

Paul Robinson named Sandia President and Director

John Crawford returns to Albuquerque as Labs' Deputy Director

He's been a physicist, a research manager, a weapons program head at a national laboratory (Los Alamos), an industrial scientist, an ambassador and arms negotiator, and a Sandia vice president.

Now C. Paul Robinson, currently Sandia's Vice President for Laboratory Development, will become Sandia's eleventh President and Laboratory Director, succeeding Al Narath on Aug. 15.

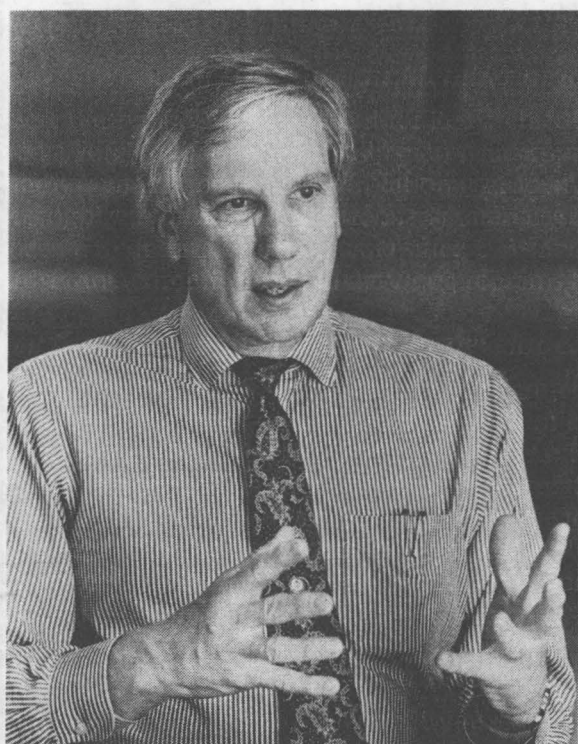
The Board of Directors of Sandia Corporation and the Department of Energy have approved Paul's appointment as President of Sandia Corporation and Director of Sandia National Laboratories.

"I couldn't be more pleased," Paul told the *Lab News*. "There is no question in my mind that what Al is passing to me is the world's number one laboratory. I am delighted. And I'm challenged to try to see how we can make it better."

The board also approved the appointment of John Crawford, Vice President of Sandia's California Laboratory Div. 8000 and a 33-year Sandia veteran, as Executive Vice President and Laboratory Deputy Director.

In a *Lab News* interview the day of his confirmation by the Sandia Corporation board, Paul said he believes in participatory decision-making, teamwork, program building, focused strategic planning, a continuing emphasis on quality, breaking down internal bureaucratic barriers, and priority to what's good for Sandia and the nation overall.

And he praised Al Narath for his outstanding leadership and his reputation in Washington, both of which have strengthened Sandia in recent years. "Al has certainly set an exemplary style of interaction in Washington," he said. "There is no question that he is the most respected lab director. We will still get the benefit of Al's tremendous influence in Washington,



PAUL ROBINSON

in addition to whatever I can bring to the job."

He praised Sandia's outstanding technical work and said he hopes to maintain close familiarity with it. "Involvement with the technical work is the fun part," he said. "It is

thrilling to see the talent we've got and the technical creativity we can unleash."

As for the federal funding outlook for Sandia, he said planning looks good for fiscal year 1996, but Administration and Congressional actions "cast a long shadow over FY97." He said he also expects that FY97 will be strongly affected in a variety of ways by the 1996 fall elections. Nevertheless, he said, Sandia is a well-positioned, respected laboratory whose strengths will serve it well for the future.

As soon as he was appointed acting director several weeks ago, Paul says he began talking a lot with Sandia's vice presidents, seeking their views on a variety of issues. "I've been talking to the folks about what is right and what is wrong with Sandia," he said. "My intention is that in fixing what's wrong, we must not mess up what's right."

Appointments to fill the slots opened by Paul and John's upward moves will be filled after further consultation with the VPs and others, he said. "We need to take this opportunity to be sure the jobs are correctly configured before deciding who should fill them."

He said he expects every VP position to be a program-building role. "Our value as leaders is by taking and knitting together the technical wizards who make up this place to create bigger

(Continued on page 4)

 Sandia National Laboratories

Sandia LabNews

Vol. 47, No. 16 August 4, 1995

As Al Narath prepares to leave, he sees a strong Sandia, and more of a system of national labs

Opportunities anticipated in heading new Lockheed Martin sector in Albuquerque

By Ken Frazier

Lab News Acting Editor

Change confronts Sandians again. This time it's the man at the helm. And his next-in-command.

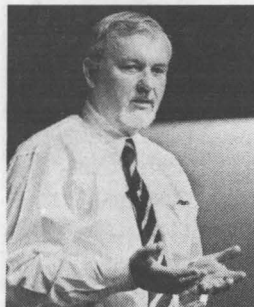
But as Sandians pondered the effects of the surprise announcement that President Al Narath would leave Sandia to head a new Lockheed Martin corporate sector in Albuquerque (*Lab News*, July 21), Al assured them last week that he feels Sandia's future remains strong and his involvement with it will continue.

"I leave with very warm feelings for Sandia and good feelings about its future," he said.

Al is Sandia's first "home-grown" president. He joined Sandia in 1959 and came up through the research-management ranks, spending his entire career here except for the period 1984-1989 when he was Vice President for Government Systems at AT&T Bell Laboratories. He came back in 1989 as President of

Sandia Corporation and Director of Sandia National Labs.

Al held three employee town meetings at Sandia/New Mexico July 25 and 26 and two more in California July 27 to give his firsthand account of his decision to become President of Lockheed Martin's new Albuquerque-based Energy and Environment Sector, effective Aug. 15, and describe how he sees his new responsibilities. Executive VP Jim



AL NARATH

Tegnella will also be moving to the sector as vice president for business development.

At each session Al gave an informal presentation, then answered oral and written questions.

Al hadn't expected to be talking to employees as what he jokingly referred to as a "lame duck." He noted that in answer to questions at his most recent set of town meetings he had said that he would not be asked to lead an energy business sector if one were created.

"At the time, I had not the foggiest notion that this would come to pass," Al said. He said he had expected to finish out his career at Sandia, and would have been happy and content to do so.

'Offer I couldn't refuse'

"Then about three weeks ago," Al said, "I got a call from Bethesda offering me the job of heading a new sector based in Albuquerque." (Lockheed Martin's corporate headquarters are in Bethesda, Md., outside Washington.) The sector will oversee Lockheed Martin's management of three DOE national labs (Sandia, Oak Ridge, and Idaho National Engineering Lab)

(Continued on page 4)

Labs' environmental cleanup years ahead of schedule	2		7 Human Resources decentralizing with resident service managers
Last warheads for Poseidon missile system dismantled	3		10 Sandia athletes boost Lockheed Martin team to high finish

This & That

Congratulations, Paul and John — Unless you're just coming out of a coma, you heard the rumors last week that Paul Robinson (VP-4000) would be the new Sandia Labs director and John Crawford (VP-8000) would be the new deputy director. Now we can say it with certainty. Both appointments were approved by the Sandia Corporation Board of Directors last Friday, and by the Department of Energy Wednesday (see story on page one). Their acting replacements and several other appointments should be announced soon, but Paul told the *Lab News* last week he wants to involve other Sandians in the selection process for his and John's permanent replacements. Stay tuned.

* * *

Big Business for Big Al and Co. — As previously announced, current Sandia Director Al Narath and Deputy Director Jim Tegnalia are leaving in about 10 days to manage Lockheed Martin's new Energy and Environment Sector. Al will be sector president and Jim will be vice president for business development.

Al discussed the new sector with Sandia employees last week and explained how it will relate to the Labs and other facilities under sector management (see page one). He also pointed out that Lockheed Martin now manages between five and six billion dollars of DOE's money, representing nearly one-third of the current DOE budget. He emphasized that new Sandia Labs Director Paul Robinson will have a high degree of autonomy and that it's important that the relationship between DOE and the national laboratory directors remain strong and direct. Al's main job as sector president, he explained, will be to encourage operational efficiencies at all sector facilities and to pursue appropriate new business opportunities.

* * *

Not on my foot, please! — Will the Sandian who started using the term "desk drop" to mean an internal mailing please confess? I propose the following punishment: You must stand out in front of Bldg. 800 during the lunch period every day next week and say to all who pass by: "I'm an empowered buzzword champion." The exact buzzwords change, but I think there is some quota of them that must be in use at Sandia at all times.

