

First-ever Science Day speakers reaffirm DOE/NNSA commitment to 'science with the mission in mind'

NNSA's Gordon, DOE's Dresselhaus, Nobel laureate Smalley all tout Labs science

By Bill Murphy

Science — national laboratory-style — took front and center stage last month in the first-ever Sandia Science Day, a showcase for, in Labs Director C. Paul Robinson's words, "science with the mission in mind."

Gen. John Gordon, head of the National Nuclear Security Administration (NNSA), was on hand to lend visible and vocal moral support to the Labs' science endeavors. Science Day, he said in remarks to a nearly full house at the Steve Schiff Auditorium, is "a chance to remind ourselves of the great work we do in science every day." Gordon used the upbeat occasion of Science Day to affirm that he is "personally committed to seeing that science remains a vital foundation of the strength and viability of the NNSA laboratories."

Sandia VP Al Romig (1000), who introduced a number of speakers during Science Day, emphasized that science and technology is one of the key underpinnings of the Labs' four Strategic Business Units. He said his vision for Sandia is that it be internationally recognized and acknowledged as a premier science and technology laboratory for DOE and the nation.

Gordon has called for a series of Science Day programs at the NNSA labs; Sandia was first, to be

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NOW LISTEN HERE — DOE's chief scientist, Dr. Mildred Dresselhaus, makes an emphatic point to Labs President and Director C. Paul Robinson during the Dec. 14 Sandia Science Day. Dresselhaus accompanied National Nuclear Security Administration chief Gen. John Gordon to Sandia to promote the importance of "science with the mission in mind" at the nation's nuclear weapons labs. At right is former Sandia Executive VP Orval Jones. (Photo by Randy Montoya)

Diversity at Sandia

Sandia sponsors several initiatives to encourage diversity. A two-page *Lab News* feature beginning on page 6 outlines some of these initiatives and notes the changes made over the years.



Four individuals, seven teams receive DOE weapons awards

By Chris Burroughs

Four Sandia individuals and seven teams have been honored with DOE Weapons Recognition of Excellence Awards.

The awards program was created in the early 1980s to give special recognition to those people directly associated with the stockpile modernization program. Recipients have made significant achievements in quality, productivity, cost savings, safety, or creativity in support of the weapons program. The new awards honor work done in 1999.

Individuals receiving awards are Vernon Willan (2167), Stuart Kupferman (2542), Mel Salazar (2542), and Don Bohrer (2200). Team awards went to the W76/Mk4 Dual Revalidation Team; W76 Phase 6.2/6.2A Life Extension Study Team; Modular Telemetry Project Team; H-Gear Safety Project; ACRR Pulse Mode Preparation for Defense Programs Tests Team; MC3323A Thermal

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Sandia LabNews

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'Pathfinders': Neutron generators qualified; Sandia teams meet final deadline, celebrate A 10-year plan completed; some said it couldn't be done

By Ken Frazier

It began with discussions in 1991 and a formalized plan in 1993 and took most of a decade to come to fruition. It involved a painful closing of a plant in Florida, moves to Albuquerque, and creation of a production facility at Sandia. It took the hard work and dedication of teams totaling 550 Sandia employees, a significant fraction of the Labs' workforce. But it was done, and now everyone could celebrate. And that's what they did in a pre-Christmas event at the Steve Schiff Auditorium.

The qualification of the MC4380 neutron generator had been completed for the W76 weapon system and a major corporate and DOE milestone met. And it was all accomplished without underground nuclear testing.

"I want to thank you for your extraordinary teamwork," Weapon Systems VP John Stichman (2000) told employees in a celebration event Dec. 19. "This has been an activity that encompassed so much of the Laboratories, over 500 people involving many disciplines — systems engineering, software engineering, reactor operations, computational modeling and simulation, our sci-

"We showed for the first time that we can design and qualify a component to survive strategic radiation environments without underground testing."

ence and technology base. . . ."

"This has been an important project for Sandia. . . . We showed for the first time that we can design and qualify a component to survive strategic radiation environments without underground testing. We also established a new Neutron Generator Production Facility and showed we can reliably produce neutron generators for the stockpile."

"I know you worked long, hard hours to make new breakthroughs in engineering, science, and production; to overcome difficult problems; and to put an enduring infrastructure into place for future neutron generator projects.

"It all produced a great result. The great result
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'Your thoughts, please' to provide frank airing of Labs issues

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This & That

A gross (wages) injustice – Was I ever upset when I received the memo from our payroll department last month explaining that we can “only make contributions ... of up to \$35,000 from your first \$170,000 of gross wages” this year! How in the world can I protect all my excess wages above \$170K from the tax man? Maybe I’ll make a huge deductible contribution to the home for retired delusional columnists. They may need to expand soon.

* * *

Fun money – Speaking of money, Jennings (Jim) Hamilton has traveled to some exotic places since retiring from Sandia in October and says US currency is pretty dull in comparison to that from the Cook Islands where he spent a month recently. (Our retirees have it so rough, but I digress.) Jim sent me a picture of a Cook Islands \$3 bill printed in bright, cheery colors and depicting some interesting characters, including an island god who (how shall I say this delicately?) wasn’t much concerned about personal modesty, and a beautiful mermaid riding a shark. I’ll say this: Cook Island cash is more interesting than looking at dead US presidents.

* * *

Feedback feedback – Our 28-year-old Feedback program has served thousands of Sandians seeking information about programs, policies, and problems at the Labs, and/or wanting to send comments and suggestions to management. But those of us close to the program are troubled by several recent submissions that have been phrased in rude, disrespectful, and even abusive language. This really violates the true spirit of the program.

Like employees everywhere, Sandians can get upset when they strongly disagree with policies and management decisions or with management responses to their concerns. But we sincerely hope everyone – employees and management alike – will show respect for one another even when we disagree. We have long encouraged honest, straightforward responses to Feedback submissions, and at times we’ve returned replies to management if we thought they weren’t sufficiently responsive.

With everyone’s help, we’ll continue trying to improve the program. Suggestions for how we can do that can be sent to Feedback administrator Janet Carpenter at mail stop 0165 or e-mail jacarpe@sandia.gov.

* * *

Eager to redemonstrate our value – Uncertainty and inertia can make weathering the first few months of a new administration challenging. It may be particularly difficult for Sandia and other DOE national labs this time around because we are eager to regain the nation’s confidence after a few difficult years – due in part to all the controversy in 1999 and 2000 about security issues, some real and some exaggerated by (usually) well-meaning, but often overly zealous, politicians and news media.

Let’s hope President-elect Bush and our new energy secretary (former Sen. Spencer Abraham, assuming confirmation) can help us quickly redemonstrate our value. The national labs can again be seen as great, reliable, trusted sources of technical know-how and innovation. Our role has changed since the Cold War ended, but our patriotism and dedication have not.

– Larry Perrine (845-8511, MS 0165, lgperri@sandia.gov)

Spencer Abraham chosen new DOE Secretary-designate

The year 2001 began with announcement of three new cabinet appointments, including energy secretary.

President-elect George W. Bush nominated former Sen. Spencer Abraham of Michigan as secretary of the Department of Energy on Jan. 2.

“Sen. Abraham knows the issues of energy policy, and he understands the issues and challenges before us,” Bush said. “He is ready to join us in seeking energy security for the United States — national security depends on energy security.”

“Many significant Energy Department issues face us at this time, ranging from the adequacy of supply, to affordability, to the development of new technologies, to the issue of security at our facilities, and more,” Abraham

said. “I look forward to helping the president-elect effectively address these challenges in the days ahead.”

“I am pleased to endorse and pledge to support the candidacy of Senator Spencer Abraham to be the new Secretary of Energy,” said Sen. Pete Domenici, R-N.M., chairman of the Senate

Energy and Water Development Appropriations Subcommittee and a senior member of the Senate Energy and Natural Resources Committee. “He has served ably on my Budget Committee for the past six years and I am confident of his capabilities to be a good and effective secretary.

“This is good news for New Mexico as Senator Abraham and his staff have worked with me and my staff on a variety of issues, including energy issues, during his tenure in the Senate.”

Domenici said he called Abraham the day his appointment was announced. “We had a good discussion regarding the future of the department. He knows he is taking a difficult job in a difficult time, not of his own making, ranging from the current energy crisis to the task of reforming and modernizing the nuclear aspects of the department.”

Abraham, the grandson of Lebanese immigrants to the US, has a law degree from Harvard. His undergraduate degree is from Michigan State. He served one term in the Senate, where he was Deputy Majority Whip, and was defeated for reelection in November by Democrat Debbie Stabenow. A Web site on Arab issues says he was the only US senator of Arab origin.

News organizations reported on Jan. 4 that Abraham had co-sponsored legislation in 1999 to eliminate DOE as a way of reducing federal spending. But Bush spokesman Ari Fleischer, Domenici, and Rep. Heather Wilson, R-N.M., whose district includes Sandia, all said they believe he no longer advocates that action. Sen. Jeff Bingaman, D-N.M., ranking Democrat on the Senate Energy and Natural Resources Committee, which will consider Abraham’s nomination, called the nomination an “unexpected choice,” and a Bingaman spokesman said the senator had not decided how to vote on the nomination.

There will be continuity in the leadership of DOE’s nuclear weapons responsibilities. Gen. John Gordon remains head of the new semi-autonomous National Nuclear Security Administration, which went into effect last March 1 within DOE to conduct the department’s national security responsibilities.

— Ken Frazier



SPENCER ABRAHAM

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National Atomic Museum gets official nod from City to move to Balloon Fiesta Park

The Albuquerque City Council has voted unanimously to approve a lease for six acres of land at the Albuquerque International Balloon Fiesta Park as a new home for the National Atomic Museum.

The 9-0 vote Dec. 18 capped months of negotiation with city officials and community leaders.

At the new site, the museum will be twice as large as the present 52-year-old building on Kirtland AFB and will feature new nuclear science exhibitions and enlarged historic exhibits about the development of nuclear weapons.

The museum, which will be re-named National Museum of Nuclear Science and History, is expected to open in 2004, pending national fund-raising actions by the National Atomic Museum Foundation, which will operate the museum as a self-sufficient entity. The museum observed its 30th anniversary in 1999 (*Lab News*, Oct. 8, 1999).

The new building, the move, new exhibits, creation of an endowment fund, and related expenses are expected to cost near \$14 million.

“The Balloon Park site decision is a major milestone in a long chain of effort,” says Museum Director Jim Walther (12660). “Locating the museum there, where it will be next door to the Anderson-Abruzzo International Balloon Museum, will attract a larger tourism audience and be much more accessible to our local community.”

For the record



GIL BENAVIDES

Gil Benavides of Mechanical Engineering Dept. 14184 is a new Distinguished Member of Technical Staff. His name and photo were inadvertently omitted from the *Lab News* coverage of the Labs’ special appointments for the year 2000 in two recent issues. Congratulations, Gil.

