

The Interaction Point

Events and Happenings
in the SLAC Community
Jan-Feb 2001, Vol. 12 No. 1



SLAC is operated by Stanford University for the Department of Energy

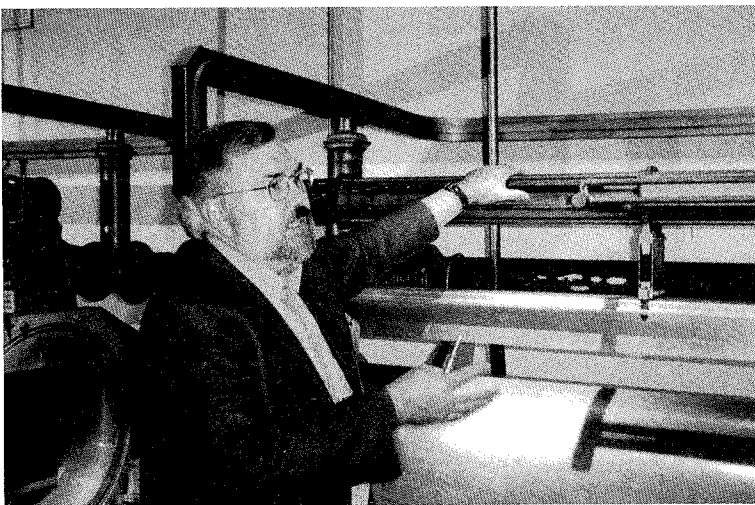
Stanford Faculty Senate Meets at SLAC

ABOUT 35 MEMBERS OF THE Stanford University Faculty Senate braved wind and rain to attend a meeting and field trip at SLAC in January. After a short business meeting, SLAC Director Jonathan Dorfan gave an overview of the Lab's research activities and described links with the University.

In his remarks, Dorfan mentioned that there are about 100 faculty, 180 graduate students, 80 postdoctoral students and about 30 Stanford departments doing research at SLAC, ranging from the medical school to computer sciences. Dorfan timed his talk so that everyone could "get on the bus and see some of this hardware—and kick the tires." Senators boarded buses to visit *BABAR*, the Klystron Gallery and the Synchrotron Radiation Division, where SLAC faculty were on hand to provide explanations and answer questions.

"It was masterfully organized," said Dorfan. "John Jaros and his 'team' prepared for every contingency, down to extra umbrellas and floor mats because of the rain. Security staff did an outstanding job in directing people, busses and traffic around the site during the tour. I am very grateful to all the many people involved in the planning for their fine work."

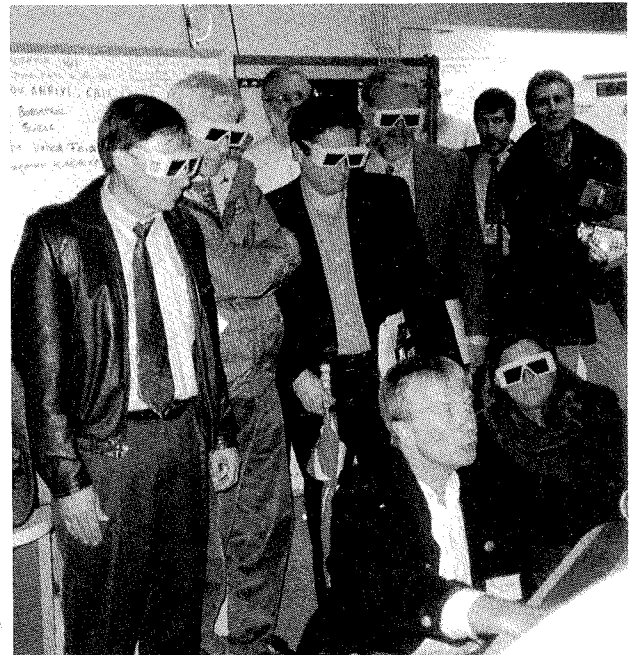
(More photos, Page 3)



Ron Ruth led the tour at the Klystron Gallery with a brief explanation of how the linac works.



Every contingency was planned for, even the rain. Here staff members from the Security office direct traffic and offer umbrella escort into Panofsky Auditorium.



Senators peer through 3-D glasses at images on the computer screen called up by SSRL's Peter Kuhn. The SSRL tour included topics on structural molecular biology and environmental science.

Director's Corner



by Jonathan Dorfan

One of the focal points of my recent All Hands Talk was a discussion of the recommendations of the Communications Task Force. Here I will discuss three of those recommendations: the new position of Director of

Communications, the SLAC Employee Award Program and the Suggestion Box program.

I am establishing a new position in the laboratory, entitled "Director of the SLAC Office for Communications." A committee chaired by Greg Loew that includes SLAC and University Staff, as well as external members, has begun a search to fill this position. The Director of the SLAC Office for Communications will report to me and will be responsible for coordinating a broad agenda of communications tasks.