* * *

High-flying heritage — When Lockheed and Martin Marietta merged in March, we Sandians doubled our recently "inherited heritage." Lockheed has an interesting history, and I found a fascinating book that tells much of the story of Lockheed's "Skunk Works," the famous Burbank, Calif., aerospace facility that developed the U-2 and Blackbird (world's fastest airplane) spy planes, stealth technology, and much more. The facility was formerly known officially as Lockheed's Advanced Development Projects, but Lockheed Martin recently officially renamed it "Skunk Works."

If such things interest you, I recommend the book. The title is simply, *Skunk Works, A Personal Memoir of My Years at Lockheed*, by Ben R. Rich and Leo Janos (Little, Brown and Company, 1994). The Sandia Library has several copies (I still have one checked out), and I've seen it in Albuquerque bookstores. The book tells how the Skunk Works first got its colorful name, but I'll save that story for another time, after those of you who want to read about it in the book have the chance.

— Larry Perrine (845-8511, MS 0129)

ER cleanup project now years ahead of schedule

Accelerated process breaks barriers

By Tammy Locke

Lab News Staff

Just last summer, members of Sandia's Environmental Restoration Project (in Depts. 7581, 7582, 7584, and 7585) were seeking permission from the Environmental Protection Agency (EPA) to begin hazardous waste site cleanup, years ahead of schedule (*Lab News*, June 10, 1994). Sandia received EPA permission and the cleanup work began last October. Sandia and DOE agreed to a goal of cleaning up 19 sites within a year.

Since that time, 34 Sandia sites, contaminated with low-level radioactive materials and chemical waste, have been successfully cleaned up, far exceeding expectations.

How did they do it?

Sandia proposed that a "special condition" be incorporated into its cleanup permit, issued in 1993 from the EPA, which encouraged Sandia to perform voluntary cleanups.

"If the standard assessment and cleanup process had been followed, it would have involved a number of [additional] steps, including writing reports to get approval to go on to the next step," says Warren Cox, Manager of Environmental Restoration Project Dept. 7581. "We condensed the process, eliminating a lot of assessing, studying, and reporting, which allowed us to focus on the real objective — cleaning and confirming the cleaning." This voluntary process enabled Sandia to use environmental remediation funds more effectively.

Another reason the rapid environmental cleanup was possible is that as the project progressed, "we increased our efficiency, learned to more effectively do cleanups," Warren says. Also, Sandia's waste operations people contributed to the evaluation and modification of waste-handling systems not originally designed for the volumes of waste generated by environmental cleanup activities.

Warren commends the exceptional partnering of the DOE Kirtland Area Office and DOE Albuquerque for their "significant help in accelerating cleanups by removing institutional and administrative barriers."

Sandia's environmental restoration team contracted RUST-Geotech, a Colorado-based waste-removal company, to survey and clean up some of Sandia's radioactively contaminated areas. RUST-Geotech was selected, says Warren, because of its expertise in cleaning up depleted-uranium contaminants. About 90 percent of these contaminants have been removed from 29 Sandia sites so far.

What's next?

Estimates for money and time needed to complete the Environmental Restoration Project are being reassessed right now. "These updates are being based on the progress made so far. We are projecting cost reductions on the total project," says Warren.

The cost to clean up 29 sites contaminated with depleted-uranium has been \$1.2 million (excluding the initial survey costs).

Although the time needed to complete the project is being assessed, Warren says the restoration should be completed before 2006, years before the original estimate. But success depends on continued funding. If proposed Congressional legislation to slash funds for environmental cleanup is passed, Warren says, "it could significantly slow down progress."

The environmental restoration team estimates that fewer than 50 sites at Sandia still require some level of cleanup, including landfills, surface contamination sites, and septic systems.

Sandia LabNews

Sandia National Laboratories

An Equal Opportunity Employer

Albuquerque, New Mexico 87185-0413
Livermore, California 94550-0969
Tonopah, Nevada • Nevada Test Site • Amarillo, Texas

Sandia National Laboratories, a prime contractor to the US Department of Energy, is operated by Sandia Corporation, a wholly owned subsidiary of the Lockheed Martin Corporation.

Contributors:

Ken Frazier, Acting Editor844-6210
John German, Writer844-5199
Howard Kercheval, Writer844-7842
Tammy Locke, Writer844-1860
Randy Montoya, Head Photographer844-5605
Mark Poulsen, Photographer/Production844-0421
Janet Carpenter, Publications Administrator844-7841
Nancy Campanozzi, Secretary844-7522
Mary Hatheway, Writing Intern845-0845
Barry Schrader, California Reporter510/294-2447
Nancy Garcia, California Reporter510/294-2932
Lab News 505/844-7841 fax 505/844-0645
Published Fortnightly on Fridays by
Employee Communications Dept. 12622, MS 0413

LOCKHEED MARTIN

Schiff to speak at Sandia on Aug. 14

Sandia will host US Rep. Steve Schiff on Monday, Aug. 14, for a 2 p.m. colloquium in the Technology Transfer Center (Bldg. 825). Schiff will discuss his outlook for the DOE national laboratories and future activities of Congress. Tickets for the colloquium will be delivered to each center office by Aug. 7 for distribution. Center directors will distribute tickets.

Did you know?

\$4 a week provides five hours of therapy for a special needs child?

— Ernest C. Philanthrope



Sandia Employee
Contribution Plan



End of era: Last Poseidon warheads disassembled

Submarine nuclear warhead system was designed and engineered in Livermore

The last warheads for the US Navy Poseidon missile system have been dismantled at the Pantex Plant in Amarillo, Texas.

This is the first weapons system designed and engineered in Livermore to be completely dismantled in what system engineer Mike Foley of Dismantlement Engineering Dept. 5362 calls

the "modern era" of dismantlement. Dismantlement today requires frequent reviews and evaluations by DOE and the design agencies.

"There are many regulations that were not present when the weapons were built," Mike says, "to ensure process safety and ensure that parts are disposed in the correct waste streams.

Recycling is done where possible, but this requires extensive characterization of the individual weapon components."

Material characterization information was entered into the Stockpile Dismantlement Database as part of this quality assurance and quality control process. Quality reviews were conducted yearly from 1992 through 1994.

Disassembly of the Poseidon system was begun in October 1988 and completed after a small ceremony on May 22, 1995. A team celebration was also held in June for Pantex employees

involved in W68 warhead dismantlement. In recent years, dismantlers there worked two shifts, supported by about 30 production technicians and five supervisors.

The warhead physics package was designed by Lawrence Livermore National Laboratory. Weaponization and systems engineering was done by Sandia.

Work began in 1966

Phase 3 work on the W68/Mark3 began at Sandia/California in 1966, recalls Mel Brown of Dept. 5362. Glen Brandvold (retired) was the California department manager and Al Skinrod (retired) was division supervisor. Defense Programs Weapons Center 5200 Director Gene Ives

Sandia California News

was division supervisor for the arming, fuzing, and firing (AF&F) system for the W68. The AF&F system was developed at Sandia and was the first such fully integrated system. It was developed by Sandia and what was then Lockheed Missiles and Space Co. at the request of the Navy.

This weapon system also has ties to Lockheed Martin Chairman and Chief Executive Officer Dan Tellep, who was manager of the Mark 3 Reentry Body Program at Lockheed during development of the Poseidon system.

W68 development engineering began in December 1966, and production engineering in May 1968. Production started in December 1970 at Pantex, and in January 1971 at the for-

(Continued on page 5)



COMMEMORATING the final dismantlement of the W68 warhead used on Poseidon missiles, from left, are team members Tom McGee of Lawrence Livermore National Laboratory; Bob Martin of Sandia's Stockpile Reduction Program Office 5407 (both matrixed to Tri-Lab at Pantex); and Mike Foley and Roy Pearson, both of Dismantlement Engineering Dept. 5362 at Sandia/California.

More than one B-29 Superfortress named Ernie Pyle?

Sandia/California retiree Ken Finders, who flew B-29 missions out of Tinian 50 years ago, last week provided this personal note and photo:

While serving as a flight instructor at Merced Army Air Force base in 1944, I was "volunteered" to be a flight engineer on the new B-29 bomber.

While taking my final training as a crew member at Albuquerque in the summer of 1945, I remember hearing about a B-29 being built at the Wichita plant. It was paid for by the employees through the purchase of War Bonds. They named it "the Ernie Pyle," as a tribute to the beloved war correspondent from Albuquerque, who had been killed just a short time before on a small island near Okinawa.