Warhead monitor captures radiation signals

RCC device designed to guard pits destined for dismantlement

By Nancy Garcia

Like a newborn separated from its mother at birth, a nuclear warhead removed from a weapons silo could risk an identity problem.

Rather than sporting a wristband denoting its origin, a warhead destined for dismantlement may one day be monitored with a small device under development now, made chiefly from commercial, off-the-shelf components. This so-called "Radiation Continuity Checker" is designed to sit on top of the container where warheads await dismantlement. There, it would acquire a signature derived from the emitted radiation. Without storing any classified information, the monitor would simply report either that the contents are present and unperturbed or not, as the case may be, or that it is itself not functioning and needs repair.

This application would help with arms control treaty verification, say its creators — Jim Lund, Bruce Brunett, Nathan Hilton, Adam Bernstein, and John Van Scyoc (all 8418).

This technology, part of a larger program called the Weapon Monitoring Technology Project, was presented in October at the IEEE Nuclear Science Symposium in Lyon, France, which both Jim and Adam attended. Last month, the team also presented the prototype to an armed services sponsor in Albuquerque, receiving very positive feedback.

The ability to use commercially available components is an advantage, Jim says, so that the technology will be inherently transparent to all users who rely upon it. With that in mind, the team is working with Curt Wessendorf (1732) on analog electronic systems, aiming to make all the signal processing shuttle through visible wired circuits instead of an integrated microprocessor.

The monitor is based on existing technology to detect radiation with sodium iodide scintillators. The detectors convert gamma radiation into visible light, which is then converted to an electrical signal in photomultiplier tubes. Adam devised a suitable geometry using three phototubes to select photons from one direction, so background radiation is ignored without the need for heavy shielding. Nathan Hilton, a doctoral student at the University of Arizona, modeled the weapon-grade plutonium source and performed radiation transport calculations to help predict the detector response.

Its lightweight and compact design are not the only convenient aspects of this device. It is



THE MOST RECENT version of the Radiation Continuity Checker is shown at left, atop mock warhead container #52 in a bunker at Sandia/New Mexico. This version uses active collimation to eliminate background radiation, which obviates the need for heavy shielding around the detector.

Sandia California News

also easy to set up in the field, with an initialization time (during which it establishes a benchmark metric for future comparisons) as low as 15 minutes. The device consumes little power and is expected to enjoy a low false alarm rate — a key feature in the context of international arms reduction treaties. The new device has performed well in tests and a field demonstration, using a surrogate radioactive material. In the coming months, the prototype will undergo rigorous radi-

ation material tests using plutonium at Lawrence Livermore National Laboratory.

The Radiation Continuity Checker has benefited from electronics and communications development work undertaken in a previous effort that Jim was involved in, the Integrated Nuclear Materials Monitoring (INuMM) project. INuMM aimed to provide electronic tag-like capabilities in an embeddable package for use in future weapons or monitoring systems.

Recent Retirees



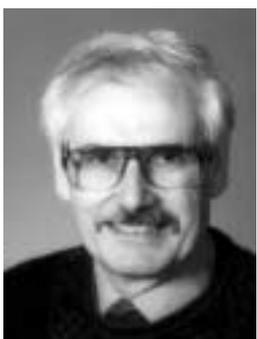
Paul Dominguez
42 8511



Chuck Sage
39 8419



Rob Rinne
34 8100



George Thomas
31 8724



Colin Hackett
27 8723



Marshall Lapp
17 8102

California Sandians' LEAP over \$215,000; average pledge \$362

Charitable giving tops \$3.4 million since 1969

With pledges totaling \$215,775 and participation by 69.1 percent of the full-time site population, Sandia/California employees can be proud of their charitable giving record in the annual Livermore Employees Assistance Program (LEAP) drive.

LEAP committee chair Martin Hinckley (2266) said he was most pleased with the results and commended all employees who contributed. He also expressed his appreciation for the support from the Tri-Valley Community Fund that worked with the Sandia committee to assist in the campaign.

As a prelude to the site-wide fund drive, a management campaign was conducted, and 96 percent of the managers and directors pledged. The average pledge among all employees participating was \$362, up 10.7 percent from last year's \$327.

The agencies receiving the funds are in six major categories: homeless and needy, disabled services, family counseling, youth/education, and troubled youth.

Sandia/California has held an annual charity drive among employees since 1969 and giving has totaled more than \$3.4 million during the 31-year period.



Science Day

(Continued from page 1)

followed by similar showcases at the Lawrence Livermore and Los Alamos national labs. Gordon was joined at Sandia by materials scientist Mildred Dresselhaus, Director of DOE's Office of Science, and Madelyn Creedon, Deputy Administrator for Defense Programs at DOE. Ernest Moniz, Under Secretary for Energy, Science, and Environment, had been scheduled to attend but was called to another assignment out of the country.

To keep the scope of Science Day activities manageable, Sandia scientists and technical managers focused their presentations on the Labs' work in nanoscience and nanotechnology. A special highlight of the nanotechnology sessions was a presentation by Nobel laureate Richard Smalley on fabricating carbon nanostructures. Smalley, a professor at Rice University, shared the 1996 Nobel Prize in Chemistry for the discovery of Buckminsterfullerene — "Buckyballs" — a 60-carbon-atom structure.

Gordon noted that the NNSA was created to "better manage the nation's nuclear weapons enterprise" in response to real and perceived problems with the existing DOE structure. A number of widely publicized problems — specifically security problems — had led to a "loss of

respect" for the nuclear weapons program among Congress and the public at large. Gordon said the creation of NNSA "brought focus and support to the nuclear weapons mission," adding that he is confident Congress "will continue to support the mission in new ways."

A barrier to science

Gordon acknowledged that "there was a concern that we'd create a barrier to science" to flow across the boundary from NNSA into the rest of the DOE and the science community at



"One aspect of our mission — mandated by law — is to support world-class science. These concerns brought us to Science Day, which is an attempt to begin to showcase science at the NNSA labs."

Gen. John Gordon
Administrator,
National Nuclear Security Administration

large. A concern, in short, that "maybe we'd slight science."

"Well, there's a simple answer to that," Gordon said. "One aspect of our mission — mandated by law — is to support world-class science. These concerns brought us to Science Day, which is an attempt to begin to showcase science at the NNSA labs."

Gordon emphasized the vital, even fundamental, importance of maintaining the nation's

confidence in the nuclear deterrent.

"That's our mission and we need strong, fundamental research to do this mission" in a post-nuclear testing environment.

By extension, he suggested, the NNSA labs can't have a world-class science base without extensive science exchange. As such, he said, it is vital that NNSA researchers are able to "reach out to the international science community."

Gordon said he is confident that science outreach is not incompatible with NNSA's obvious security concerns.

Gordon also noted the "business reason" for conducting research in as open a manner as possible. "We need to attract world-class folks; barriers just work against that."

Science at the highest levels

Mildred Dresselhaus, in addition to her own technical presentation, read a special message to Science Day participants from Ernest Moniz that reaffirmed DOE's commitment to supporting "cutting-edge science." Noting that she had spent the previous day (Dec. 13) visiting a number of Sandia research facilities, she said, "I can vouch that science is done here at the highest levels and is done in the service of the mission."

During a midday news conference, a local Albuquerque reporter asked Gordon if Science Day might be viewed as somehow analogous to DOE's 1999 security shutdown as a way to draw special attention to science.

Gordon responded that he had, indeed, been asked by one of his staff if NNSA should conduct a "science shutdown" day. "And I said 'no, no shutdown days.' I want a stand-up day for science."

Also speaking were Sandia Senior VP Tom Hunter, Sandia Science and Technology VP Al Romig (1000), Physical and Chemical Sciences Center 1100 Director Tom Picraux, Sandia Senior Scientist Jeff Brinker (1841), Sandia Manager Terry Michalske (1140), and other Sandia and university scientists.

A variety of poster presentations on nanoscience at Sandia were also prepared.

Nobel laureate Richard Smalley turns on Science Day audience to glories of carbon



Photos by
Randy Montoya



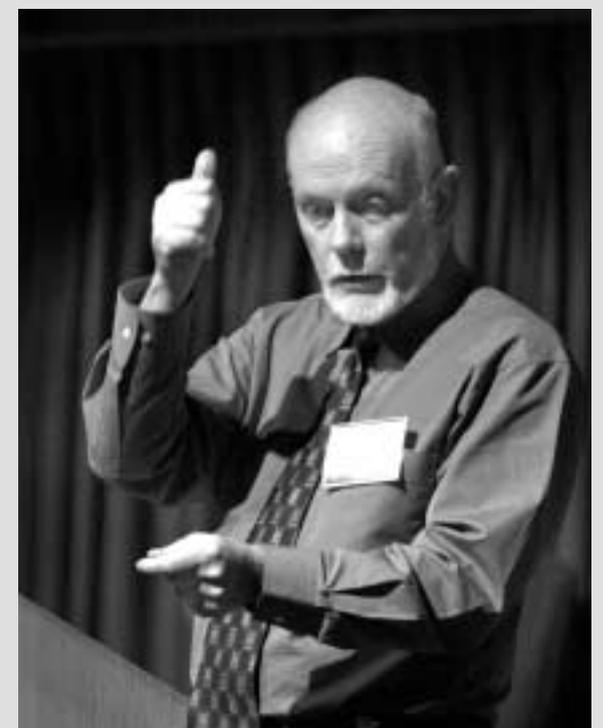
"We're just beginning to see how cool" carbon can be as a medium for making self-assembled nanostructures with practical applications. So said Nobel laureate Richard Smalley, professor of physics at Rice University and director of Rice's Center for Nanoscale Science and Technology, during a presentation at the Dec. 14 Sandia Science Day. Smalley, co-winner of the 1996 Nobel Prize in Chemistry for the discovery of fullerenes (including, most famously, "Buckyballs") brought some of his infectious enthusiasm for nanoscale engineering to a day-long discussion of Sandia and DOE nanotechnology initiatives.

(DOE science chief Mildred Dresselhaus, herself an internationally recognized expert in nanoscience, said that for the purposes of discussing nanotechnology the "nano" scale is anything less than 100 nanometers in diameter — or more than 1,000 times smaller than the diameter of a human hair.)

In an energetic presentation that clearly had his audience as pumped up as he was, Smalley expressed confidence that nanotechnology will almost certainly have a revolutionary impact on society as profound as silicon-based microelectronics did over the past 30 years.

While nanotechnology researchers have considered a number of elements as possible building blocks for nanoscale engineering, Smalley made clear his personal preference for using carbon nanotubes in self-assembling phenomenally strong structures.

"The future [of nano research and its fruits] is going to be much more dramatic and wild than anything we've seen," he said, calling carbon "the Jedi Knight" of making nanoscale engineering feasible.



Neutron generators

(Continued from page 1)

is that we met a key milestone, something that was necessary for maintenance of nuclear deterrence, and that milestone was key enough that it also represented a corporate milestone as well as a Department of Energy milestone."