In this issue you will also read about the SLAC Employee Award Program. The purpose of this program is to recognize employees who exhibit exceptional citizenship by promoting a positive and harmonious work environment at SLAC. The program will honor employees who go out of their way to help others, who consistently treat co-workers with courtesy and respect, and who work cooperatively with others. These are employees that undertake volunteer tasks that go beyond their normal course of duty. SLAC employees and users are free to nominate individuals for this award. Up to 50 recipients will be selected each year by a committee

of employees chosen to represent all areas of the SLAC workplace.

I am also pleased to announce that we will soon introduce a one-year pilot "Suggestion Box" program. The system will encourage the SLAC community to submit ideas on improving our laboratory operation or encouraging a work environment that better values staff contributions and productivity. The system will permit either personal or anonymous suggestions via the Web, email or fill-in forms to be provided by the Laboratory. As appropriate or at the request of the suggestor, confidentiality will be honored. Suggestions will be reviewed by a committee composed of representatives from each division. Suggestors will receive an acknowledgment for each suggestion submitted, and a time frame for a response will be established. All suggestions and responses, except those protected by confidentiality, will be posted on the Web.

Finally, I would like to draw your attention to the Employee Referral Bonus Program that we introduced last year. This program will provide a cash bonus to regular, benefits-eligible SLAC staff for referring applicants who are successfully hired at SLAC. The minimum award is \$200 to an employee who refers a successful applicant for any posted job. The value of the award is assumed to \$200 unless a higher amount is announced with the Job Posting. In the case of difficult to fill positions, the cash award can be as high as \$4000. The candidates for hiring must be external to SLAC and the University. For more details on this program contact the Human Resources Department or refer to the Web at <http://www.slac.stanford.edu/grp/per/referral.html>.



Holiday Schedule for 2001



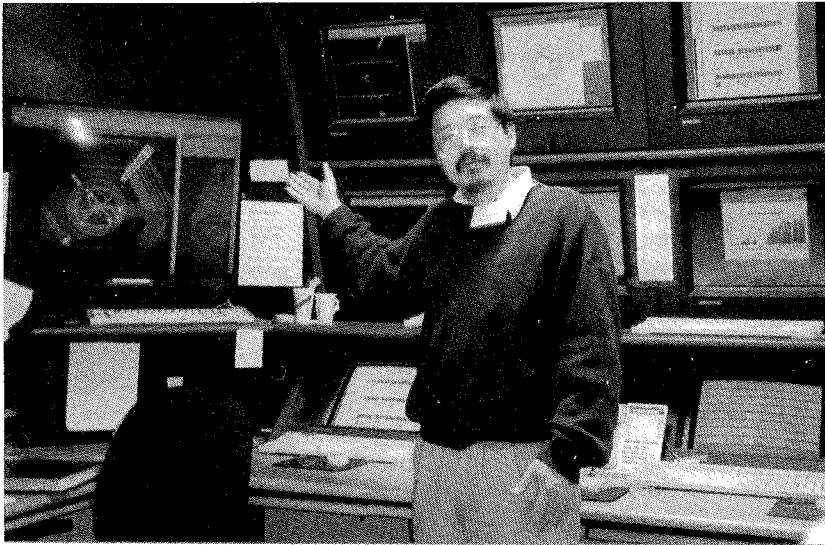
THE DATES FOR OBSERVANCE of the designated University holidays in 2001 (minus January) are as follows:

| | | |
|------------------|--|-----------------|
| President's Day | Monday | February 19 |
| Memorial Day | Monday | May 28 |
| July 4th | Wednesday | July 4 |
| Labor Day | Monday | September 3 |
| Thanksgiving | Thursday/Friday | November 22, 23 |
| Winter Holiday | Monday | December 24 |
| Christmas Day | Tuesday | December 25 |
| Birthday Holiday | on employee's birthday or any other work day mutually agreed upon by the supervisor and the employee that falls within 365 days following the employee's birthday. | |



Stanford Faculty Senate Meets at SLAC

(Continued)

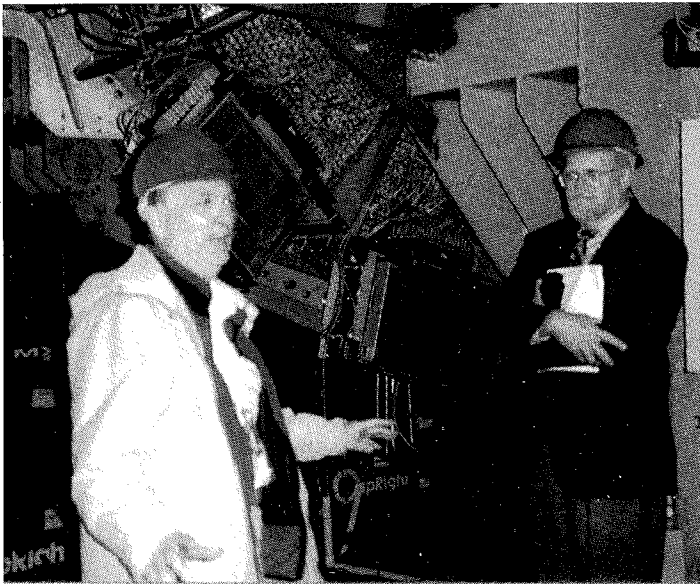


With an array of computer screens behind him, Su Dong explained the various functions of the BABAR control room.