In July 1945, we flew our brand new B-29 Superfortress to the island of Tinian, and used the same airfield as the "Enola Gay."

My very first bombing mission over Japan was in the B-29 named "the Ernie Pyle." I wondered at the time how it arrived there so quickly, but soon forgot about it.

I got a snapshot of this plane immediately, and a while later got a picture of what I thought was the same plane from a stateside magazine article.

In 1977, Les Rowe, former Sandia supervisor, was writing the final stages of his book concerning the mating of the two atomic bombs to the bomb bays of the B-29 aircraft. He borrowed my pictures to use in his book. Upon returning the pictures, he mentioned that the two pictures of "the Ernie Pyle" that I had loaned him appeared very slightly different. The words "the Ernie Pyle" on one picture appears horizontal, and on the other they seem

to slope up a bit from left to right.

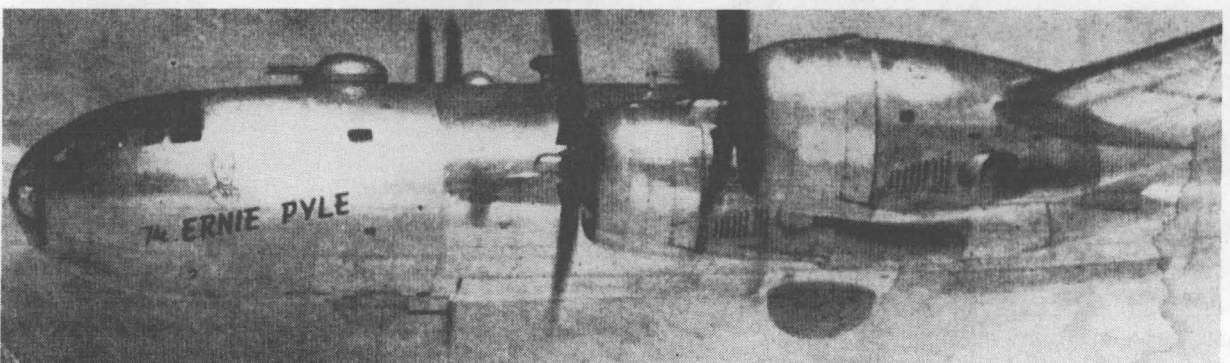
I have since wondered if maybe there were two B-29s with the same name. It really doesn't make any difference, except for my own curiosity. What do you think?

This month commemorates the 50th anniversary of the war's end.

— Ken Finders

Editor's follow-up: We decided to ask Sandia retiree Randy Maydew about this. Randy, author of the articles in our July 21 issue about two Sandians who worked with the Fat Man and Little Boy atomic bombs, flew B-29s at the same time as Ken Finders and is author of the new booklet

History of the B-29 Superfortress, published in July by the National Atomic Museum Foundation. He in turn checked with Albuquerque artist Hal Olsen, who did much of the nose art for World War II B-29s (although not for "the Ernie Pyle"). Olsen is 99 percent certain there was only one B-29 named Ernie Pyle; it was aircraft number 44-70118. The two photos do show some distinct differences in the nose art, so Randy thinks the original nose art was modified or repainted entirely. To complicate matters further, Randy brought in a book showing a color photo of a B-29 on Tinian with the name "Ernie Pyle's Milk-wagon" and totally different nose art. That appears to be a different aircraft entirely.



TWO PHOTOS of the B-29 Superfortress named after the beloved war correspondent Ernie Pyle, the one at left taken by Ken Finders on Tinian, the one below from a magazine. Note position of name on side of plane — in left photo it is horizontal with "The" slanting up; in the other photo the name runs uphill but "The" is horizontal.

New leaders

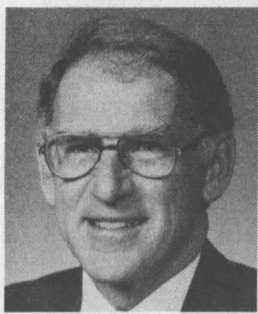
(Continued from page 1)

programs and larger contributions. Large, multidisciplinary efforts differentiate us from others in university and industry."

Paul emphasized that in its program-building tasks Sandia must be more selective and concentrate on developing programs that fit well with its strategic goals and thrusts.

Paul said he looks forward to working with John Crawford as his deputy director. "I worked with him closely when I ran the weapons program at Los Alamos," he says. "So I have known him for at least 15 years." Paul said John is an experienced executive and "I'm pleased with the way he treats people."

John will be returning to New Mexico after an eight-year stint as Vice President and Manager of Sandia's California laboratory. "I'm looking forward to the new responsibilities, but it's going to be hard to leave California," John told the *Lab News*. "We like it here."



JOHN CRAWFORD

John joined Sandia in 1962 as a Member of Technical Staff after getting his doctorate in physics from Kansas State University. He became a supervisor in 1967, Manager of the Neutron Generator Development Department in 1971, and Director of Electrochemical Components and Measurement Systems in 1977.

In 1984, he became Director of Weapon Development, taking on responsibility for all weapon system development activities in New Mexico. He assumed his present position in California in 1987. In 1993 he added more responsibility, becoming Corporate Executive for Transportation Programs. Last

November he was elected chairman of the Clean Car Coordinating Committee, a group made up of representatives from 11 national laboratories that coordinates DOE's work in support of the Partnership for a New Genera-

tion of Vehicles.

The *Lab News* plans to publish additional comments from the interview with Paul Robinson in a future issue.

— Ken Frazier and Larry Perrine

Paul Robinson: 'I'm looking forward to it'

It somehow seems fitting that Paul Robinson was born on the day that President Franklin Roosevelt created the Manhattan Project — Oct. 9, 1941. Most of his career has revolved around, in some way, the legacy of nuclear weapons.

As soon as he got his doctorate in physics from Florida State University in 1967, he joined Los Alamos National Laboratory. He worked there for the next 18 years, initially as a physicist in nuclear testing, then as a member of the advanced concepts group. He started Los Alamos' efforts in laser spectroscopy, explosives-driven lasers, laser-induced chemistry, and isotope separation.

Paul eventually became head of Los Alamos's defense programs. He had responsibility for nuclear weapons research and development, stockpile maintenance, strategic defense initiatives, inertial fusion, nuclear materials and safeguards, advanced conventional weapons, and arms control and verification work.

He left Los Alamos in 1985 and spent several years as Senior Vice President and Principal Scientist of Ebasco Services, Inc., a major engineering and construction firm, headquartered in New York, that had large contracts in nuclear power, advanced power systems, and support for large research projects.

Then began a career as a treaty negotiator. Ronald Reagan appointed him ambassador and chief negotiator and head of the US Delegation to the Nuclear Testing Talks

between the US and the Soviet Union in Geneva, and he was subsequently reappointed by George Bush. The negotiations produced two major agreements: protocols to the Threshold Test Ban Treaty and the Peaceful Nuclear Explosions Treaty. The agreements were signed June 1, 1990, and ratified by the Senate.

His coming to Sandia coincided with the end of the Cold War. "The two treaties I negotiated went into force, and the Soviets decided to declare Chapter 11," Paul laughs.

In 1990 Sandia President Al Narath and VP Roger Hagenruber (5000) brought Paul to Sandia. Paul served first as Director of Systems Analysis and in August 1991 was named Vice President for Laboratory Development. He's been in that position ever since, having responsibility for strategic and operation planning, systems studies, information architectures, and new program initiatives. He led Sandia's programs in industrial partnerships and technology transfer. Last year he led Sandia's efforts on behalf of the Galvin Task Force, which examined alternative futures for the DOE national labs.

He says that position, in which he had an opportunity to take an overall view of Sandia, helped prepare him for heading the Labs.

"I'm looking forward to it," he says of his new responsibilities. He's always looked forward, he says, and he feels good about Sandia. "The future is what you make of it."

Narath leaves

(Continued from page 1)

and other energy-related operations, as well as pursue business opportunities in environmental remediation nationwide.

He says it was "an offer I couldn't refuse. And I didn't."

The sector will be housed in the new Lockheed Martin building at University and Stadium Blvds. in Albuquerque. One of the sec-

tor's entities, Technology Ventures Corp., is already there.

Al says there are two reasons he feels at relative peace about departing Sandia.

The first is that he feels Sandia will be left in very good hands. VP for Laboratory Development C. Paul Robinson was named acting director several weeks ago, then last Friday was appointed Director by the Sandia Corporation board.