Tremendous challenges had to be overcome. Some people said it couldn't be done. The plan, in the apt words of Lenny Martinez, VP for Defense Programs, Products, and Services Div. 14000, "had a lot of unknown unknowns."

The plan formalized in 1993 set a date for qualification of neutron generators from production of October 2000. By August 1999, the production capability had been established, two months ahead of that deadline (*Lab News*, Aug. 13, 1999).

Then on Sept. 27, 2000, the teams ran the final tests that enabled Sandia to say the neutron generator was qualified for the W76 weapon system. On Oct. 2 John wrote a letter to DOE announcing its qualification.

As Lenny noted, "the plan almost spanned an entire decade." But the deadlines, set so long ago and with so many challenges to be overcome and so many details to be dealt with, were met.

"I want to personally thank all of you for all your hard work, talent, persistence, and success in getting this project done," said Pat Sena, Manager of Navy and UK Projects Dept. 2104 and moderator of the celebration.

The projects included several firsts, he noted. It was the first design of this hollow-beam, focused ion beam tube, the MC4380 neutron generator. A production capability was brought up at Sandia, and also at Los Alamos (which sent a representative to the celebration). And also a new production process for part of the neutron generator mounting



MC4380 neutron generator.

hardware was brought up at the Kansas City plant.

"Also," noted Pat, "we qualified the neutron generator for hostile radiation environments without underground testing. That was another first."

Five distinct teams made it happen: a design team for the neutron generator itself, a production team in charge of producing the neutron generator and all the components that bring it together, a radiation-environments-qualification team, a peer-review team, and a team to integrate the neutron generator into the W76. Organizations involved across the Labs included 2100, 1800, 2500, 3500, 4600, 6200, 6400, 7100, 8400, 8500, 8900, 9100, 9200, 9500, 9800, 10200, 12300, 14100, 14400, and 15300.

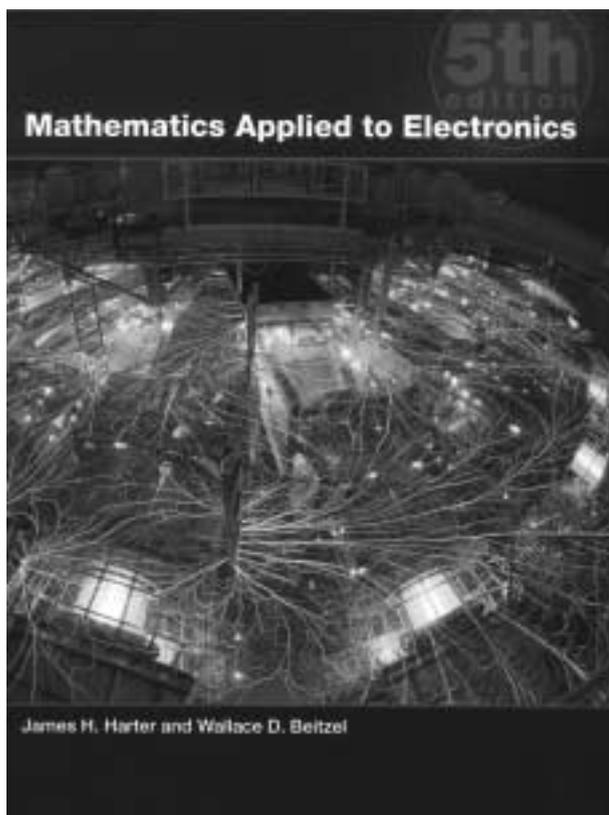
John Stichman called them all "pathfinders." He said what they did represents a new way to do business for Sandia and a path for how the Labs will work in the future.

"It was a very complex job," said a relaxed-looking Gary Beeler, a former VP of both divisions 14000 and 2000. Gary retired 10 months earlier but returned to take part in the celebration. "This was a major involvement of mine for the last 10 years," he said. It involved some difficult times, starting with shutting down the Pinellas plant in Florida, where neutron generators had long been made, and transferring those employees to Sandia. "That was a hard time," he said, and one of his colleagues told him the task couldn't be done. But it was done.

"It was a great effort," said Gary. "I want to thank you for enabling this great accomplishment to take place."

Said Barry Hannah, the W76 Project Officers Group Chairman and Navy customer from the Strategic Systems Programs Office, about the accomplishment: "The Navy continues to recognize that Sandia National Laboratories is an essential and integral part of the Navy Fleet Ballistic Missile team."

Now playing on your local textbook cover



Sandia's Z machine firing is the cover of the 5th edition of *Mathematics Applied to Electronics*, a Prentice-Hall textbook by James H. Harter of Mesa Community College and Wallace D. Beitzel of TRW's Space and Electronics Group. Z is described in the book's opening pages as "the world's most powerful radiation source" and "the world's most powerful electrical device" that "currently performs critical experiments on the physics of matter at extremely high temperatures and densities. . . . In the future, the Z machine may be used to develop a means of producing relatively inexpensive, clean energy through the nuclear fusion of isotopes of hydrogen."

Lab News staff photographer Randy Montoya took the signature photo. In fact, Randy's Z machine photo is assuming the status of an emblem of high-tech, cutting-edge science. In just the last two years, it has been used as the cover illustration for a number of science books and has been reproduced in several international publications, including most notably, *National Geographic*.

— Neal Singer

Six Sandia researchers elected as prestigious American Physical Society Fellows

Each year, no more than one-half of one percent of current members are recognized by their peers for election to the status of Fellow in the American Physical Society. Of the 40,000 APS members worldwide, six Sandians — Lalit Chhabildas (1610), Barney Doyle (1111), Stephen Foiles (1834), Ralph James (8418), Tom Sanford (1677), and Peter Winokur (1761) were recently elected APS Fellows.

The APS Fellowship Program was created to recognize members who have made advances in knowledge through original research and publication, significant and innovative contributions in the application of physics to science and technology, significant contributions to the teaching of physics, or have provided service and participation in the society's activities.

Here are the new APS Fellows from Sandia with their topical group or forum categories and their citations:

Lalit Chhabildas, Weapon Science Application Dept. 1610 — Shock Compression Topical Group — "For pioneering contributions to the development and use of advanced diagnostic tools for studying shock compressed materials and for sustained service in advancing the objectives of the American Physical Society."

Barney Doyle, Radiation-Solid Interactions Dept. 1111 — Forum on Industrial and Applied Physics — "For the invention of numerous Micro-Ion Beam Analysis techniques and their innova-

tive application to solid state physics, fusion energy, materials science and radiation effects of semiconductors."

Stephen Foiles, Materials & Process Modeling Dept. 1834 — Computational Physics — "For significant advances in the computational simulation of materials including pioneering work on the embedded atom method and demonstrating the power of simulations to determine important properties."

Ralph James, Reliability & Electrical Systems 8418 — Materials Physics — "For outstanding contributions and leadership in materials science leading to the development of wide bandgap compound semiconductor devices for detecting and imaging X- and gamma-ray radiation."

Tom Sanford, Diagnostics & Target Physics Dept. 1677 — Plasma Physics — "For fundamental advances in understanding of wire array z-pinches, which led to improved load symmetry and greatly increased radiative power, and opened up the possibility of using wire arrays as drivers for inertial confinement fusion."

Peter Winokur, Radiation Technology & Assurance Dept. 1716 — Forum on Industrial and Applied Physics — "For contributions to the understanding of physical mechanisms governing the response of CMOS devices to ionizing radiation and to the development of radiation-hardened Si gate CMOS technology."

— Janet Carpenter

MESA design funds arrive at Sandia

Sandia has now received \$13 million of the \$20 million authorized this year by DOE/NNSA for engineering design of Sandia's \$374 million Microsystems and Engineering Sciences Applications (MESA) project.

"This is usual procedure," says Don Cook, director of the MESA project center. "We'll receive the remaining \$7 million later in the year."

Engineering design contracts can now be placed for architectural/engineering services and for construction management services prior to the end of January, says Don.

Also authorized is the start of infrastructure work, including the upgrade of major systems and the relocation of site utilities.

The purpose of the MESA project is to assist in modernizing the electrical, optical, and mechanical components for the US nuclear deterrent using new computationally enabled design tools. Technologies developed by MESA, as well as tools available there, are also expected to significantly benefit universities and US businesses.

— Neal Singer

Sandia pushes quest to be inclusive workplace

9/80 work schedules, telecommuting, formal mentoring among improvements

By Chris Burroughs

A quick look at what's changed since 1992 in Sandia's quest to be an inclusive workplace where diversity is valued and people are respected shows the Labs has made significant strides.

"We've come a long way from where we were, that's for sure," says Margaret Harvey, Manager of Diversity, EEO & AA Services Dept. 3511. "The programs, classes, and efforts with individual departments and organizations over the years have brought about many positive changes."

A list of changes (see "So what's changed since 1992?" below) including flexible 9/80 work schedules, telecommuting, formal mentoring program, vacation donation plan, diversity program, and the Corporate Diversity Team (CDT) reflect an array of human resources systems changes implemented during the last decade, as well as input from employees through various committees and feedback mechanisms.

Don Blanton, Human Resources VP 3000, says Sandia began taking steps toward building diversity and culture change and making the Labs a more inclusive workplace in the early 1990s because identified workplace issues indicated "it was the right thing to do." A real boost to the effort came with the change in the operating contract in 1993. One of the provisions that DOE included in the contract was for Sandia to develop a diversity program that could serve as a model for the rest of the DOE complex.

The program has evolved since its inception when a number of Sandians were trained as diversity champions to help lead the transition.



Today, a Diversity Program Team in Human Resources and a Corporate Diversity Team made up of representatives from each division continues to lead the implementation of identified diversity goals. Don says the team's purpose is to develop and implement strategies that will address Sandia's work environment issues and have a positive impact on its evolving high-performing, inclusive work culture.

"We have four approaches to diversity and culture change at Sandia. One focuses on individuals, one on teams and interpersonal relationships, one on managers, and one to address organizational systems," says Rochelle Lari (3511), Diversity Program lead. "The Diversity Program has several strategies in place to achieve positive cultural change including an awareness strategy, which involves classes, Web-based programs, profiles, video modules, and tutorials."

For example, individuals — some referred and some who come on their own because of their personal interest — can take a four-hour course, "Inclusion is a Conscious Choice," where they are introduced to concepts of self-awareness, behavior, and inclusion. They can create their own personal profiles related to their styles, diversity beliefs, listening approaches, and ways of exploring differences. They can also

participate in video modules on a variety of diversity issues.

Teams can take classes in "Making the Most of Diversity in Work Groups" and "Effective Teaming: Creating Inclusive, High-Performing Work Teams." Also available for teams are tutorials on effective teaming and video modules on conflict resolution, gender, and communication called "Invisible Rules for Men, Women, and Teams," and how to handle difficult people. A Web-based "teams tool kit" designed to help teams work together better is being developed.