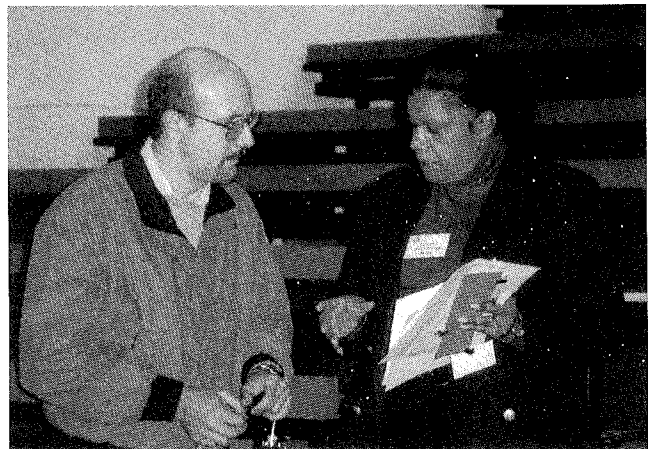


Stanford University President John Hennessy in his "Cardinal" hard hat.

(Photos: P.A. Moore)



Blair Ratcliff explained the inner workings of the BABAR detector to John Hennessy.



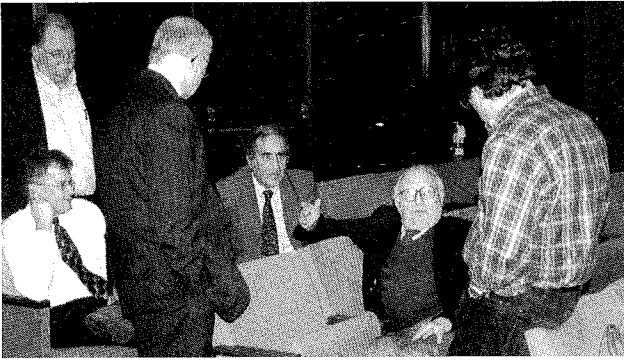
José Martínez, tour guide, and Pauline Wethington from Public Affairs, go over last minute details regarding the tour.

SLAC Honored for Near-Zero Air Emissions

THE CITY OF MENLO PARK Environmental Beautification Commission has given SLAC a 2000 Environmental Quality Award in recognition of the Lab's success in reducing air pollution. Members of the Environmental Beautification Commission presented the award, which recognized SLAC for "exceptional resource conservation," at the January 23 City Council meeting.

To support our research mission, SLAC has a variety of highly advanced fabrication techniques, some of which utilize solvents to clean metal parts. While SLAC at all times operated within the emissions limits specified by both local and federal regulations, the machining process nonetheless resulted in the emission of several thousand pounds of chlorinated solvent per year into the atmosphere.

Photos: P.A. Moore



Before the City Council meeting started, SLAC and Stanford University colleagues had a chance to chat. (l-r): seated, Butch Byers, SLAC's air quality manager, and behind him is Larry Gibbs, from the Campus environmental division. With his back to the camera is Larry Horton, Campus Government Affairs. Seated is MFD's Ali Farvid, Acting Deputy Director Greg Loew, and with his back to the camera, Stanford University Provost John Etchemendy.

The phasing out of certain solvents mandated by the 1990 Clean Air Act led SLAC to develop an alternative to solvent cleaning.

"This was a pioneering effort since the alternative degreaser we chose had not previously been used in the State of California and it was a considerable investment for the Lab," said SLAC Director Jonathan Dorfan. The amount of chlorinated solvent air emissions dropped to near zero in the year 2000, from a level of 2,000 pounds in 1999.

Rich Cellamare from the Waste Management Department was the one who originally got started on the idea back in 1993. He chaired a committee to evaluate alternative cleaning methods to replace ozone-depleting ones. This collaborative process involved four departments and took two years to complete. "There's no doubt that a project like this calls for a lot of teamwork," said Cellamare. "I'm really pleased that it all worked out for the best."



Frank Carney and Deidre Digrande, both from the Environmental Commission of the City of Menlo Park, present the award to MFD's Ali Farvid.



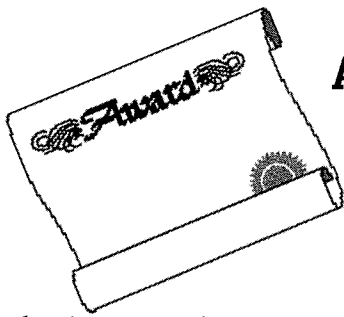
(l to r) Frank Carney; Deidre Digrande; Ali Farvid; Butch Byers; Greg Loew.