Second, Al said, "I will still be very close, not just geographically, but in the responsibilities of my new job." He said Sandia Corpora-

tion (the Lockheed Martin entity that is its interface with Sandia) will be among the largest of his responsibilities.

"I have always been positive about Sandia," Al said, "and I have seen nothing to change my mind about that. It would have been exciting to stay. Sandia, being what it is, has maintained the right course, and I have every reason to believe that it will do so in the future."

Sector invisible to most Sandians

How does Al see creation of the new sector affecting Sandia? The relationship will be a close one, he said. Nevertheless, he added, "For most Sandians, it will be totally invisible. Sandia has always been self-sufficient and self-motivated. I don't see that changing." He said the degree of autonomy the Sandia director has will not change.

Creation of a new Lockheed Martin sector devoted to the giant corporation's (it had \$23 billion in sales in 1994) DOE management responsibilities was inevitable, Al said. Nearly one third of every dollar that DOE spends is associated in some way with Lockheed Martin management and oversight, he said.

The fees these efforts bring to Lockheed Martin are a relatively small fraction of the company's income, but the magnitude of the laboratory budgets involved — more than \$5 billion in DOE funds — is a public trust that requires close corporate attention.

Furthermore, Lockheed Martin would like to increase its DOE business even further, Al said. This could involve both seeking any

(Continued on next page)



MAKING NEWS — Executive VP Jim Tegnalia and President Al Narath at the July 19 news conference in Albuquerque announcing their acceptance of appointments to lead Lockheed Martin's new Albuquerque-based Energy and Environment Sector.

(Continued from preceding page)

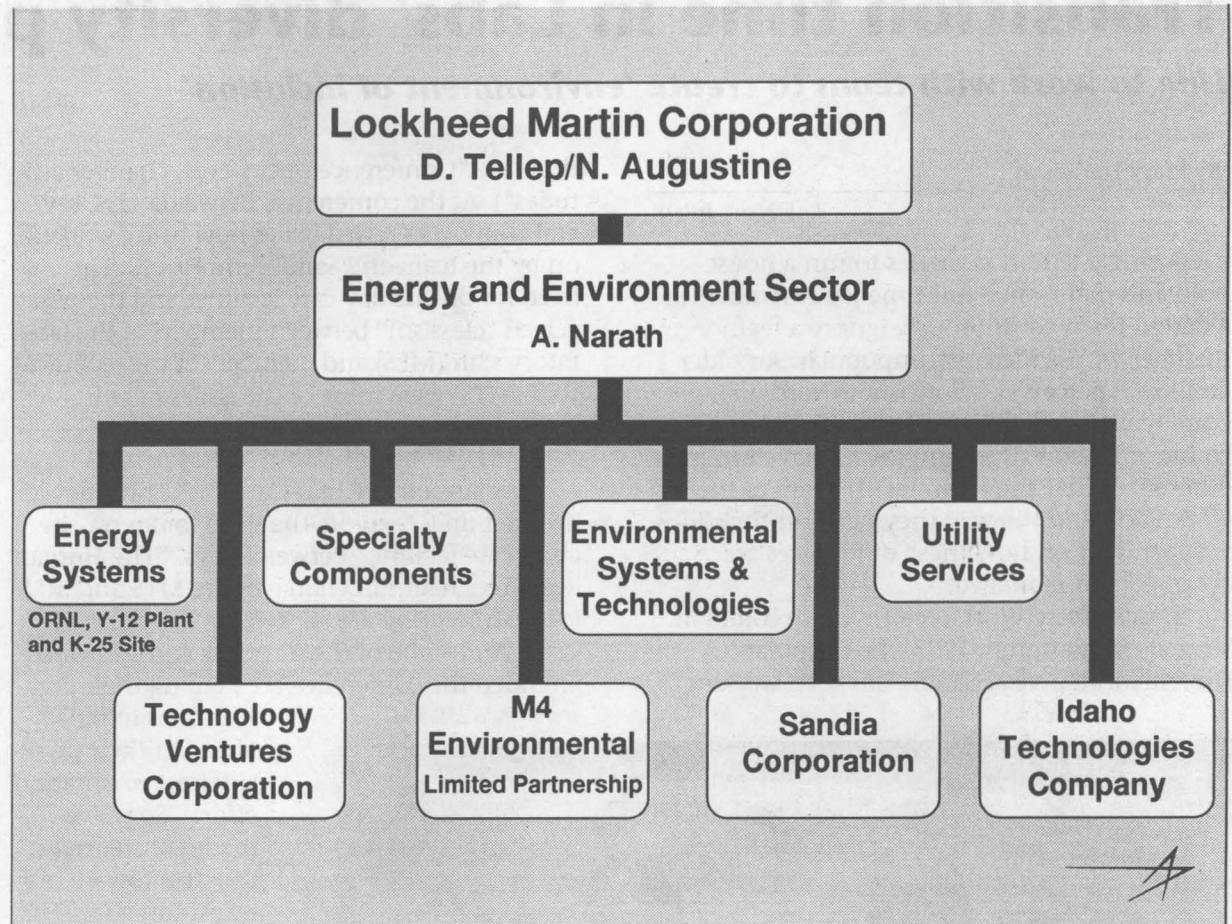
future management and operations opportunities that might arise and aggressively pursuing environmental remediation business at DOE sites as well as at private sites.

The environmental remediation business the new sector will pursue is an enormous business opportunity, Al said. Large and ever-growing fractions of US industries' revenues are now going into environmental cleanup. "Opportunity exists to apply technologies to allow costs to businesses to decrease."

Avoiding conflicts of interest

Al himself raised the issue of potential conflict of interest. He noted that the new sector will be both operating DOE national labs in the public interest and pursuing for-profit business opportunities, some of which relate to DOE's requirements. "I take the [national lab] stewardship responsibilities very seriously," said Al. "I'm going to do everything possible to avoid conflict between that stewardship and our environmental cleanup business. We're going to build sufficiently tall and wide walls to prevent any conflict from happening."

Al said this issue has been discussed with both DOE and Lockheed Martin corporate leadership, and he has a commitment that if DOE sees any conflicts developing, the conflicting pieces of business will be moved to another part of the company.



SECTOR STRUCTURE — Lockheed Martin Corp.'s newly created, Albuquerque-based Energy and Environment Sector, which Al Narath will head, is the company's fifth business sector (the other four are aeronautics, electronics, space & strategic missiles, and information & technology services). The corporate entities that operate Sandia, Oak Ridge, and Idaho national laboratories for DOE are included in the new sector, plus the Albuquerque-based Technology Ventures Corp. and groups that carry out Lockheed Martin's environmental remediation businesses.

Narath on cuts, coordination, consultation

Here are selected additional points Sandia President Al Narath made in answer to questions at his July 25-26 employee town meetings:

On the possibility of cuts in staff and budget at Sandia:

Al pointed to DOE Secretary Hazel O'Leary's commitment that over the next five years, the DOE national labs' budgets will be reduced by \$1.4 billion and their staffs reduced by 6,000. He said he expects significant budget cuts in fiscal year 1996. He said the real issue is how best to manage any budget reductions in FY96 and 97. His best estimates are still that over a two-year period the number of jobs at Sandia will be reduced by about a thousand. "I hope it is smaller. I worry that it'll be bigger."

As for concerns about Lockheed Martin consolidating national labs operations as the company has done with its business operations, Al emphasized strongly that DOE owns the assets of the national labs and that DOE funds their operations. Any reductions would be a consequence of drops in DOE budgets,

not of actions by Lockheed Martin. And, said Al, "I don't have any interest in consolidation for the sake of consolidation."

On coordination and cooperation among the national labs:

Al said in his new role he will be pushing for more coordination and cooperation among the national labs. "It's going to be exciting to create a reality out of this vision to create a system of laboratories that I've talked about for some time," he said. DOE and the public would benefit by achieving greater coordination and efficiencies. He also said he hopes to be able to show DOE "demonstrable synergies" and "value added" in having a single corporation managing a number of its facilities and a large and, he hopes, growing share of DOE environmental remediation activities.

Who else will be going with him to Lockheed Martin's Energy and Environment Sector?

In addition to Jim Tegnalia, Al said Jerry Langheim, Director of Public Relations and

Communications Center 12600 at Sandia, will be leaving to become the sector's vice president for communications. Other positions to be filled include a general counsel and vice presidents for operations, technology, and finance. Al said it is important that the sector not be overloaded with Sandians and so most of these positions are expected to be filled from other locations.

How much consultation about the change was there with DOE and Congress?