A Web-based course targeting managers, "Managing Diversity Competence: Achieving Results through People," is available, as are video modules on conflict resolution.

Also, the Diversity Program Team conducts a 40-minute presentation at each month's new employee orientation. It also offers a video module on cultural diversity in the workplace and a tutorial on the caste/class issue (see "Caste/class problem: While Sandia has made significant strides in diversity, much more needs to be done" on next page).

Occasionally, Rochelle is called to help organizations struggling with diversity and employee issues. She will tailor a survey to identify issues in its work environment. The information is shared with all the people involved, and then key players gather to determine what it would look like if there were high levels of trust and inclusion and few barriers to good working relationships. In a facilitated session, the group comes up with action items to make changes and works out a plan for implementation and follow-up.

"We did this for one group with some 100 people," Rochelle says. "There were a lot of issues to deal with, but we were successful."

"Each one of us is unique in our own way," Don says. "And CDT is there to educate and develop awareness about our differences and promote understanding that there are strengths in our differences that we can build upon."

The Corporate Diversity Team, with the Diversity Program Team, played a key role in putting together last year's DOE-mandated diversity standdown, "Building Bridges." Based on the suggestions for positive action, next week's visit by "Einstein" (Arden Bercovitz) is a follow-on to the Labs' "Building Bridges" activities. (See "Einstein" performer Arden Bercovitz returns to Sandia for creativity session," on page 12.)

(Continued on next page)

So what's changed since 1992?

In a brainstorm activity, the Corporate Diversity Team generated a "then and now" comparison reflecting some of the changes in our work environment since 1992.

Then (1992)	Now (2001)
Standard work day/week	Flexible 9/80 work schedule
On-site employment	Telecommuting
Child care referral (only)	Child care & elder care referral
No vacation donation	Vacation donation
Limited handicap access	Improving access
Limited focus on work/life balance	Realization that families matter - OK to take your kid to the doctor, etc.
Questions regarding discrimination based on sexual orientation	Policy prohibits employment discrimination based on sexual orientation
Take Our Daughters to Work Day	Take Our Daughters to Work Day and Take Our Sons to Work Day
No diversity awareness events	Awareness events
No formal mentoring program	Sandia Mentoring Program
Upward feedback	Competency based training for managers with 360 degree feedback
Limiting bidding requirements on jobs	Less constrained bidding requirements on jobs
No training for diversity champions	Cadre of trained diversity champions
Limited retraining opportunities	A-290 for retraining in a new skill to meet organizational needs
Ambiguity regarding offending pictures and jokes	Improved clarity regarding respectful behaviors in the workplace
Diversity not understood by many	Improved awareness
Little understanding of difference between diversity, EEO, AA	Increased understanding of difference
Little sensitivity to diversity issues	Increased sensitivity to diversity issues
Centralized diversity efforts	Line-centered diversity efforts supported by CDT and Diversity Program Team

Why value diversity?

Why is valuing diversity and individuality important at Sandia?

While there are many ways to answer this question, Human Resources VP Don Blanton says it's a matter of creating an inclusive work environment where everybody can achieve their full potential and be valued for their contributions. To quote William A. Wulf of the National Academy of Engineering, "One's creativity is bounded by one's life experiences." "In this era where Sandia is competing for the best employees, our challenge is not only in our ability to attract the needed talent," Don says. "We are also challenged to include and ensure the best performance from those whose life experiences are varied and reflective of diversity along multiple dimensions."

A company's approach to diversity begins with how it defines the term. Sandia's definition includes all people in the work environment, and the similarities and differences they bring to the workplace. One of the issues of similarity and

difference at Sandia has to do with age. The Labs, like other companies, is facing a demographic reality. The baby boom generation is starting to entertain fantasies of retirement, and those who might be expected to take up the lead (e.g., Generation X, those born between 1965 - 1980) comprise a pool that is too small to meet the need fully.

In the United States there are now 54 million people born before 1946, 78 million born between 1946 and 1964 (the Baby Boom Generation), 48 million born between 1965 and 1980 (Generation X), and 72 million born between 1981 and 1995.

Don says, "We need to have a work culture that is flexible, meeting the needs of a diverse workforce. We need to have a work environment that allows each and every one of us to be productive to the best of our abilities, whether we are long-service, experienced employees, or those just now joining the evolving workforce of the future."

Caste/class problem: While Sandia has made significant strides in diversity, much more needs to be done

By Chris Burroughs

As far as Sandia has moved toward becoming a more inclusive place to work, much more needs to be done, says Rochelle Lari (3511), Diversity Program lead.

"One of our biggest problems centers on caste and class," Rochelle says. "Through a variety of data collection sources — personnel surveys, interviews, and environmental scans — caste/class has been identified as the primary issue at Sandia that prevents individuals and teams from being inclusive and high-performing."

The caste/class issue "is sliced up in many different ways," she says. It involves problems that appear in interpersonal relationships between individuals — administrative and technical, union-represented and non-represented, management and non-management, professional and support (technical staff and technologist, laboratory staff and administrative support), exempt and nonexempt, contractor and Sandian, cleared and uncleared, direct- and non-direct funded, reimbursable and defense, New Mexico and California, on-roll Sandians and new hires/employees, regular and non-regular employees.

Such class distinctions have many manifestations that can limit and prevent optimal performance. Among these are loss of productivity, turnover within organizations, employee frustration, low self-image/esteem, low trust, cynicism, low morale, feelings of no value, sense of not belonging, poor communication, lack of respect, perceptions of favoritism, insecurity about the future, perceptions of unfair compensation, and more.

"We are dealing with a culture that is more than 50 years old," says Margaret Harvey, Manager of Diversity, EEO & AA Services Dept. 3511. "This is an environment with a low turnover rate of employees — which makes change slow and difficult. Caste/class issues have been a part of our culture since the beginning."

The Corporate Diversity Team (CDT), a group of people from throughout the Labs with interests in ensuring that Sandia begins to benefit from a work culture that is inclusive, has struggled with the issue. It has identified four solutions to begin addressing the caste/class problem. Recognizing that change is a process, the team strives to facilitate movement from knowledge (having information about the negative impacts of stereotypes), to understanding (increasing awareness and empathizing with those whose perspectives are different), to acceptance (practicing tolerance and respect), and finally to behavior (using self-awareness to improve interpersonal skills).

One of the solutions currently being developed addresses such issues on a personal or individual level. It is an Employee Self-improvement Program (ESI). On a self-selected basis, and depending on individual needs, employees make a commitment to take classes in a variety of areas, including conflict resolution, self-awareness, inclusiveness, and managing diversity. Such self-development programs are most effective when supported by rewards, recognition, and incentives and when included as a development commitment on an employee's Performance Management Form (PMF).

A second solution, a "respect campaign," provides visibility to issues of caste/class at Sandia and encourages addressing such issues openly. Through mutually shared activities and events, respectfulness for one another can be heightened. This includes a Web page and all-hands skits.

The third solution addresses diversity issues

Diversity quest

(Continued from preceding page)

The Corporate Diversity Team also tackles specific issues, bringing in experts who might offer advice. For example, they recently studied the issue of the "sandwich generation" — those who are sandwiched between taking care of their children and aging parents simultaneously.

at the managerial level. Managing Diversity Competence (MDC) is an easy-to-use, self-paced, Web-based tool rich in resources. Managers can use it to strengthen their competence in managing diversity. Through a series of scenarios, with new ones released periodically, participants review actual Sandia issues based on situations at the Labs. Participants can select from a choice of four responses, receive feedback on them, and review related tutorials addressing specific issues and behaviors that contribute to effective management of diversity within organizations. Through shared department meeting discussions with all employees, this tool can be a useful leverage to reduce caste/class barriers that may exist and allow for safe dialogue and understanding in departments.

The fourth solution for class issues is focused at the organizational and systems level. Piloted first by the Division 1000 Workplace Enhancement Council, the goal is to address already identified caste/class issues between technologists and members of the technical staff. Upon gathering and analyzing relevant data, the intent is then to develop a job aid to improve

productivity, communication, and trust between technologists and the MTS population. Once this is successful, the process could be replicated in other divisions throughout the Labs.

Margaret says that even with solutions such as these, the Corporate Diversity Team realizes that it can take time — years even — to bring about changes that will end problems related to caste/class.

"Change is not going to happen immediately, but it's something that we have to commit ourselves to if Sandia is to be an 'employer of choice' competing in the national marketplace," Margaret says.



DIVERSITY ENDEAVORS — From left, Rochelle Lari, Heidi Welberry, and Margaret Harvey (all 3511) lead Sandia's diversity efforts.

Sandia instrumental in forming regional Diversity Leadership Council

Human Resources VP Don Blanton served as 2000 chair

At the same time Sandia was starting its diversity program, several Labs executives engaged DOE, Lockheed Martin, and community partners in focused discussions on corporate diversity initiatives.

Through a series of Executive Forums on Diversity, "Representatives from Sandia and other leading employers in the area met to see if there was some way we could work together on diversity issues," says Human Resources VP Don Blanton. "Sandia introduced a proposal to form a council."

Sandians involved in laying the groundwork for the Diversity Leadership Council (DLC) included Jim Tegnalia (then Executive Vice President, now DoD Programs Div. 15000 VP), former Human Resources VP Charlie Emery, Dick Fairbanks, Berweida Learson (3000), and Miguel Robles (ret., then Director of the Diversity Leadership Center). With Sandia's leadership, the council was formalized in 1996. Don served as chair of the Diversity Leadership Council in 2000. In 2001 he will be succeeded by Ed Rodriguez, associate dean of the College of Continuing Education at the University of New Mexico.

Today, some 20 organizations from Central New Mexico participate in the council. Among them are Albuquerque Public Schools, Albuquerque Technical Vocational Institute, Bank of Albuquerque, DOE, Goodwill Industries, Intel, Public Service Company of New Mexico, UNM, United Way, and Target Stores.

Don says the council meets once a month at different members' sites. A diversity issue is discussed at each meeting with topics like Generation X, the aging workforce, gender-related concerns, and a variety of others.

"The goal of the DLC is to leverage diversity to make our businesses more successful," Don says. "Sandia plays an important leadership role in the DLC, and will continue to do so. We've been fortunate in having such an active program at Sandia and we've learned so much that we have a lot to share. But the fact is, we benefit tremendously from the experiences of the other member organizations. That is useful to Sandia's program."

The council also gives the members an opportunity to network and share ideas. Each year the council sponsors an Executive Forum on Diversity. The daylong events consist of workshops that help businesses, educational institutions, government entities, and community-based organizations explore and better understand the role that diversity plays in the workplace. Experts speak on cutting-edge diversity topics and talk with participants.

One new project the council is currently pursuing is establishing a diversity institute at UNM's College of Continuing Education. Funds from the New Mexico State Legislature are being sought for this endeavor. Once the institute is established, DLC members will offer their expertise supporting the institute in the areas of human resources management and diversity.