Representing SLAC at the award ceremony were Butch Byers from the Environment, Safety and Health Division and Ali Farvid from the Mechanical Fabrication Department. Byers was the one who noticed that Menlo Park gave awards for environmental action and he submitted the nomination on behalf of the Lab. Farvid's group in the Plating Shop was where the main action took place. "I'm delighted that the efforts of our highly trained and dedicated staff members are being recognized by the community," said Dorfan.

Also attending the event at the City Council meeting were Stanford University Provost John Etchemendy, Stanford Government Affairs Director Larry Horton, Stanford Environment Division Head Larry Gibbs, SLAC Acting Deputy Director Greg Loew, and SLAC Public Information Officer P.A. Moore.



(l-r) John Etchemendy and Greg Loew before the meeting.



Announcing the SLAC Employee Award Program

OUTLINED BELOW IS THE Employee Award Program recently announced by SLAC Director Jonathan Dorfman. Those who wish to serve on the selection committee may volunteer by sending their names in writing to Brenda Warren at MS 22 or by email to bwarren@slac.stanford.edu by February 15. "We hope to have a 12-person committee that will reflect all the divisions and departments," said Warren.

The first work of the selection committee will be to discuss how often awards will be presented, how long committee members will serve, the process for selection of winners and the type of ceremony that would be appropriate to announce winners. This will involve a time commitment, so those who volunteer should consult with their management.

Nominations for awards are due April 15 and nomination forms can be found online or hard copies can be obtained from your department administrator or from Brenda Warren in Human Resources.

Purpose: The purpose of the Employee Award program is to recognize SLAC employees who exhibit exceptional citizenship by promoting a positive and harmonious work environment at SLAC. This program recognizes such actions as going out of one's way to help others, consistently treating others with courtesy and respect, working cooperatively with others, pitching in when help is needed, volunteering for SLAC activities not directly related to one's job, showing unusual grace under pressure, and any variety

of other positive ways in which people make our work environment more inviting. Please note that outstanding work performance should continue to be recognized through the annual performance evaluation and salary setting process.

Eligibility: All SLAC and University employees assigned to SLAC are eligible to receive a SLAC Employee Award. A maximum of 50 employees will be recognized in each calendar year.

Nominations: All SLAC employees and users can nominate individuals for this award. Nomination information and forms will be distributed by various means in January. If you wish to nominate a person for this award, you will be asked to complete the nomination form which will primarily ask for examples of the nominee's community spirit as demonstrated by his/her positive behaviors at work.

Nominations will go to a selection committee composed of employees representing a cross section of the SLAC employee population from all divisions. The committee will review all of the nominations and select up to 50 people who meet the criteria.

Recognition: Each Employee Award winner will receive a framed certificate of recognition, a letter from the Director that will go into the Personnel file, lunch with the Directorate, and a commemorative gift from the Laboratory. Looking to the future, any employee who receives an Employee Award five times will be permanently honored and no longer eligible for the annual award.

New Telecommunications Technician



Eric Miller (l) has replaced Joe Fernandez (r) as SLAC's full-time telecommunications technician from Williams Communications. Fernandez worked at SLAC for many years, and was instrumental in the set up and maintenance of our current phone system. He was and still is the voice you hear when you call x2200 for phone trouble calls. Miller is not new to SLAC, having served as back-up technician for several years.

Change in Petty Cash Hours

The SLAC Petty Cash Office (Bldg. 041, Room 208) will be open the following hours effective February 1, 2001:

9:00 - 10:00 AM

2:00 - 3:00 PM

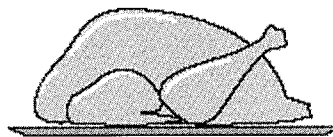
Please call Petty Cash Custodian Pat Dungan (x2226) if you have any questions.

SLAC Holiday Party

SLAC HOSTED THE ANNUAL holiday celebration with several twists this past year. For one thing, there were minimal lines (see picture lower left). Anyone who has been here for any length of time will remember when the line to the cafeteria snaked all the way to the Central Lab. Another switch was the Santa Claus, who distributed door prizes with zeal, sometimes stopping to toss a gift-wrapped t-shirt into the crowd. There were two sketch artists kept busy drawing caricatures of willing subjects. Music was provided by the Los Altos Main Street Singers (pictured below) and food catered by the SLAC Cafeteria staff under the capable supervision of Sigrun Williams (pictured at right).