Al said he personally talked with Secretary of Energy Hazel O'Leary, every other top DOE headquarters official involved with Sandia, and US Senators Pete Domenici and Jeff Bingaman and US Rep. Steve Schiff. He said Lockheed Martin Chairman and Chief Executive Officer Dan Tellep and President Norm Augustine also each talked personally with each of these officials. "The amount of interaction that has taken place has really been quite extensive," Al said. DOE was closely involved all along, he said. "Lockheed Martin values DOE as a very important customer."

Last Poseidon

(Continued from page 3)

mer assembly plant in Burlington, Iowa. Fabrication ended in June 1975.

Up to 14 warheads per missile

The W68 underwent one of the most extensive series of nuclear development tests in the history of the US weapons program, and has seen several retrofits through an active, nonstop 25-year history.

The W68 was carried on the Navy's Poseidon SSBN (Ship-Submersible-Ballistic-Nuclear) submarines. Each missile could be loaded with up to 14 independently targeted warheads. Each missile was 34 feet long, weighed 65,000 pounds and had a range of

nearly 3,000 miles.

The Poseidon missile nearly doubled the volume of its predecessor, Polaris, and had one of the largest and most capable reentry bodies to have flown. The missile made its first flight Aug. 16, 1968, and was fired under water from SSBN 627 *James Madison* on Aug. 3, 1970. It was deployed March 31, 1971.

The system served as part of the strategic nuclear deterrent designed to provide a "second strike" capability if stationary sites were destroyed. Among weapons systems, the Poseidon was noteworthy for the size and scope of its production program, according to Mel.

Other systems soon dismantled, too

Two other California systems, the W70 and W71, will also soon be completely dismantled. The W70 was the payload for the US

Army's Lance rocket. Development began in Livermore in November 1966. It continued until January 1968 and resumed in April 1969. Production engineering of the W70 began in December 1970. The first W70 units appeared in June 1973.

The W71 was the warhead of the US Army's Safeguard/Spartan Anti-Ballistic Missile system. Development engineering began at Livermore in March 1968, and production engineering started in January 1972. The first W71 production units appeared in July 1974. Spartan silos at Grand Forks Air Force Base in North Dakota were installed near the Minuteman Intercontinental Ballistic Missile wing. This Safeguard installation was deactivated by Congress on Oct. 2, 1975.

Dismantlement of a New Mexico system, the B57, was completed earlier this year under the existing quality evaluation process.

Transition time in Labs' diversity program

Line to work with team to create 'environment of inclusion'

By Mary Hatheway

Lab News Intern

A single parent struggles to run a household and maintain a full-time job. Members of a design team continuously ignore a team member whose ideas are unpopular. An older employee perceives favoritism toward younger employees in an office. What do they have in common? All of these employees have unique differences that they bring with them to the workplace, and the way they perform their jobs is dependent on how these differences are accepted and managed.

That's where Workforce Diversity comes in. Since its formation in 1993, the Corporate Diversity initiative at Sandia has been working



CHAMPIONS — The Systems Applications Division 9000 Diversity Council discusses a division action plan during a Diversity Champions retreat. Clockwise from left to right are Mary Courtney (5000), Roxie Jansma (9415), Gerry Yonas (9000), Rita Gonzales (9212), Adele Caldwell (9000), Mike Selph (9311), Kay Oglesby (9309), and Dean Pershall (9216). Division 9000 has developed an "Assessment of Opportunities" program that will be offered to other divisions as part of the Labs-wide diversity effort. The program is designed to help employees find out how they can live up to their full potential.

to address issues in the workplace that prevent employees and teams from being as effective and high-performing as they could be.

Diversity Planning Manager Berweida Learson (3612) says the diversity program is currently in a period of transition in which many of the organization's functions are being transferred to the Labs' divisions.

"When the diversity effort was initiated two and a half years ago, the intent was to eventually transfer diversity implementation responsibilities from the center to the line," she says. "We've finally entered that transition stage."

The Human Resources Large Staff conference, held in March and attended by Sandia's upper management and 100 Diversity Champions, was a major first step toward that transi-

tion (see "Conference opens eyes, changes attitudes"). At the conference, Berweida says, several employees raised issues now being worked on by the team and Sandia employees. The need for on-site day-care facilities and the perceived "classism" between members of the laboratory staff (MLS) and members of the technical staff (MTS) were some of the issues raised.

'Random acts of inclusion'

"As a result, a Child Care Task Force has been set up to explore the need for an on-site child care facility," Berweida says. "The Human Resources teams in charge of the MTS and MLS job restructuring are addressing the classism issue. And some of the directors and VPs who attended the conference are helping their organiza-

tions to pull ahead in their diversity implementation efforts. So we've made substantial progress toward our transition goals."

Several initiatives have been started as part of the Labs-wide diversity effort. One division, for example, is currently working on a program for recognizing and rewarding individuals who practice "random acts of inclusion." Another division is implementing an "Assessment of Opportunities" program to help employees reach their full potential.

And Jill Fahrenholtz (2172) has formed the Sandia Women's Inreach Network, a group of more than 200 members that sponsors inreach activities to encourage women of all job classifications to realize their professional potential.

'Successful first steps'

Anthony Thornton, Director of Diversity Leadership and Education Outreach Center 3600, points to a recent Department of Labor (DOL) audit in which Sandia was complimented for both its equal opportunity/affirmative action pro-

grams and its diversity programs as a sign that the Labs is moving in the right direction. "The DOL audit confirmed that we're on the right track, but we've still got some work to do," he says.

Anthony says this year's participation in two executive forums on diversity, in which local companies come together to work on common issues, reflects Sandia's efforts in partnering with the community and DOE on diversity (*Lab News*, June 23).

"It's amazing to see how important the issue of diversity is to both large corporations and small businesses throughout Albuquerque," says Executive VP Jim Tegnalia, sponsor of the quarterly executive forums. "These executives see the importance of valuing the people in their workforces and ensuring high-performing, satisfied employees as bottom-line business issues."

Another way of making Sandians more aware of diversity issues is the Diversity Champions Program. The Diversity Champions are a cadre of Sandians from across the Labs, including upper management and employees from all levels, who have attained a working understanding of diversity and pass their knowledge on to other employees. More than 300 champions, whose training ended in the spring, are initiating a variety of diversity efforts within their organizations.

"We know that changing attitudes must begin at a grass-roots level, by talking and relating to one another," Anthony says. "I think of the champions as a wave, spreading throughout the Labs and disseminating information that helps employees understand how diversity impacts our work."

While he acknowledges that it's difficult to measure productivity in an R&D environment, Anthony says, "It's obvious that employees who feel valued will have high morale and be more satisfied and productive. We want people who work here to know they're valued and necessary. We see diversity as a business imperative."

The ultimate goal of Sandia's Corporate Diversity initiative, he says, is to ensure that all employees feel that they are working to their fullest potential and are making significant contributions.

"All of us at Sandia make up the diversity of the Labs, regardless of the differences we bring to the workplace," Anthony says. "Diversity is about creating work environments of trust, teamwork, and high productivity even in the midst of change and uncertainty."

Conference opens eyes, changes attitudes

The Human Resources Large Staff conference held every spring is usually a well-attended, informative meeting of upper managers. This year, however, the conference offered a little something extra.

The theme was diversity and how to create high-performing inclusive organizations. To prepare participants for the experience, Diversity Champions and division diversity councils worked with managers ahead of time to prepare them for what to expect.

But no one expected the conference to be as successful at its task — getting managers to look at diversity as a real issue in today's workplace — as it was.

"The conference was eye-opening for a lot of Sandians," Berweida says. "Because it was experiential, people got to relate on a

deep human level. We found that, yes, there is pain and fear in this workplace, and there is work to be done around this issue."

Managers and champions split up into groups. They discussed what diversity is and how it is working, or not working, at Sandia. At the conclusion of the conference, participants met in division groups and discussed goals and strategies for change.

"The conference was a major breakthrough," Berweida says. "We really got into the personal side of the issue, and people interacted on a level they never had before. It got our message across even better than we anticipated. Managers were able to see that they can consistently get the most and the best from their people by learning how to capitalize on their differences rather than forcing everyone to conform to one style."

★ Congratulations

To Renee and Patrick (1236) O'Hea, a son, Keelan Shane, June 12.

To Mary Ann and Richard (9236) Lucero, a daughter, Micaela Celia, June 30.

To Anne (1277) and Will Moats, a daughter, Stacie Jolene, July 5.