"Unlike Sandia, which has a program devoted to diversity and culture change, many small businesses can't commit large amounts of resources in this area," Don says. "This institute will offer classes on diversity that will benefit smaller businesses and individuals."



DON BLANTON

Awards

(Continued from page 1)

Battery Team; and Pantex Process Model Team.

Here is information on the individual winners:

Vernon Willan

Vernon was recognized for "Exemplary Weapon Systems Programmatic and Technical Leadership and Dedication to Providing Exceptional Quality Work." He is the former system project lead for the B61 Radar Nose Project (ALT 350) where he was responsible for providing programmatic and technical leadership to ensure that performance, cost, and schedule requirements are met. His nomination calls him "a leader in changing the way Sandia accomplishes weapon development."

Stuart Kupferman and Mel Salazar

Stuart and Mel were recognized for "Development of State-of-the Art Portable DC Voltage Standard for the DOE Nuclear Weapons Complex." The standard is functionally similar to a larger and earlier quantum mechanical standard, but has the advantage of being smaller, less complex, and shippable.

Don Bohrer

Don has been recognized for "40 years of Notable Dedication and Service in the Weapons Program." He has demonstrated exceptional performance and dedication in almost all aspects of the weapons program, including component design, systems engineering, and program management. He was instrumental in the development of W45, W58, W68, W71, W79 and W82. Prior to his retirement in March, he was program manager for stockpile engineering at Sandia for seven years.

Here is information on the team winners:

W76/Mk4 Dual Revalidation Team

The W76-0/Mk4 engineering team completed the first Dual Revalidation (DREV) Project that revalidated the W76-0/Mk4 warhead against revised military characteristics and stockpile-to-target sequence requirements. It assessed the ability of the W76-0/Mk4 to continue meeting safety, reliability, and performance requirements. As part of the project, the team established a modern baseline of engineering information about the W76-



THE PANTEX PROCESS MODEL TEAM was one of seven teams honored with DOE Weapons Recognition of Excellence Awards. The members include, from the left, Craig Lawton (6515), Mark Turnquist (Cornell University), Stephen Wright (6515), Edwin Kjeldgaard (6515), and Dean Jones (6515). (Photo by Randy Montoya)

0/Mk4, increasing knowledge of the system for DOE and Department of Defense engineers and scientists who provide stockpile stewardship.

W76 Phase 6.2/6.2A Life Extension Study Team

The W76-1 engineering team completed the first Phase 6.2/6.2A Life Extension Study on schedule. A unique aspect of the study was the Navy and DOE customer focus on aggressive cost reduction and management using cost as an independent variable. The study team also generated surety themes and technology options to provide nuclear safety and control enhancements.

Modular Telemetry Project Team

The Modular Telemetry Project team created a process to significantly reduce the time required to develop customized electronic printed wiring assemblies for the next generation of DOE weapon flight test telemetry systems. This process involves development of a set of virtual "circuit modules" that are designed, simulated, and prototyped to verify functionality and reliability.

H-gear Safety Project

The H-gear Safety Project was established to ensure that fielded H-gear (bomb handling equipment) is adequate, safe to use, meets modern standards, and is properly maintained. To accomplish this task, the team created a priority list of all the

fielded H-gear designs. The team discovered in doing reviews that several H-gear designs were not properly cared for and may have allowed parts of questionable quality to be assembled in field equipment. Corrective measures were then taken to ensure that the H-gear met standards.

ACRR Pulse Mode Preparation for Defense Programs Tests

The mission of the ACRR Pulse Mode Preparation Project was to reestablish the capability to perform environment certification neutron testing for the stockpile. The project required an aggressive schedule of parallel activities in order to complete all necessary facility modifications while meeting all nuclear facility regulatory and operational requirements. The team successfully achieved the conversion of the Annular Core Research Reactor (ACRR) to pulse operations and completed the first series of Defense Program systems tests, meeting the DOE commitment to the Navy.

MC3323A Thermal Battery Team

The Thermal Battery Team was tasked with solving a major design problem and producing the MC3323A thermal battery while meeting stringent requirements with an urgent delivery date. In addition, the battery vendor was moving its plant to a new location and, due to unanticipated delays, could not produce the batteries in its facility and meet the delivery schedule. The team demonstrated remarkable creativity in overcoming all these obstacles. Foremost, the team brought some of the vendor's highly trained production technicians to Sandia's battery labs to assist staff and technicians in the production effort. The team met all requirements and delivered batteries ahead of schedule and under budget.

Pantex Process Model

A team composed of Pantex personnel, Sandia staff, and professors from Cornell University and Rensselaer Polytechnic Institute developed a decision-support tool, the Pantex Process Model, to support production planning and scheduling, to make firm workload commitments, and to reply rapidly and accurately to "what if" questions from its customers. It provides timely, credible planning information needed to support national strategic weapons decisions by the highest levels of the federal government.

Members of teams winning Weapons Recognition of Excellence Awards

For Outstanding Accomplishment on the W76/Mk4 Dual Revalidation Team:

George Samara (1120), Robert Setchell (1122), Ken Peterson (14171), Larry Andrews (1733), Wendel Archer (1733), Carolyn Bogdan (1734), Kenneth Gillen (1811), Gregory Jamison (1811), Roger Assink (1811), William Warren (1812), Steve Thornberg (1812), Diane Peebles (1822), Lysle Montes (1832), Mike Kent (1832), Neil Rob Sorensen (1832), Mike Dugger (1835), Kevin Zavadiil (1832), Mike Hosking (1833), Paul Vianco (1835), Tom Buchheit (1835), Sandy Monroe (1843), Bruce Tuttle (1846), Janice Martinez (2102), Ronald Hartwig (2105), Patrick Sena (2151), Roy Holt (2151), Mike Orrell (2151), Paul Gabaldon (2151), Veronica Harwood (2151), Thomas Brewer (12336), David Kestly (2343), Dale Lyngen (2343), Ron Guidotti (2522), Sandra Klassen (2522), Vincent Loyola (2522), Stephen Montgomery (2561), William R. Nance (2613), Gary T. Randall (2613), Larry L. Lukens (2614), George E. Clark (2616), Richard L. Jones (8414), Timothy J. Shepodd (8722), Mark Perra (8728), Arthur Ratzel (9112), Mark Boslough (9201), Sharon Petney (9231), Paul Demmie (9232), Archie Farnsworth (9232), Doug Loescher (12332), Kevin Maloney (12333), Nancy Dhooge (12333), Dyan Clements (2954), George Easley (2952), Fred Hartman (15343), Lawrence D. Posey (15343), St. Dominic D. Bonaparte (15343), Janise Baldo-Pulaski (15405). Additional significant contributions came from organizations 1822, 1835, 1843, 1846, 2552, 5932, 6245, 12332, and Honeywell (FM&T), Pantex, Y-12, and DOE/AL.

For Outstanding Accomplishment on the W76 Phase 6.2/6.2A Life Extension Study Team:

Mark Rosenthal (2167), Max Harcourt (2167), Mike Moulton (2167), Danny Thomas (2167), Randy Harrison (2167), Bill Moffatt (2167), Ronald C. Hartwig (2105), Brad Godfrey (2105), Kazuo Oishi (2151), Patrick Sena

(2151), Dennis Helmich (2151), Roy Holt (2151), Hal Radloff (2151), John R. Williams (7133), Terry Martinez (2102), David Brian White (2102), John Moore (2123), Rick Weatherbee (2123), Greg Tipton (9125), Bill Schaedla (2343), Rick Knudson (2343), Doug Weiss (2343), Todd Owen (2338), Jimmy Wilder (2612), Marty Stevenson (2612), Mark Retter (2612), Rich Kreutzfeld (2613), Kenneth Eras (2613), Edward Young (9115), Teresa Jordan-Culler (9115), Larry Young (9115), Dean Dobranich (9117), Clay Fulcher (9125), Dave Fordham (9813), Kevin Maloney (12333), Tom Kerschen (12335), Doug Schuler (2951), Tom Hendrickson (2167), Scott Holswade (2165).

For Outstanding Accomplishment on the Modular Telemetry Project Team:

Ken Condreva (8416), Hart Hayes (2282), John Becker (8416), Bob Schmitt (KCP Honeywell), Mark McConkie (8411), Jim McKenney (Retired), Fred Sexton (1762), Vern Barr (84191-1).

For Outstanding Accomplishment on the H-Gear Safety Project:

Rosemary Gergen (DOE/AL), Peg BonDurant (2211), Paul Lari (2255), Marv Loll (8945-1), Brian Oden (2255), Sil Candelaria (2913), Thomas R. Harrison (2255), Roger Hartman (6252), Chris Kureczko (14402), Jose P. Lopez (2113), Mark Polosky (2614), Mac Stringer (2913), Gary Gentry (HW FM&T), Edward Kibalo (HW FM&T), Allan Rahe (HW FM&T), John Romanchuk (HW FM&T).

For Outstanding Achievement in the ACRR Pulse Mode Preparation for Defense Programs Tests:

Raymond D. Beets (6431), Kenneth Boldt (6431), Ronald Farmer (6431), Richard Gomez (6431), Lance L. Lippert (6431), Lonnie Martin (6431), Frederick McCrory (6431), James Bryson (6431), Theodore Schmidt (6430), James Fisk (6433), Paul Helmick (6423), John Garcia

(6423), Sharon Ann Walker (6433), Jeffrey Mahn (6432), Jeffrey Philbin (6433), Robert Naegeli (6433), Gerald Naranjo (6424), Edward Parma, Jr., (6424), Paul Pickard (6424), Milton Vernon (6422), Philip Cooper (6422), Theodore Luera, Jr., (6422), Patrick Griffin (6422), Norman Schwars (6432), David Vehar (6433), James R. Duncan (7123), Mary Horvath (7123), Frank Trowbridge (2616), Terry Wallace (KAO NVOO), Kenneth Kellar (DP-10), Rex Borders (ALOO), Albert MacDougall (KAO), Nolan Bailey (ALOO).

For Outstanding Achievement in the MC3323A Thermal Battery Team:

Arthur Andazola (2522), Patricia Appel (14408), Howard Arris (14172), Michael Beeler (12336), Patrick Benavidez (2522), Robert Bickes, Jr., (2523), Joseph C. Brettner (ENSER), Paul Butler (2522), Celestino Casaus (2552), Lina Castillo (2525), Larry Demo (2523), Joe Cruz Garcia (2522), Maurice Gauthier (14186-1), James Gilbert (2523), Ronald Guidotti (2522), John Guillen (2523), Patrick Hoffman (10263), Scott Holmes (9122), Fredrick Hooper (14181-3), Phil Hoover (2111), Cynthia Kajder (10263), Frank P. R. Laskey (2523), Wanda Lawson (ENSER), Vincent Loyola (2522), Arthur Marquez (14181-4), Thomas Massis, (2552), Dennis Mitchell (2522), Larry Moya (2522), Michael Newman (2111), James Norton (2523), Jim Ronacher (ENSER), Amelia M. Sanchez (2522), Rhonda Toy (ENSER), Clifford Wagner (2523), Patricia Wehinger (ENSER), Don Wright (12335).