(Photos: V. Flynn)



Second Harvest Food Drive

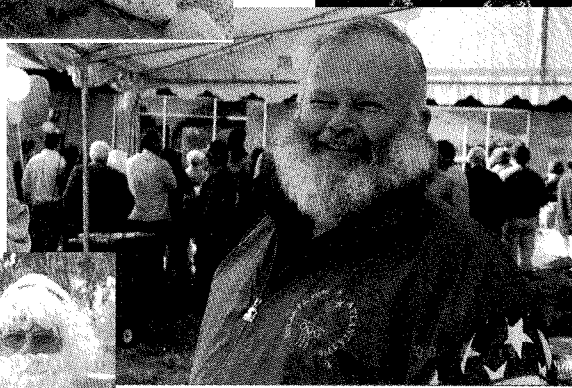
Stephanie Carlson reported that SLAC contributed a total of 1,373 pounds of food and \$42.00 in cash donations. Since last year's collection was only 800 pounds, this was quite an improvement! In addition to the barrels placed in various buildings, a drive-through food drop off was held one morning. Thanks to all those who participated in the food drive and in the Giving Tree that was located in the Cafeteria. A reminder that the Food Drive will be rotating among the departments, so think about what your group can do next year.



Perry Anthony (standing) visits with (l-r) Dennis Norris, Bob Hall, Wes Muffett, Kent Walker, Art Candia, and John Weisend.



(l-r) Karen Heidenreich, Fran Spiller, Marvin Jones, retiree Sal Fazzino and his wife.



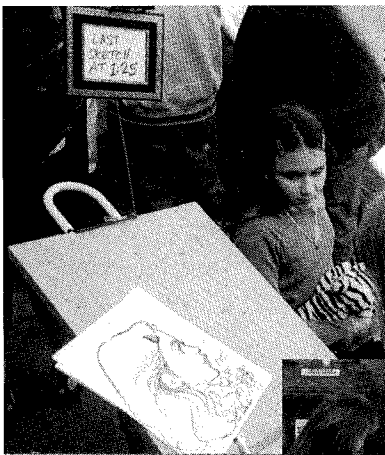
John O'Hara



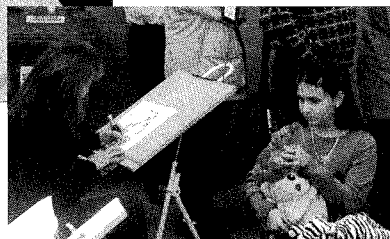
Mary Parish and Sharon Burns with Santa (Ralph Jacobs).



(l-r) Prize winners Arnold Vlieks and Sami Tantawi.

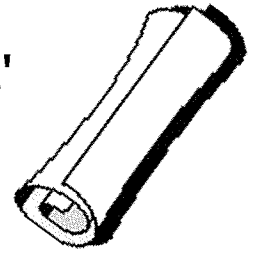


A picture is worth a thousand words.



(l-r) Brenda Warren and Teri Peterson display raffle prizes.

Twenty-Two Groups/Departments Make the Property Control 'Honor Roll'



WE WANT TO GIVE a "tip-of-the-hat" to the following Groups/Departments for their efforts in keeping track of their property. They had 100% accountability during our recent inventory.

Accounting Office
Affirmative Action Office
Budget Office
Cryogenics Group (EFD)
Computational Research
Environmental Protection and Restoration
Experimental Group C
Experimental Group G
Experimental Group K
GLAST
Human Resources
Information Resource Management
Operational Health Physics
Physical Electronics
Power Conversion
Program Planning
Radiation Physics
Safeguards and Security
Technical Information Services
Theoretical Physics
Travel
Waste Management

How did they manage their property along with all their other responsibilities? Barbara Johnson of the Human Resources Department said, "Everyone lets me know when property changes are made. I immediately notify Property Control so they can update their records." We also got comments from Bob Kirby, Engineering Physicist, from the Physical Electronics Department, who said, "We are very aware of our property control responsibilities, we know where our equipment is."

Recently, SLAC submitted its report to the DOE that tells of the property that was not located on inventory. DOE does a random sample and physically verifies the location and custodian against the inventory records for accuracy.

Along with the Annual Inventory, you can help SLAC achieve a successful "find rate" by notifying Property Control when you move or transfer equipment.

With your help and diligence, we hope to see your department or group acknowledged here next year for more 100% scores!

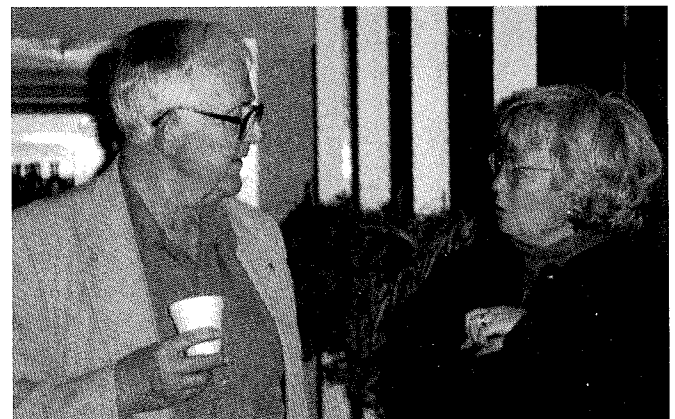
—Leslie Normandin

Susan Hoerger Farewell Party

(Photos: P.A. Moore)



Helen Quinn (r) of THP was one of the many well wishers who attended the farewell party for Susan Hoerger, who left SLAC's HR department to take a job in the Campus HR department.