To Trish and Pat (1277) Lake, a daughter, Kaylin Rochelle, July 7.

To Valine Garcia (7800) and Orlando Griego (7815), married in Belen, July 8.

To Ann (5951) and Leroy Mahkee, a daughter, Lisa, July 8.

To Allison (12911) and John Kane, twin sons, Derek Steven and Jonathan Edward, July 21. Congratulations also to grandfather John W. Kane (5806).

Resident HR liaisons get 'thumbs up' during trial period

Customer service manager program to include more organizations

A trial arrangement aimed at testing a new "decentralized" approach to providing Human Resources (HR) services has resulted in a "thumbs up" from management in two organizations that piloted the program.

In January, two HR managers — Julian Sanchez and B.J. Jones (both 3000) — packed up their desks and waved good-bye to their colleagues in Human Resources Div. 3000. Their new assignments: The VPs' offices of Component Development & Engineering Support Div. 2000 and Energy & Environment Div. 6000, respectively. (Julian also covered the new Production Div. 14000 on an on-call basis.)

Their primary goals as resident "customer service managers," or CSMs, as they're called, were to provide customized human resources services to their assigned organizations and to help line managers make sound HR-related business decisions.

This new decentralized approach to HR — which grew out of an August 1994 "Red Team" assessment of Sandia's HR program (*Lab News*, Oct. 14, 1994) — was intended to improve the HR program's responsiveness to its customers.

"Introducing the CSMs was a major philosophical shift from Sandia's past approach to providing HR services," says Charlie Emery, VP of Human Resources Div. 3000. "Deployment of the CSMs is in direct response to our customers' feedback that HR needs to strengthen its linkage and improve its responsiveness to the line."

Successful six months

The trial period lasted six months, from January through June, during which B.J. and Julian worked directly with managers in their "home organizations," anticipating staffing needs, optimizing job placements, solving sticky performance and compensation issues, helping establish new organizations, etc.

"I took a systematic approach, understanding what the organization wanted, and asking myself what are the HR pieces of that puzzle that I can help with," says B.J.

She says the new Moly-99 program in particular provided an opportunity for her to help Div. 6000 meet its long-term staffing needs. "We were able to develop target staffing requirements and put staffing specialists on the program development team," she says. (The Moly-99 program, which will use Sandia's Annular Core Research Reactor to produce medical isotopes, was recently transferred programmatically to Div. 14000.)

Julian says his role was to support the host organization by raising and examining strategic HR issues while also handling more concrete, tactical problems. "People look to me for quick responses and for help in solving more complex, long-term issues," he says. "If

Survey responders give CSMs high marks

Shirley Wallace (10605), Human Resources reengineering program manager, says survey responses showed that the resident customer service managers:

- added value to the organizations they supported;
- for many VPs and directors, saved a minimum of one to two hours per week, which could be redirected to mission-related work;
- were significantly more accessible, responsive, and accurate in dealing with HR issues than previous HR contacts; and
- provided strategic support regarding a wide range of HR issues.

you're truly customer oriented, you've got to provide both."

Near the end of the trial period in June, Statistics and Human Factors Dept. 12323 surveyed customers in the three divisions to see what they thought of the CSMs' services as compared with "centralized" services rendered previously through the HR Center.

"The survey responses were very positive and provided 'proof of concept' for the new approach," says HR reengineering program manager Shirley Wallace (10605). (See "Survey responders give CSMs high marks" above.) Host-organization VPs and directors also approved the new approach.

Additional CSMs on the way

As a result of this positive feedback from the pilot organizations, the project has been declared successful and will be expanded to more organizations slightly ahead of the original Oct. 1 schedule, Shirley says.

Ruth David named CIA deputy director

Ruth David, Director of Sandia's Strategic Thrust in Advanced Information Technologies (Org. 1090), has been named Deputy Director for Science and Technology (DDS&T) of the Central Intelligence Agency.



RUTH DAVID

Her appointment, to begin in September, was announced July 31 by CIA Director John Deutch. Ruth will take a two-year

leave from Sandia under provisions of the Intergovernmental Personnel Act to replace the current DDS&T Jim Hirsch, who is retiring.

Ruth joined Sandia in June 1975 after earning her BS in electrical engineering from Wichita State University. She earned her master's and doctoral degrees at Stanford University. Her technical experience has included digital and microprocessor-based system design, digital signal analysis, adaptive signal analysis, and system integration.

Deutch also named three other deputy directors, all CIA veterans: David Cohen, Operations; John Gannon, Intelligence; and Leo Hazlewood, Administration.

During August and September, two additional CSMs will be placed in line organizations — one in Laboratories Services Div. 7000 and one to support a combined group of administrative organizations including Human Resources Div. 3000, Laboratory Development Div. 4000, Business Management & Chief Financial Officer Div. 10000, Legal Div. 11000, and the offices of the Sandia Director and Deputy Director.

The eventual goal is to deploy one CSM to approximately every 1,500 employees. Each CSM will be supported by a small staff of HR specialists.

"We are assigning some of our best-qualified people to these positions," says Charlie.

He adds that the pilot project would not have been successful without the cooperation and support of VPs Heinz Schmitt (2000) and Dan Hartley (6000).

Dan says Div. 6000 was fortunate to have someone of B.J.'s experience working directly within the organization's ranks. "Doing business in a totally new way has required a lot of initiative and creativity on her part," he says. "I believe the CSM approach is creating a real opportunity to deal with HR issues strategically and rapidly, and with specific line business needs in mind."

— John German

Atomic bomb group 50th reunion includes Sandia visit

The Army Air Forces unit that carried out the atomic bombing missions over Japan that ended World War II will hold a 50th anniversary reunion in Albuquerque Aug. 5-10. About 350 members, wives, relatives, and friends of the 509th are expected to attend.

Paul Tibbets Jr., commanding officer of the 509th and pilot of the Enola Gay on the Hiroshima mission, and Charles Sweeney, pilot of the Bock's Car on the Nagasaki mission, are expected to attend.

The National Atomic Museum Foundation is supporting the 509th in reunion planning and will sponsor some of the reunion events.

The reunion includes a visit to Sandia on Wed., Aug. 9, with an 8:30 a.m. gathering at the Technology Transfer Center (Bldg. 825). The visitors will be welcomed by representatives of Sandia and Kirtland AFB and view a video about Sandia's history, then board a bus for a quick tour of Sandia and Kirtland sites. Sandia's Protocol & Community Relations Depts. (12670 and 12671) are handling this part of the visit.

Fun & Games

Tennis — A Post-USTA League Tennis Tournament will be held Sept. 8-10 at the Coronado Club tennis courts. Events will include men's and women's singles and doubles and mixed doubles. Gift certificates and other prizes will be presented to winners and runners-up. SERP and Coronado Club members and military personnel are invited to participate, and participants' guests may play doubles. Consolation matches for first-round losers will be played. Entry deadline is Sept. 5. For more information and entry forms, contact the SERP office on 844-8486.

Retiree deaths

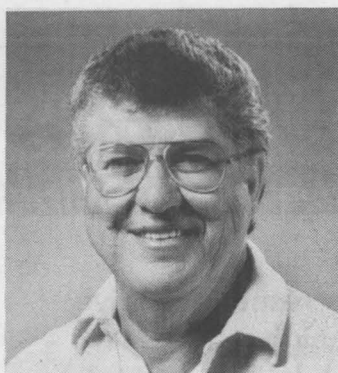
Crowell Dean (85)3424June 6
Kenneth Patterson (78)5414June 8
Robert Tockey (63)0301June 18
Bernice Cannon (78)7542June 19
Eugene Acton (78)1245June 26
Jess Denton (76)9713June 30

Sympathy

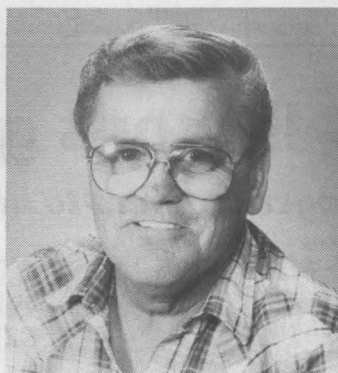
To Arthurine Breckenridge (1415) on the death of her father, Wendell Davis, in Del City, Okla., July 14.