For Outstanding Accomplishment for the Pantex Process Model:

Dean Jones (6515), Edwin Kjeldgaard (6515), Craig Lawton (6515), Stephen Wright (6515), John Hudson (Pantex), Terry Holeman (Pantex), Mark Turnquist (Cornell University), George List (Rensselaer), James Angelo (Pantex).

Governor appoints two Sandians to state boards

Two Sandians have been appointed to state boards and commissions by Gov. Gary Johnson. Sandra Begay-Campbell of Lab Planning & Evaluation Dept. 12111 has been appointed to the University of New Mexico's Board of Regents. Paulette Davis of Contract Audit Dept. 12820 has been appointed to the Public Safety Advisory Commission.

Sandra replaces Mary Tang (3524), also a Sandia employee, whose term as regent has expired.



SANDRA
BEGAY-CAMPBELL

Sandra worked at Sandia from 1992 to 1998 and then took a two-year leave of absence to serve as the executive director of the American Indian Science and Engineering Society (AISES). She returned to Sandia last month. She is a Gallup-area native and has been an activist for Indian education and minority issues. She has a BS in civil engineering from UNM and an MS in structural engineering from Stanford University.

Her term as a regent expires Dec. 31, 2006. Sandra says she is excited about the appointment.

"I have a great loyalty to my alma mater and want it to be the best," she says. "UNM has a lot of potential in what it should be doing for the American Indian population."

Paulette has worked at Sandia since August 2000. She is a native New Mexican and is both

an attorney and a CPA. She earned her BA from New Mexico State University and her JD from the University of New Mexico School of Law. Prior to joining Sandia, she worked as the fraud auditor in the Economic Crimes Unit of the District Attorney's Office and as a financial auditor in the Antitrust Unit of the Attorney General's Office. She serves as treasurer on the board of directors of *Cuidando los Ninos*, an organization dedicated to providing day-care to homeless children.



PAULETTE DAVIS

New outlet for your thoughts, concerns arrives soon

Employee feedback arriving here in the Employee Communications group carries some consistent themes.

That's the case no matter whether the input derives from —

- the formal Feedback Program, which publishes questions and answers in the *Sandia Lab News* and on the internal Web (click on the News-Center, <http://www-irn.sandia.gov/newscenter/news-frames.html>),
- analysis of employee focus group input,
- responses to questions in Employee Attitude and Ethics surveys,
- or comments from Sandians, such as those who sit on Joan Woodard's Executive Employee Advisory Council.

For example, you want to and expect to hear important news — particularly that which personally affects you, your jobs, your future — from your immediate supervisor.

You want to feel valued no matter what you do at the Labs and no matter how long you've been here.

You want an avenue through which you can speak respectfully with candor.

A feature starting soon in the electronic *Sandia Daily News* — "Your Thoughts, Please" — is designed to provide that forum.

There's no guarantee that participating will result in sudden changes — that's not its primary goal — but significant changes, many sages have

said, often emerge from just one good idea.

In fact, the long-running Feedback Program has led to a number of changes over the past several years, such as making the time-card correction process more user-friendly and adding emergency assistance phone numbers to travel documents.

Through *Sandia Daily News*, "Your Thoughts, Please" will pose one question a month (during a pilot phase) and we'll invite you to respond. Then those comments will be posted on a new internal Web site.

And the first question: "The past year has seen increasing concern about the attractiveness of Sandia as a place to work. In light of that, if you had a chance to start your career again, would you come to work at Sandia? Why or why not?"

"Your Thoughts, Please," is based on a similar and popular feature called "Frankly..." that appears in *The Communicator*, a monthly newsletter distributed throughout the Sandia/California community.

— Rod Geer (12640), *Employee Communications and Media Relations*

How 'Your Thoughts, Please' will work

- Questions will be posed monthly by *Sandia Daily News*, which is available to all employees via e-mail or the internal Web at <http://www-irn.sandia.gov/newscenter/news-frames.html>.
- Completed responses — no more than 300 words — should be submitted to a new "Your Thoughts, Please" e-mail address: thoughts@sandia.gov.
- We will encourage signed responses so names can be published; however, you may request your response be printed with the

statement, "Name withheld upon request." The employee's name will be held in strict confidence by the editor.

- All responses will be published; however, *Sandia Daily News* reserves the right to make minor edits.

- Responses will be posted simultaneously at a new internal Web site (address to be established).

- Suggestions for future questions will be welcome; they should be submitted via e-mail to thoughts@sandia.gov.

Feedback

Readers ask questions about hiring, telecommunications

Q: On Fridays, are there any other special parking spaces besides carpool spaces that can be used by the general population?

A: Only spaces marked as Carpool Only are authorized to be used for general parking on Fridays. Sandia's parking policy and descriptions of the types of designated parking, along with times when they are valid, are presented in the Safeguards and Security Guide, which can be referenced on the Web at http://www-irn.sandia.gov/security/safeguards_man/home.html.

Vanpool parking, by the way, is not the same as carpool parking and these slots are not available for general parking on Fridays. The reason is the vanpools operate every day and should have parking available. The number of reserved vanpool parking slots is minimal.

— Ed Tooley (7850), *Sites Planning Program*

Q: Sandia policy allows incidental personal use of telecommunication services. Apparently, a toll-free prefix, 1-866, has been added to the family of better known 1-800 and 1-877 prefixes. However, 1-866 (7-1-866-xxxx) is not currently operable on the Sandia system. What is the prognosis?

A: It is our policy to support all prefixes in the current "Local Exchange Routing Guide." Sandia, as well as the Public Switched Telephone Network (PSTN), uses this guide for defining telephone switch routing for all call prefixes. At this time, the 866 prefix is not listed as a valid toll-free prefix in the routing guide. When the 866 prefix is added to the guide, we will add it to our telephone switch routing tables. We will continue to look for the new release of our guide and let the Labs know when the 866 prefix is routed through our switch. — Michael Sjulín, *Manager, Telecommunications Operations Dept. 9314*

Archbishop visits Sandia



ARCHBISHOP VISIT — Archbishop Michael Sheehan of the Archdiocese of Santa Fe, left, learns about microelectromechanical systems (MEMS) from Carol Sumpter (1702) during a Dec. 20 tour of the Microelectronics Development Laboratory. With him are Monsignor Joseph Pepe, second from left, and Father Ronald Bruckner, pastor of Our Lady of Annunciation Parish. Executive VP Joan Woodard welcomed the archbishop and provided a Sandia overview. Mike DeWitte (12650) briefed him on Sandia and the community.

(Photo by Randy Montoya)

Mileposts

California photos by Lynda Hadley
New Mexico photos by Iris Aboytes

			
Al Baker 35 2254	Robert Axline 25 2344	Wilfred Jaramillo 25 1747	John Matter 25 5323
			
Andrew Rogulich 25 2911	Gordon Scott 25 1731	Michael Young 25 6415	Henry Abeyta 20 2101
			
Phil Dreike 20 6524	Paul Duran 20 7821	Gary Froehlich 20 6535	Teresa Jordan-Culler 20 9115
			
Kevin Linker 20 5848	Shirley Ann Mayer 20 7826	Dwight Miller 20 15312	Evelyn Moore 20 7826
			
David Myers 20 1702	Denise Reed 20 3335	Eric Russell 20 9223	Richard Shambo 20 14181
			
Fredrick Trussell 20 12334	Douglas Adkins 15 1763	Martina Baldonado 15 7140	Bruce Bunker 15 1140
			
Robert Habbit 15 5712	Randy Harrison 15 2114	Brenda Jensen 15 9612	Charles Madole 15 10255
			
Hugh Reilly 15 6216	Richard Simpson 15 6423	James Strickland 15 9111	Patricia Tempel 15 2662
			
Douglas Weiss 15 2333			

Recent Patents

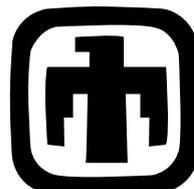
Richard Spalding (5901) and Carter Grotbeck (5712): Method and Apparatus for Distinguishing Actual Sparse Events from Sparse Event False Alarms.

Retiree deaths

Dorothy E. Holloman (age 76)Aug. 10
Nelle Satathite (84)Oct. 12
Gordon C. Gaskill (78)Oct. 16
Gabriel M. Baca (87)Oct. 18
Frank A. Maestas (75)Oct. 18
George W. Stohner (77)Oct. 18

Take Note

Retiring and not seen in *Lab News* pictures:
Emery Chavez (10503), 34 years; **Jesus Romero** (7844), 30 years; and **Leonard Storz** (6805), 22 years.



Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads

MISCELLANEOUS

GENERATOR, brand-new, 5KW w/6250W surge, \$600; 20-gal. fish tank, 7 fish, & filters, \$70. Baney, 294-8970.

KEYBOARD, Yamaha Portatone, PSR-185, w/stand, \$85; boy's bike, great condition, \$35. Wallace, 256-1643.

COMPUTER, 486, 33DX, w/color monitor, \$20. Rieger, 281-0757.

COMPUTER, Pentium 150 Mhz, 1GB HD, 48MB RAM, Windows 95 O/S, HP682 ink-jet printer, 15-in. Panasonic monitor, \$175 total. Weagley, 821-4263.

BLOWER VAC, turbo electric, like new, \$25. Hayes, 299-1200.

HARLEY-DAVIDSON BOOTS, size 10, worn once, \$75; DP exercise bicycle, \$25; HP 560C printer, works OK, needs cartridges, \$10. White, 256-3095.

WASHER/DRYER, Kenmore, smallest upright stacked machines, for apartment or closet, 1 year old, like new, \$400. Wessendorf, 292-2284.

FREE MAGAZINES, limited runs of *Narrow Gauge & Short Line Gazette* (70s/80s), *Muzzleloader*, *Muzzle Blasts*. Lambert, 293-8825.

WHIRLPOOL 2-LEVEL DISHWASHER, \$200; Maytag washer & dryer, \$100/pair; garbage disposal, \$50; camper shell, \$100. Chavez, 323-9343.

COLOR PRINTER, HP 855Cse ink-jet, mint condition, original manuals & box, \$50 OBO. Ho, 237-2668.

FREE BASKETBALL SET, 16-ft. wood pole, backboard & ring. Burton, 857-0824.

LITTLE TIKES "ROADSTER" TODDLER BED, \$120 new, asking \$40; Craftsman miter saw, w/box, \$20. Cocain, 281-2282.

WEAVER 3X SCOPE, \$25. Dietz, 797-7650.

SOFA BLOCK LOVE SEAT & sofa sleeper, very heavy, strong backs needed to haul away, \$450. Bonaparte, 296-4916.

XC SKIS, Fischer E99, w/metal edges & bindings, \$75; speakers, Paisley AE500 w/ pedestals, \$100/pr. Laguna, 856-0777.