Also at the party was Doug Dupen, a long-standing member of the SLAC HR, seen here talking to Ruth Thor Nelson of International Services.

Film Crew Follows Physicist for a Day

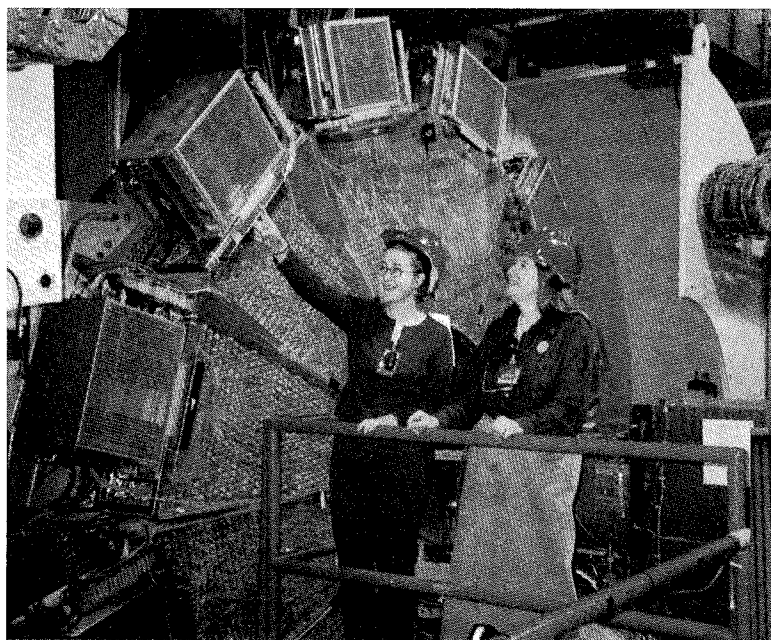
IN DECEMBER, a *Real Science* film crew from San Jose's PBS station KTEH was on site to film a day in the life of a scientist. They followed magnet physicist Cherrill Spencer for most of a day, filming in locations like the *BABAR* detector area, the Magnet Shop, the Magnet Measuring Lab and the overlook above the research yard.

The video will be distributed via satellite to PBS stations nationwide in the spring and then will be watched by about 10 million middle and high school students. Many watch the *Real Science* series in school as part of their science curriculum, and the program introduces the students to different careers in the sciences. Visit their website at www.realscience.org.

"We had a scouting session before the actual shoot to see what locations would be best for filming," said Cherrill Spencer. "Then we had to get the okay from various building managers and lab supervisors. Our tour guide, Andrew Eichenbaum, was very helpful in getting the crew to the various sites."

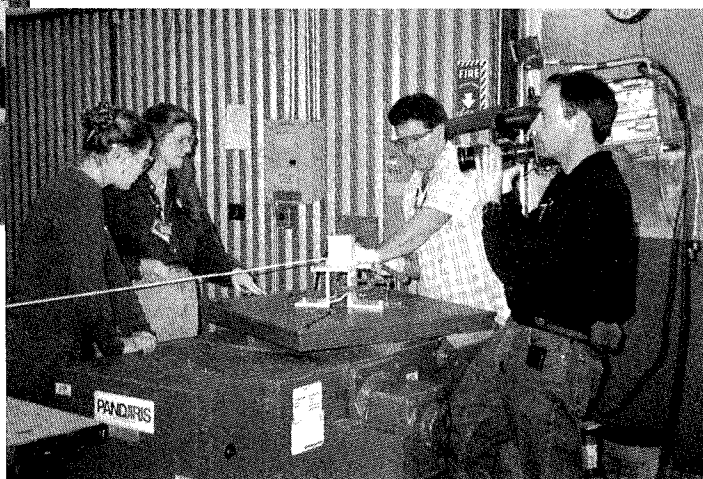


The cameraman, Chris Million, focuses on the student reporter on the left, while assistants on the right hold a screen to reflect light. Executive Producer Maura Daly Phinney kneels to check the monitor.



*(l-r) Katie Founds is asking Cherrill Spencer about the cables leaving the *BABAR* detector.*

Research Division Safety Officer Frank O'Neill was on hand during the filming at *BABAR*. "We had a very tight window for the filming because we were in the middle of some construction," he said. "But the film crew was great, they got in and out without any wasted effort." Zach Wolf welcomed the crew into his busy Magnet Measuring Lab, and Jeff Garcia, a Principal Mechanical Technician, wound a magnet coil for part of the filming, giving the crew some interesting shots.



(l - r) Katie Founds (the student reporter), Cherrill Spencer, Jeff Garcia and Chris Million, the cameraman.