Mileposts

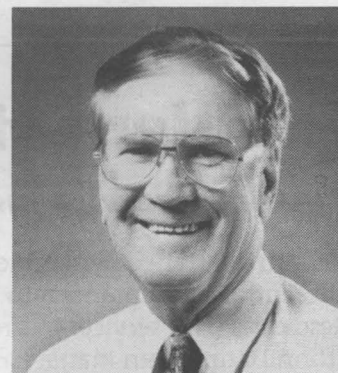
August 1995



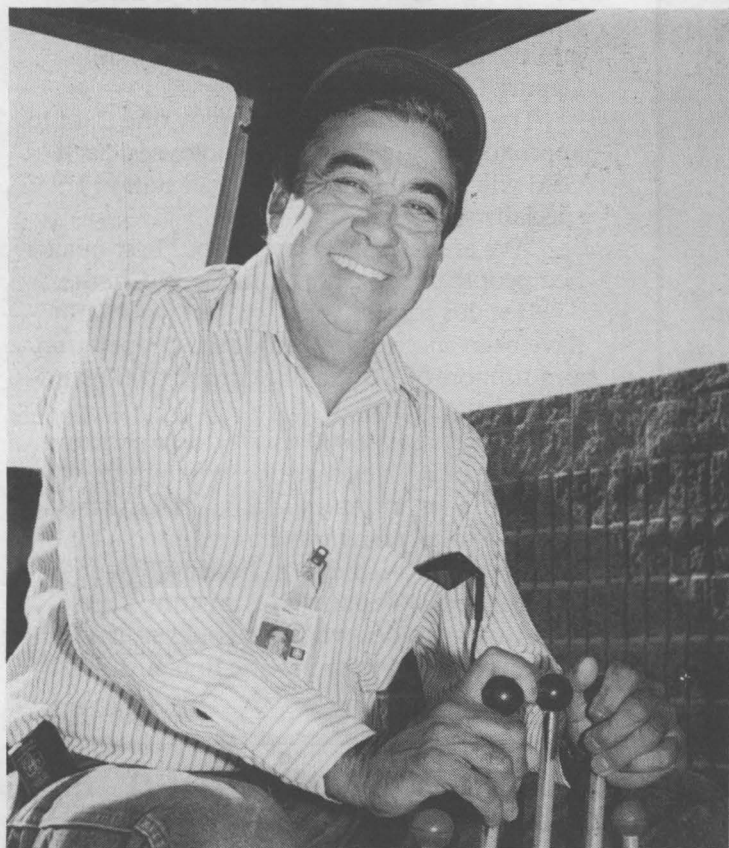
Charles Salazar 35
2483



Warren Seymour 15
8613



Doyle Morgan 35
2561



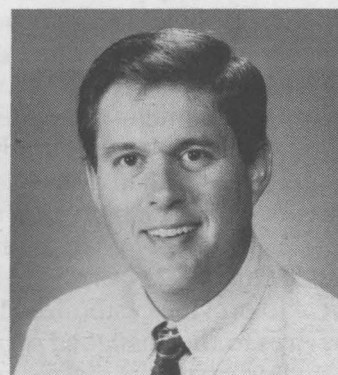
Federico Salas 30
7809



Steve Brandon 15
8746



Ernesto Montoya 30
1846



Robert Monson 15
5364



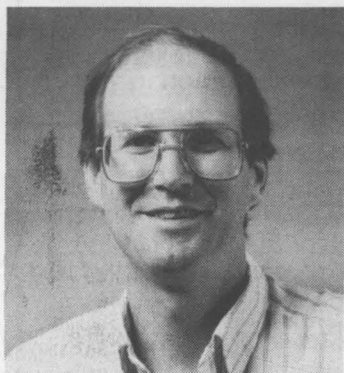
Gene Arndt 30
9414



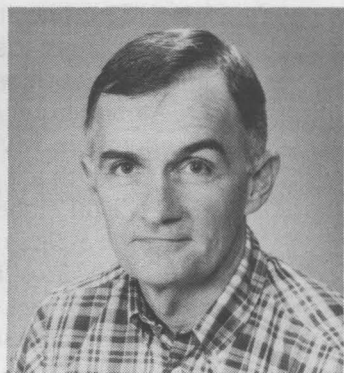
Sally Raubfogel 15
8642



Deborah Cazzola 20
9621



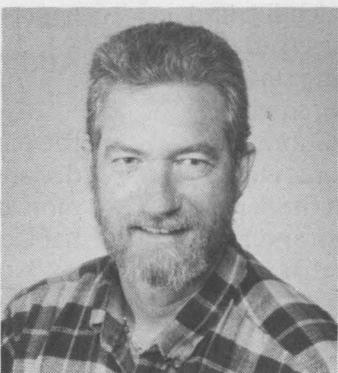
Donald Wayne 15
1516



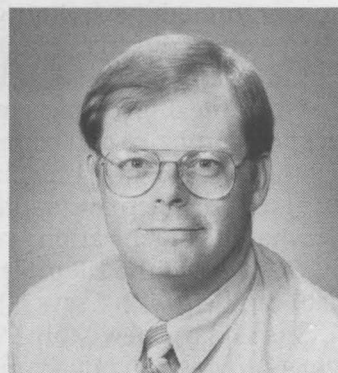
Bob Bradshaw 20
8716



Lorraine Baca 15
2615



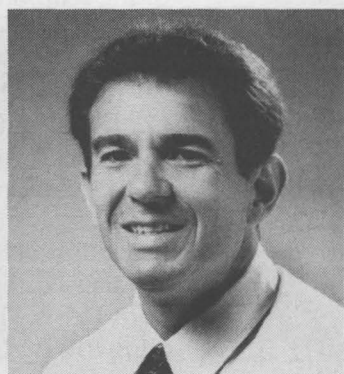
Pat O'Brien 20
8642



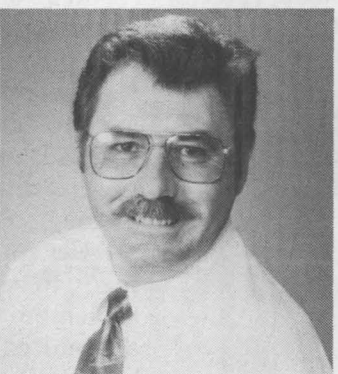
Rex Eastin 15
8116



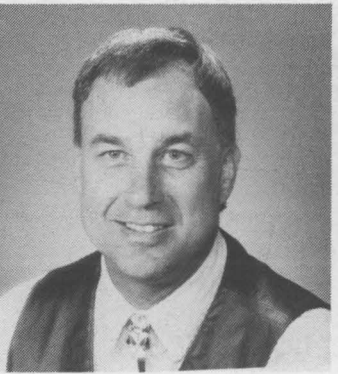
Gene McGuire 30
1271



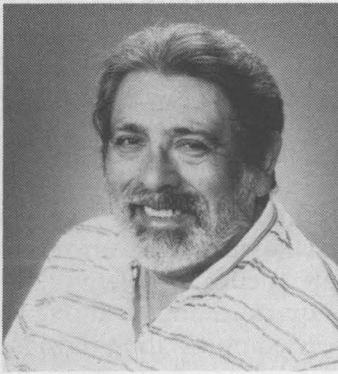
Joseph Schofield 15
13316



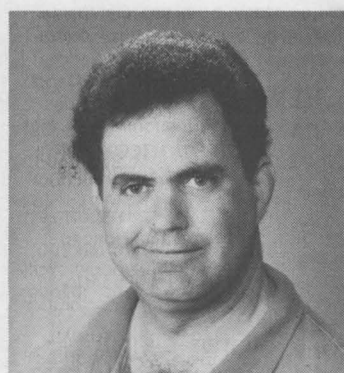
Steve Vasey 25
5354



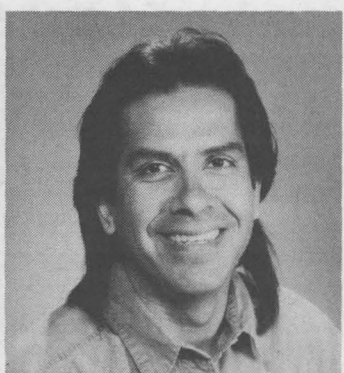
Jerry Hine 15
8641



John Mena 20
8613