BED, queen-size, Sealy Posturepedic, firm, includes box springs & mattress (no frame), excellent condition, in storage most of the time, \$150. Dwyer, 271-1328.

WINTER BOOTS, Cabela's Mountain Hunter, 10-in. high, size 10-D, not even broken in, \$50; steel toe leather lumberjack-type boots, size 10-D, almost new, \$25. Vigil, 271-1328.

JENN-AIR RANGE & OVEN, w/removable burners & grill, approximately 6 yrs. old, works great, make offer. Swahlan, 286-2808.

SCHWINN AIRDYNE, w/book stand, \$175; La-Z-Boy recliner, excellent condition, \$75. Lange, 856-1952.

TYPEWRITER, Royal Signet 10, electric, \$25. Ewen, 836-3563.

TWIN MATTRESS SET, new, \$65 OBO. Veres, 797-4714.

CERAMIC CHRISTMAS TREE, 17-3/4-in. tall, \$10; ceramic wreath w/carolers, very pretty, \$8. Smith, 299-7151.

NORDICTRACK PRO, w/digital pulse, calorie count, timer, excellent condition, \$225. Cline, 286-1108.

VACUUMS: Sears Kenmore 12-amp upright, excellent condition, \$80; Dirt Devil upright plus, good condition, \$25. Coverdale, 268-3040.

OAK ENTERTAINMENT CENTER, 4-piece bedroom set, side & coffee tables, metal file, storage shelving, artwork. Savage, 837-2692.

RV ACCESSORIES: power cords, sun visor, awning clamps, Saturn tow cover & bra, dog fence, satellite. Otts, 796-9431.

FREE: 2 sets small speakers, 2 bags premix concrete, several horse-collar life jackets. Rodacy, 293-2668.

WHITE FABRIC SOFA, good shape, \$85; studded snow tires on VW 4-lug rims, 205/65R15, \$100. Jacobs, 266-5698.

GE UPRIGHT FREEZER, 13 cf., \$50; box trailer 4' x 5', \$300; bedliner for '96-'00 Jimmy/Blazer, \$30. Trollinger, 265-1615.

SATURN ACCESSORIES: car cover, tow cover for hood & windshield, bra, floor mats, bike rack. Otts, 796-9431.

PEVEY BASS AMP, like new, 50W practice, small, venue amp, \$50. Schaub, 865-8807.

INFANT CAR SEAT/CARRIER, \$25; Evenflo Exersaucer Plus, \$20; Smith-Corona electric typewriter, \$25; 1/2-cord pinon, \$50. Martinez, 856-6210.

SOFA & MATCHING LOVESEAT, sofa is queen-size sleeper, light-gray upholstery, very good condition, \$200. Gruebel, 323-2414.

FERRETS, to loving home, includes all accessories; cage, \$150. Podsednik, 898-7436.

HEALTHRIDER, like new, \$250 OBO. Harris, 858-0667.

SOUTHWEST AIRLINES, round-trip ticket, good anywhere SW flies, expires 9/19/01, \$290. Perrine, 293-1429.

BABY ITEMS: gates, bedrails, books, toys, other miscellaneous items, excellent condition, reasonable prices. Ludwig, 856-5111.

POPEIL AUTOMATIC PASTA MAKER, never used, w/7 attachments, recipe book, \$75; bassinet, like new, \$40; wood frame for twin bed (no mattress), \$75. Davis, 294-1378.

ORGA-SONIC ORGAN, good condition, \$400 OBO. Fulmer, 286-0119.

TRACTOR LAWN MOWER, 18-hp, 46" cut, w/mulcher, 3 yrs. old, used only 1 year, lot too small, \$850 OBO. Archuleta, 565-9481.

JOG STROLLER, \$75; 19.5 cf. refrigerator, \$95; Sears 10" table saw, \$200; maternity wardrobe, size 12, \$99. Williams, 344-9276.

SPRING BREAK IN HAWAII, or any other week or location at a 5-star resort only \$700/week. Givens, 292-2058.

MICROWAVE, Sears Kenmore, excellent condition, \$40. Carroll, 298-2827.

58-FT. ALUMINUM POLE, tapered, good for antenna tower or flag-pole, cost \$3,000, sell for \$300. Harrington, 296-8208.

KITTENS, approximately 15-weeks old, potty trained, 3 black & 1 calico. Caton, 281-9420.

SOUTHWESTERN SOFA, \$150; wicker stand, \$50; full-size mattress & box springs, \$100; headboard, desk, dresser set, \$150; 8-drawer dresser, \$50; recliner, \$25. Harris, 821-3001.

GE RANGE, 30-in., black, good condition, self-cleaning oven. Baca, 884-6187.

TELESCOPE, Meade, 8-in., \$550; 2 R-12 freon cans, womens shoes, 7-1/2 left, 8-1/2 right, make offer. Barnette, 861-2451.

3-DRAWER DRESSER & DESK, w/hutch, girl's, white, Sears, \$75 for both or 40 each. McDuffie, 292-0459.

TRANSPORTATION

'99 SUZUKI VITARA JX, white hard-top, 4WD, 4-dr., AT, fully loaded w/power everything, keyless entry, excellent condition, less than 2K miles, \$16,950. Baca, 350-1238 or 293-8997.

'86 TOYOTA LAND CRUISER, near-new tires, AM/FM cassette, tinted windows, good condition, 180K miles. Warner, 281-7217.

'84 MERCEDES-BENZ, 190E, below book, commute to work, 4-dr., 127K miles, odometer runs, good tires. Murray, 323-9109.

'89 FORD THUNDERBIRD COUPE, white, V6, AC, AT, w/full power, 115K miles, great condition, \$3,250. Allman, 299-2438.

'95 FORD ESCORT WAGON, blue/green, AC, cruise, 70K miles, great condition, \$4,900 OBO. Laors, 845-8532.

How to submit classified ads

DEADLINE: Friday noon before week of publication unless changed by holiday. Submit by one of these methods:

- E-MAIL: Sandy Smallwood, (sksmall@sandia.gov)
- FAX: 844-0645
- MAIL: MS 0165 (Dept. 12640)
- DELIVER: Bldg. 811 Lobby
- INTERNAL WEB: On Internal Web homepage, click on News Center, then on Lab News frame, and then on the very top of Lab News homepage "Submit a Classified Ad." If you have questions, call Sandy at 284-3704. Because of space constraints, ads will be printed on a first-come basis.

Ad rules

1. Limit 18 words, including last name and home phone (We will edit longer ads).
2. Include organization and full name with the ad submission.
3. Submit the ad in writing. No phone-ins.
4. Type or print ad legibly; use accepted abbreviations.
5. One ad per issue.
6. We will not run the same ad more than twice.
7. No "for rent" ads except for employees on temporary assignment.
8. No commercial ads.
9. For active and retired Sandians and DOE employees.
10. Housing listed for sale is available without regard to race, creed, color, or national origin.
11. Work Wanted ads limited to student-aged children of employees.
12. We reserve the right not to publish an ad.

'95 TOYOTA T100, X-cab, 2-WD, SR5, 67K miles, \$10,500. Fisk, 280-5792.

'91 CHEVY-G20 CONVERSION VAN, high top, extended body, V8, 66K miles, TV/VCR, rear air, runs great, must sell, \$5,995. Graham, 896-2231.

'97 GMC SUBURBAN SLT, 4x4, V8, 5.7L, 79K miles, K&N air filter, excellent condition, \$25,000. Blickem, 323-6832.

'97 DODGE DAKOTA SLT, extended cab, fully loaded, cab cover, bed liner, 38,500 miles \$15,000. Bleakly, 888-4608.

'78 NISSAN DATSUN PICK-UP, blue, never had a problem until now, needs transmission work, great starter vehicle for beginning driver, \$500 OBO. Perea, 379-2723.

'93 HONDA CIVIC DX HATCHBACK, only 37K miles, AT, AC, tint, good condition, \$6,000. Stroud, 889-8329.

'86 BMW, 535i, gunmetal grey, 4-dr, AT, AC, sunroof, 107K miles, excellent condition, must see. \$6,800. Reams, 237-9506.

'97 VOYAGER SE, 3.3V6, 4 captain seats, 5-dr., all power, new tires, 76K miles, \$11,700. Carroll, 292-5436.

'95 JEEP GRAND CHEROKEE, excellent condition, IO, PW, PL, AT, many extras, tow package, \$15,000 OBO. Griego, 540-9263.

'84 HONDA CRX, 5-spd., AC, alarm, AM/FM cassette, 108K miles, dependable, great mileage, one owner, \$2,100. McGlinchey, 254-1143.

'85 MAZDA RX-7, 85K low miles, good condition, needs paint, below book, \$2,000. Keltner, 298-7577.

'90 ACURA INTEGRA GS, 94K miles, excellent condition, 1 owner, \$5,200 OBO. Forslund, 293-6135.

'94 F-150 PU, V6, 5-spd, 58K miles, excellent condition, AC, extras, new tires, must sell, \$5,350 firm. Camillo, 896-6650.

'65 FORD MUSTANG, red w/black interior, 200 ci., 6-cyl, runs & looks excellent, \$5,500 negotiable. Lucero, 345-6420.

'95 CHEVY EXTENDED CAB PU, White, V8, AT, AC, cruise, limited slip differential, excellent condition, \$10,750 OBO. Whitlow, 286-2591.

'93 GMC SIERRA, 3/4-ton, AT, extended cab, w/8' camper, excellent condition, 35K miles, \$15,000. Kilgore, 296-5148.

'89 FORD THUNDERBIRD, coupe, V6, AT, AC, PS, PB, CD, loaded, 115K miles, white/blue interior, \$2,850. Allman, 299-2438.

'96 DODGE NEON, 4-dr., std. transmission, AC, cruise, good condition, tinted windows, AM/FM cassette, \$4,900 OBO. Vigil, 293-5623.

'88 FORD TEMPO, 56K miles, good condition, PW, \$1,800. Ford, 255-1383.

'94 DODGE CARAVAN SE, Limited Edition, towing package, 94K miles, good condition, built-in child seats, \$6,500 OBO. Abbott, 298-4145.

'96 TAURUS LX, one owner, excellent condition, low miles, consider almost every option, \$8,600. Lovato, 836-3517.

'91 ACURA LEGEND, 4-dr., rare 5-spd., loaded, leather interior, pearl-white, sacrifice, \$9,995. Garcia, 344-3406.

RECREATIONAL

'89 PACE ARROW MOTOR HOME, 37-ft., excellent condition, 46,291 miles, 1 owner, \$35,900. Ward, 884-9266.

MOJO MINI SCOOTER, excellent condition, barely used, folds down, carrying strap, \$35. Cruz, 828-3676.

10-SPD BIKE, man's, 24-in. frame, good condition, \$50. Barnaby, 255-5624.

