, will have primary responsibility for the university's management of the three national laboratories it administers on behalf of the Department of Energy and its National Nuclear Security Administration. UC manages Los Alamos, Lawrence Berkeley and Lawrence Livermore national laboratories.

A 1950 U.S. Naval Academy graduate, Foley served in the Navy for 35 years and held several operational commands, including commander of the U.S. Seventh Fleet and commander-in-chief of the Pacific Fleet. In 1985, following his career in the military, Foley was appointed assistant secretary of energy for defense programs by then-President Ronald Reagan.

In 1988, Foley was named president of the advanced technology group at ICF Kaiser Engineers. In 1991, Foley joined the Raytheon Co., where he held a range of positions including vice president for commercial marketing, president of Raytheon Japan and vice president of Asian operations for Raytheon International Inc.

Following his retirement from Raytheon, Foley continued to serve the nation as a consultant to the departments of defense and energy and as a member of President George W. Bush's energy transition team.

"Admiral Foley is a wonderful choice as [University of California] vice president for Laboratory management," said Laboratory Director G. Peter Nanos. "Considering his distinguished military career, his years of experience at the Department of Energy as Defense Programs director and his intimate knowledge of Laboratory operations, he brings both the leadership skills and notable intellect needed to help ensure that the University California tri-lab system will set the standard for national security science."

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

Climbing to new heights

Jason Halladay of the Theoretical Division Office (T-DO) reaches the Denali Summit in Alaska.

Pictured in the foreground is Chris Horley of Safeguards, Science and Technology (N-1) as he traverses a ridge approaching the Denali summit. The actual summit is about 100 vertical feet from the summit pictured.

Jason Halladay

From left to right are Halladay's climbing partners, Bill Geist of N-1, David Shaw from California, Janet Lightburn from Colorado and Chris Horley of N-1. Photos courtesy of Halladay

by Hana Binder

While most of us were roasting in the record heat that New Mexico experienced this summer, Jason Halladay and his friends were toughing it out in below-freezing weather. During the second half of May, Halladay and four teammates climbed North America's tallest peak, known as Denali or Mt. McKinley. The climb up to the peak took 15 days, with the ascent lasting 12 days and their return only taking three. While the weather was relatively stable, the temperature often got down to 20 degrees below zero. Luckily, Halladay, who came to the Lab as an undergraduate student in 1996 and now works in the Theoretical Division Office (T-DO), was well prepared for any difficulties because this wasn't his first climb at a high altitude.

Halladay's first experience climbing high-altitude mountains came in 1996, when he climbed Mt. Sneffles, a "fourteener" in Colorado. A fourteener is a mountain whose peak reaches 14,000 feet or higher in altitude. There is a subculture of mountaineers whose goal is to climb as many fourteeners as they can. Halladay reached a milestone in 2001, when he finished climbing all of Colorado's 54 official fourteeners with his last being Culebra Peak. In the contiguous United States, California, Colorado and Washington have fourteeners, while Alaska has even taller mountains, such as Denali whose peak is at 23,320 feet. Denali and the surrounding areas are popular — 280,911 people visited Denali National Park and Preserve, where the peak is located, in 2002.

The trip to Denali was different from other mountain-climbing expeditions because it required more commitment and planning. Halladay had wanted to climb Denali for the past couple years, but the planning only started in February. To prepare for the climb, Halladay not only continued to climb fourteeners, he also repeatedly hiked up the Pajarito Ski Hill with a 50-pound pack and ran about 10 to 15 miles each week. Halladay said he felt "a little bit of nervous excitement" going into the trip, but his concern was mostly about the weather, rather than the team's ability.

Bill Geist and Chris Horley, both of Safeguards, Science and Technology (N-1), joined Halladay. Janet Lightburn from Canon City, Colo., and David Shaw from San Francisco completed the group. The sixth member of the team, Aron Ralston, was injured so he was unable to accompany the team.

They ascended the mountain using the nontechnical "West Buttress" route, which was 15 miles long with a 13,000-foot vertical gain. "Not technical" is a description that means they didn't have to bring along ropes and harnesses to climb. There were areas with fixed ropes to help the climbers past steep parts of the icy path. The climb was technically easy, Halladay said, and they were able to experience the ever-present sunshine of a summer in the Arctic Circle. "The sun would set behind the horizon, but it would never get dark," Halladay said, referring to the fact that sunset happened close to midnight and it never got darker than twilight. Some members of the team brought along sleep masks to help them sleep during the "night."

Despite the hard conditions, the team was lighthearted, taking advantage of the sleds they originally used to carry supplies up the mountain to slide down parts of the path on the return trip. They also brought along a photograph of Ralston's head mounted on a stick so that he "accompanied" them, after a fashion.

With jokes and fun activities like these, a trip up the tallest mountain in North America sounds preferable to lying on the beach, especially for the warm-blooded.

Do you have a holiday tradition you'd like to share?

The biweekly hard-copy newsletter would like to have the back page of our week of Dec. 8 issue filled with short (25 words or fewer) descriptions of special holiday activities that have become traditions for members of our work force and their families.

We want to showcase the diversity of holidays celebrated at year's end (Christmas, Hanukkah, Kwanzaa, Winter Solstice, etc.) and the personal traditions that make these celebrations special to Lab employees.

We'll print the names and organizations of those submitting traditions that are used, and we may take photographs as well — if we receive photos of folks doing their traditional "thing," so much the better!

Please send your "short" by Nov. 17 to Judy Goldie, associate editor, Los Alamos NewsLetter, Mail Stop C177 or via e-mail to *goldie@lanl.gov*. And thank you to those who have participated so far.

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