-P.A. Moore

Bob Todaro Appointed Head of Purchasing



IN HIS NEW ASSIGNMENT as Purchasing Officer, Bob Todaro brings considerable purchasing and administration expertise. He plans to use this experience to accomplish a major communications objective over the next year for the Purchasing Department, which includes Purchasing, Ship-

ping, Receiving, Stores and Accounts Payable.

"We need to have more open communication with the requestor community so that we can earn the trust and respect for the department as professionals," explained Todaro. An open door policy and willingness to listen and provide alternative solutions will be at the forefront of his teamwork approach. "Customer service is at the top rung of his ladder," said one of the Purchasing Department Buyers.

Todaro holds a Masters Degree in Public Administration. He previously worked with the DOE Oakland Operations Office as a Contracting Officer, and with Lockheed Missiles and Space Company in Sunnyvale as a Senior Subcontract Management Specialist. He joined SLAC in June 1994 as an Associate

Purchasing Officer.

Over the next 2-5 years, Todaro plans to move the Purchasing Department toward an online ordering system, putting the SLAC community directly in touch with the vendor. Users would have order placing access to various vendor commodities without going through Purchasing. He will be promoting ongoing work with BIS enhancements to the PeopleSoft system to "let the system work for us instead of the other way around." The goal is to implement a more full-bodied information system and reduce the frustration experienced by the user community.

Other improvements Todaro intends to implement include the mentoring and training of Purchasing Department employees, particularly alternate backup and succession planning for all personnel in key positions. For the Shipping/Receiving/Stores areas, delivery time and shipments are being studied to find ways to improve the processes. Work has already begun on revising the Stores Catalog to include pictures for many items.

Does this man have a hobby? Certainly—and it involves getting his hands dirty; Todaro finds gardening very therapeutic. If that's not enough, he enjoys traveling to Europe, in particular Italy where he's been known to embark on many a pizza, pasta and pastry tour! And just recently, he fulfilled a life-long dream of hiking the Great Wall of China. Supervising SLAC Purchasing should be easy after such a major feat.

—Teri Peterson

Holiday Giving Tree Successful



(l-r) Peterson and Thanash took charge of loading the presents into one of the SLAC vans to take to the Giving Tree warehouse in Milpitas.

ALTHOUGH IT RECEIVED LITTLE publicity, the Giving Tree was a great success. A tree was decorated in the Cafeteria, not with bulbs and lights, but with requests from those less fortunate for a special holiday present. Lynn Thanash, HR Training Coordinator and head of the Holiday Party Committee, contacted the charitable organization this year after the Committee decided to consider other means of giving besides the Toy Drive.

"We hope to make this an annual event," said Committee Member Teri Peterson. "In fact, Jerry Jobe would like to use the Giving Tree for his Business Services Division group's gift giving next year instead of the Secret Santa held in the past."

SLAC's Mission Statement

THE SLAC MISSION CAN be summarized as follows:

Perform and support world-class research in high-energy physics, particle astrophysics and disciplines using synchrotron radiation.

Provide accelerators, detectors, instrumentation, and support for national and international research programs in particle physics and scientific disciplines that use synchrotron radiation.

Advance the art of accelerators, and accelerator-related technologies and devices through the development of new sources of high-energy particles and synchrotron radiation, plus new techniques for their scientific utilization.

Transfer practical knowledge and innovative technology to the private sector.

Contribute to the education of the next generation of scientists and engineers, and to the scientific awareness of the public.

This scientific and educational mission will be achieved while:

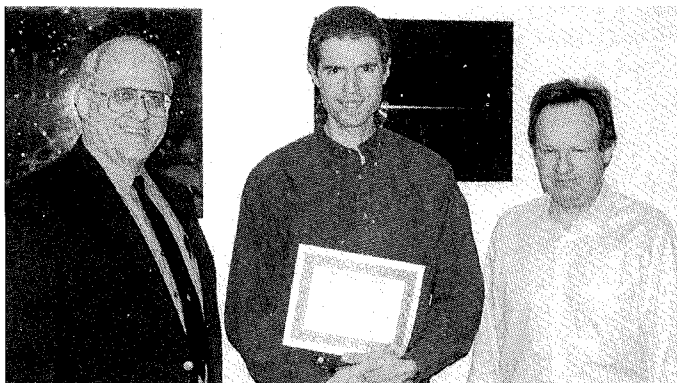
1. Maintaining a respectful workplace which promotes and supports the value of each individual.
2. Maintaining excellence in matters of environmental concern and providing for the safety and health (ES&H) of the SLAC staff, users and the general public.