BICYCLE, used, Trek by Jazz, 15-in. wheels, center-pull brakes, 5-spd, \$30. Sinton, 828-9672.

'97 BMW F650ST MOTORCYCLE, low miles, blue, accessory plug, heated grips, tall windshield, excellent condition, \$4,695. Curtis, 281-8364.

REAL ESTATE

3-BDR. HOUSE, 1-3/4 baths, 2-car garage, hobby shop, updates throughout, east of Tramway & Indian School, \$119,000. Romero, 298-9490.

SWEET 2-BDR., 1 bath, 875 sq. ft., roofed patio, garage, & shed, Louisiana & Copper, \$79,900. Tardiff, 293-0462.

4 OR 5-BDR. CUSTOM HOME, 3-1/2 baths, 3,200 sq. ft., beautiful, on 1 acre, ranch style brick, irrigated pasture, SW, Raymac area, market value \$256,000, will consider trade, \$235,000. Jobe, 877-0269.

BEAUTIFUL TIJERAS HOME on 1 acre, 2,000 sq. ft., 10 minutes to Albq., near national forest. Filuk, 281-0078.

LAND/HOME PACKAGE: handyman 2-bdr., 1 bath, 2.64 acres (ideal for livestock), located in South Valley. \$120,000. Padilla, 877-2653.

3-BDR. HOME, 1-3/4 baths, FP, W/D, new stucco, carpet, & paint, shed, garage, near Copper/Tramway, \$105,000. Mignardot, 254-9092.

3-BDR. HOUSE, 3 baths, 1,500 + sq. ft., utility room, hardwood floors, LR w/fireplace, 1-car garage, lot is 100'x170', \$131,000, consider offer. Drake, 344-6311.

3-BDR. CABIN, Angel Fire, 1/4-share, 2 baths, near DAV Memorial, sleeps 10, under \$40,000. HUGHEN, 296-2600.

MOBILE HOME, 65' x 12', includes furniture, appliances, new furnace, carpet & water heater, at Terrace Park, \$7,000. Norwood, 856-5784.

4-BDR. HOME, 2-1/2 baths, 2,800 sq. ft., all brick, ranch style, brand-new roof, new heater & A/C, Glenwood Hills neighborhood, market appraisal \$239,000, asking \$219,000. Dwyer, 271-0741.

1/2-ACRE BUILDING LOT, homes only area, utilities nearby, good investment, \$4,500. Shaffer, 256-7601.

4-BDR. HOME, beautiful, Sandia Heights, southwestern style, 3 baths, nice yard, views, 2,150 sq. ft., \$205,000. Ludwig, 856-5111.

WANTED

RECORDINGS OR BOOKS, self-improvement & negotiating, Nightingale-Conant-type material for young adults starting their own business. Wiseley, 286-9473.

SINGER for amateur '70s, '80s, & '90s rock'n'roll band. Douglas, 281-9843.

WOOD OUTDOOR PLAYSET, good size, good condition, & right price. Wehlburg, 271-8950.

APARTMENT/CONDO, for a visiting student (male) for 3-4 months starting in mid-January. Meigs, 296-0601.

ROOMMATE, to share large 2-bdr. apartment, 4 blocks from UNM, \$250 damage deposit, \$300/mo. 1/2 utilities. Atchison, 262-9598.

PROFESSIONAL WOMEN who have altered career-path to care for children, local chapter "Mothers & More" Open House, Jan. 18. Callow, 286-5910, ask for Stacie.

ENDURO-TYPE MOTORCYCLE for on-and-off road. Moore, 884-5047, ask for Jim.

ANY MARANTZ STEREO EQUIPMENT from the '70s or '80s. Rogulich, 298-5261.

USED ELLIPTICAL, cross-trainer, type-exercise machine, leave message if no answer. Nelson, 323-2751, ask for Dave.

LOST & FOUND

CHRISTMAS SWEATER, found in vicinity of the 878 turnstile. Lucero, 844-8223.

BLUE SKI GLOVE, right hand, found in the water tower parking lot, claim in Bldg. 880, Room C-21.

Feedback

Q: It is my understanding that former Lockheed Martin employees who come on board with Sandia have their service bridged from Lockheed Martin to Sandia. Is this correct? If Lockheed Martin service is bridged to Sandia, then why not bridge civil service time to Sandia? What would it take to get bridging of civil service time to Sandia?

A: Employees who transfer from some Lockheed Martin entities to Sandia do receive credit for their time at Lockheed Martin. Employees receive this pension service credit only if the Lockheed Martin company transfers pension assets accrued on behalf of the employee to the appropriate Sandia pension plan in accordance with a formal transfer agreement. It is because of the parent-subsidiary relationship and the formal transfer agreement that Sandia can give the employee pension credit for time at Lockheed Martin. Since Sandia does not have the same kind of relationship with the civil service, no transfer agreements can be made and employees cannot be given credit for time at other companies.

— Don Blanton, VP 3000

Recent Retirees



George Perkins
39 6849



Bill Alzheimer
34 2002



Roger Edwards
33 1733



Dennis Reynolds
31 5732



Bill Sullivan
28 14184



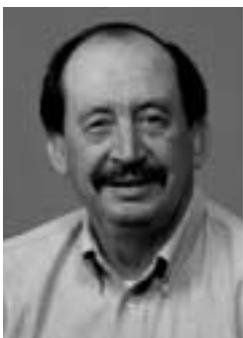
Porfie Gonzales
24 10501



George McLellan
24 7823



Phil Garcia
20 5932



Ernest Gonzales
17 10267



Robert Gough
17 5324



Elmer Opichka
15 1737



Margaret Kopriva
10 2131

'Einstein' performer Arden Bercovitz returns to Sandia for creativity session

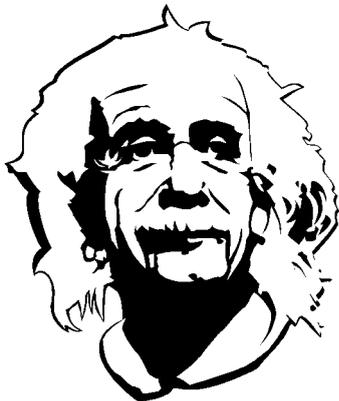
Albert Einstein: *TIME* magazine declared him the person of the century. Now, Arden Bercovitz, through the magic of theater, brings him to Sandia — again.

Bercovitz, whose "Einstein Alive!" presentation attracted a standing-room-only audience at Sandia's Steve Schiff Auditorium three years ago, will appear again there on Tuesday, Jan. 16, with his uncanny Einstein impersonation.

The sessions, at 10-11:30 a.m. and 2:30-4 p.m. (Mountain time), will be simulcast to California's Bldg. 904 auditorium. Seating is on a first-come basis.

Bercovitz's appearance is sponsored by Sandia's Corporate Diversity Team. His remarks — offered in his Einstein persona and based on Einstein's published writings, public utterances, and modes of thought — will focus on using creativity to explore such issues as: the consequences of unquestioningly accepting the status quo; valuing several right answers; dealing with conflicting values and assimilation; visual illiteracy; and other issues raised during last summer's "Building Bridges" diversity standdown.

Here's how Bercovitz's Web site describes the



"Einstein Alive!" presentation:

"'Creativity,' says Einstein, 'is seeing what everyone sees and thinking what no one has ever thought.' Whether your group is small or large, if your people are stuck in old ways, short-sighted, overwhelmed, or simply need an energizing boost, then Einstein and Bercovitz are just the team to nudge their neurons, juice up their creativity, and catalyze BIG Picture thinking.

"Using Albert Einstein as his metaphor and paradigm shifter,

Arden Bercovitz, Ph.D., CSP, presents creative thinking as only an Einstein can. Appearing in character as Nobel Prize winner Albert Einstein, *TIME* Magazine's Person of the Century, Arden takes your people on a voyage of discovery. As Einstein, he paints vivid word pictures, draws wonderful metaphors, and shares stories and strategies, stimulating everyone to stretch their own imagination and learn new ways of thinking. His special perspective gives your organization new tools to approach opportunities, creative problem solving, ideation, and Thinking BIG."

For more about Bercovitz and his program, see <http://www.einsteinalive.com>.

Coronado Club

Jan. 18 & 25 — Adult bingo and lounge hockey night.

Jan. 12 — Dining, 6-9 p.m.; dancing, 7-11 p.m. Music by Isleta Poorboys.

Jan. 19 — Kid's bingo. Buffet, 5 p.m.; bingo, 7 p.m.

Jan. 21 — Sunday brunch. \$12.95 per person.

Jan. 26 — Dining, 6-9 p.m.; dancing, 7-11 p.m. Music by Midnight Magic.

Jan. 28 — Super Bowl Sunday. Tailgate buffet, 1-4 p.m. Enjoy the game on big screen TV.

Jan. 31 — Icebreaker. Meet the Coronado Club staff. Free snacks, beer, & wine, 5-7 p.m.

Feedback

No policy on cell phones and driving

Q: Is Sandia management considering a policy about employees using cell phones while driving? We hear more and more about the dangers of using cell phones while driving and it seems there may be company liability if employees cause such accidents.

A: Thank you for your inquiry and concern about a potentially serious issue. Currently, Sandia does not have a policy regarding employees' usage of cell phones while driving. Sandia's traffic policies correlate with Kirtland Air Force Base (KAFB), state, and federal regulations. Your feedback question is right in line with the growing concerns of driver distractions that lead to significant increases in response time. Sandia's Traffic Safety Committee is currently reviewing the *ES&H Manual* guidelines. Committee members will examine the possibility of restricting use of Sandia-owned cell phones while driving. In addition, the Sandia traffic safety representative will work with KAFB authorities to ensure a consistent policy on cell phone use while driving. As a response to your feedback, we will publish an article in the *Porcelain Press* and look at additional areas to raise awareness and reduce risks of this recognized hazard. — Al West, Director, Integrated Safety and Security Center 7100

Lab News Reader Service information

The *Sandia Lab News* is distributed in-house to all Sandia employees and on-site contractors and mailed to Sandia retirees. It is also mailed to individuals in industry, government, academia, nonprofit organizations, media, and private life who request it.

Retirees (only):

To notify of changes in address, call or write Diana Mares, Benefits Dept. 3341, at 505-845-9705, e-mail dmmares@sandia.gov, or Mail Stop 1021, SNL, Albuquerque, NM 87185-1021.

Others:

To receive the *Lab News* or to change the address (except retirees), contact Iris Aboytes,

Media Relations and Communications Dept. 12640, at telephone 505-844-2282, e-mail ioaboyt@sandia.gov, or Mail Stop 0165, SNL, Albuquerque, NM 87185-0165.

Employees:

If your Mail Stop is not receiving enough copies of the *Lab News* for everyone, please call Honario Anaya, Mail Services Team 10268-4, at 844-3796. (At Sandia/California contact the Mail Room at 294-2427.)

Web Users:

Recent *Lab News* issues are on the Web at <http://www.sandia.gov/LabNews>