The Respectful SLAC Workplace

THE STANFORD LINEAR ACCELERATOR Center is committed to providing a work environment that promotes learning, research, and productivity through working relationships based on courtesy, civility and respectful communication. This commitment calls for a workplace where the following beliefs are upheld:

1. Everyone at SLAC without exception has an important contribution to make toward the overall success of the laboratory's mission.
2. This mission is best carried out in an atmosphere where all employees at all levels value each other and treat each other with respect. This is true even in situations of high pressure and urgency.
3. Managers, supervisors and others in positions of authority should consider themselves as role models in the promotion of such an atmosphere, without in any way abdicating their responsibility to direct their employees to perform work effectively.
4. In the same spirit, employees at all levels should be able to discuss issues of concern without fear that those discussions will result in any retaliation from somebody above or below them in the laboratory's hierarchy.
5. In response to staff input, the Laboratory will make reasonable changes to improve the work environment and productivity at SLAC.

SSRL's Barger Honored by Health Physics Society



(l-r) Mike Grissom, ES&H; Barger; and Keith Hodgson, SSRL. Barger is holding a NCC HPS Certificate of Appreciation presented to him by Grissom in Grissom's role as President-elect NCC HPS.

THE NORTHERN CALIFORNIA CHAPTER of the Health Physics Society (NCC HPS) and the American Nuclear Society Northern California Section (ANS NCS) held a joint meeting last September where John Barger of SSRL gave a presentation entitled, *Actinide Science and Radiation Protection: Procedures at an XAS Beam Line, SSRL BL 11-2*.

Richard Ragliani of Lawrence Livermore National Laboratory's Environmental Protection Department said, "I thought John gave an interesting and stimulating presentation of XAS for the diverse audience, and a nice description of SSRL." A mix of about 60 health physicists and nuclear engineers were present at the meeting, which was made even more exciting when it was moved from Sunnyvale to Oakland at the last minute due to a restaurant closure.



After many months of working with Net.Analysis, a program that examines web server log files, I can confirm that data entered since the start of 2001 has been imported correctly and consistently across all the production servers. I cannot vouch for the quality of older data. You can look at this data using a web browser (in the SLAC domain).

1. View standard reports on the ReportSite (<http://apps-oracle:1965/>). Select "Go To Reports" to view a calendar. Select "daily," "weekly," or "monthly" to see a list of reports. When you are viewing a report, look at the bottom of the browser window to see other choices, including "subscribe." Once subscribed, you'll be notified by email when a new version of a report has been posted to the ReportSite. Note: ReportSite does not work on IE4, but does work on IE5 and all versions of Netscape I've tried. JavaScript must be enabled on your browser.
2. Use HTML Reporter (<http://wim.slac.stanford.edu/cgi-bin/nareport-html>) to create reports to meet your needs. You can run a report or a report set. Customize the reports by selecting the number of "top" values, the time frame, or by applying a filter. Once you have the report you like, you can bookmark the settings and recreate the same report later. Note: The reports do take a few minutes to generate. If you need a specific filter created, call me.

I'll be offering a demonstration of this product on February 23, 2001 from 10:00-11:30 am in the SCS Conference Room A/B. Look for details on the SLAC Computer Education Calendar (<http://www.slac.stanford.edu/comp/edu/calendar.html>) website.

ES&H Resolutions for the New Millennium



THOUGHTS OF THE NEW year bring thoughts of resolutions. So how does this topic relate to the environment, safety, and health of you and your colleagues? We can all resolve to take

better care of our own health and environment in very simple ways.

My first resolution fits in the Health category. I will garden more—people say it relieves stress. I already try to recycle material to the maximum both at home and at work to help the Environment, but I could do better creating less—print fewer items and use my discarded cardboard boxes for Goodwill donations. The Safety is easy—think before I lift. I catch myself cheating on the rule of proper lifting even though I know better.

So let yourself indulge in thinking a bit about ES&H resolutions before the year advances too far. In fact, take a look at the Medical Department's Wellness web site at <http://www.slac.stanford.edu/esh/medical/now/now.html> for ideas from past Medical newsletters and for a link to the Health Improvement Program (HIP) classes (your \$800/year STAP funds apply toward many of the classes).

The Operating Safety Committee (<http://www.slac.stanford.edu/esh/slaconly/oscmem.html>) will continue to promote a healthy and environmentally safe atmosphere at SLAC, but your personal success depends on your own resolve!

—Janice Dabney, Chair
Operating Safety Committee

Retired

Callin, Richard, Klystron, 12/01/00
Garg, Ishwar, SHA, 1/31/01
Gulko, Elsa, PUR, 1/31/01
Stieber, Joli, OHP, 1/04/01
Tsai, Yung-Su, THP, 12/31/00

Deceased

Lighthouse, Bernie, HR, 11/27/00
Gill, John, Ret., 12/2/00

Anniversary

10 year Anniversary of Women's Interchange at SLAC (WIS) – Story in next *TIP*

Do you have a Milestone you would like published in *TIP*? Just email tip@slac.stanford.edu.

Work Safe, Work Smart

Two injuries involving days away from work have been reported since the last update according to Sharon Haynes, Worker's Compensation Corodinator. These incidences occurred on 11/17/00 and 12/18/00. The last injury reported involving days away from work occurred on 10/20/00 so SLAC's record number of days between claims remains at 184 days.