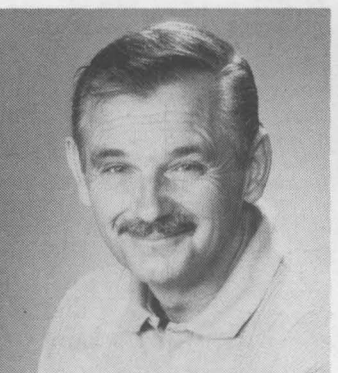
Scott Anderson 15
8115



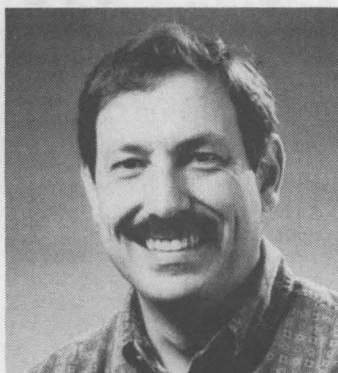
Jim Alvarez 20
8362



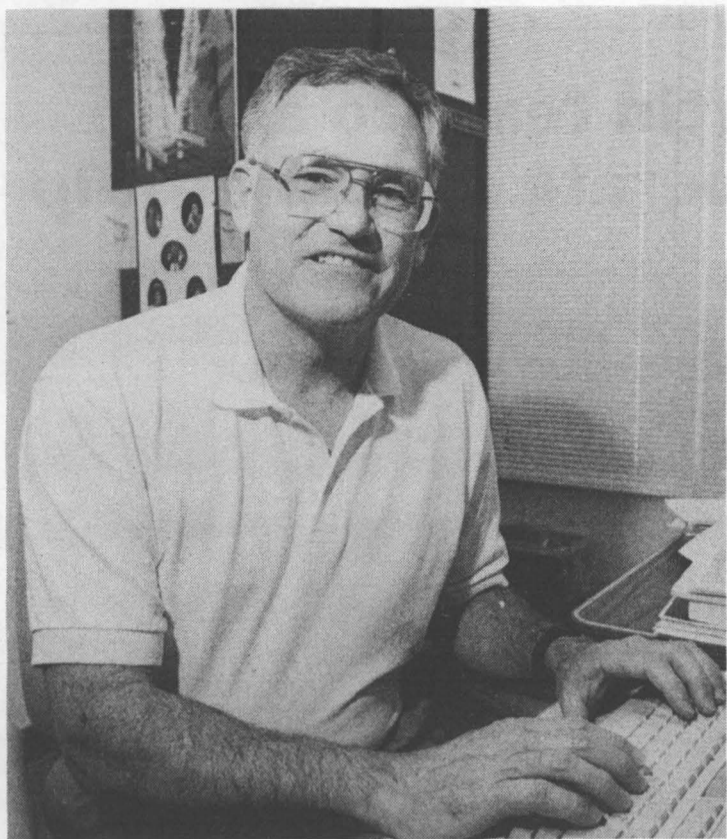
Pam Puissant 15
7513



Bob Tirnetta 30
8613



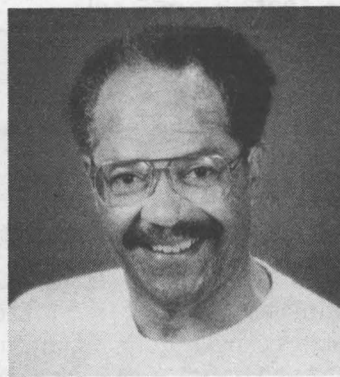
Paul Veers 15
6214



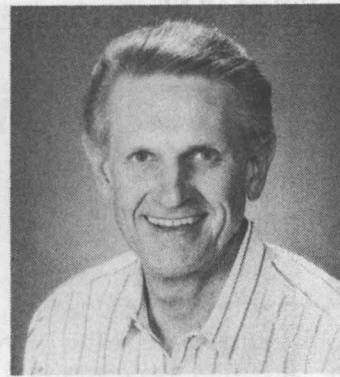
Bob Benham 2553
30



Kenneth Paul 35
13421



Barry Bolden 15
5361



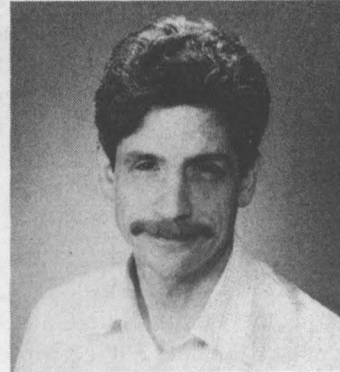
Ken Tschritter 30
8113



Rudy Matalucci 15
6907



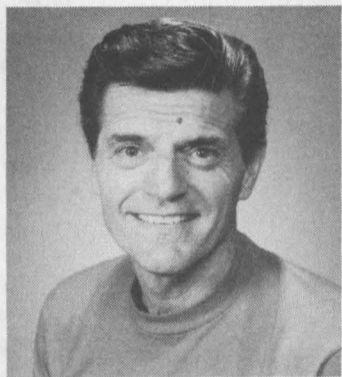
Leroy Holmes 25
1144



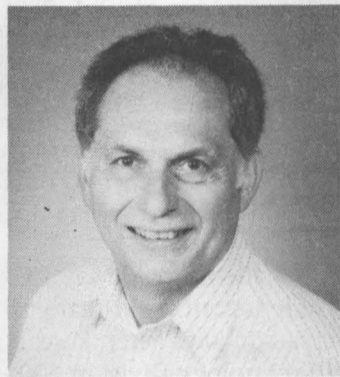
Dean Williams 15
8528



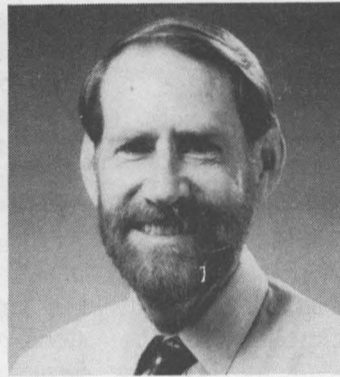
Lucille Garcia 25
14305



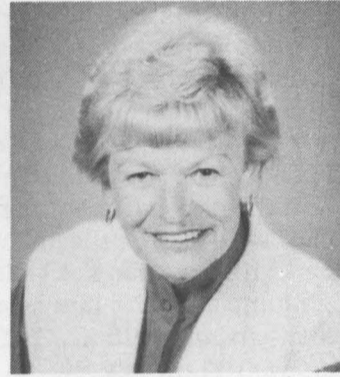
Jim Reitz 30
8417



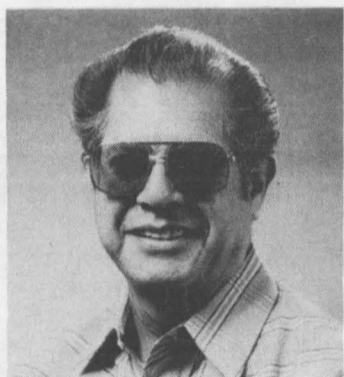
Jim Dremalas 35
8417



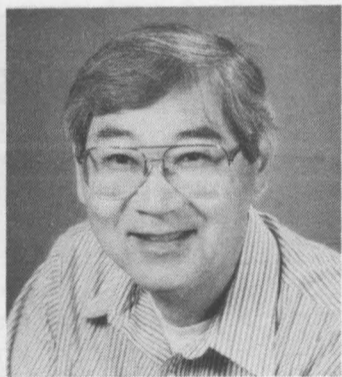
Ron Iman 20
6613



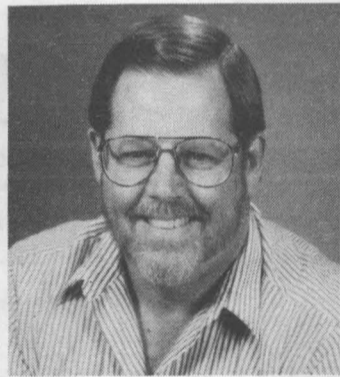
Mary O'Shea 35
8523



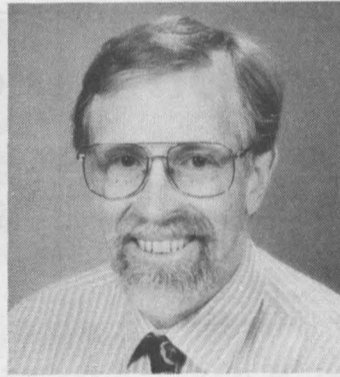
Luciano Molina 25
7815



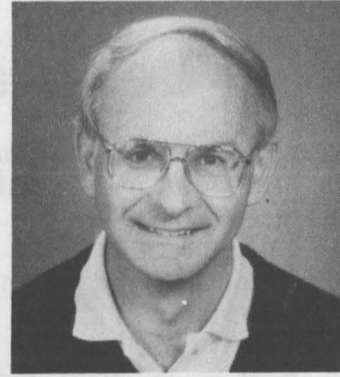
George Hirota 35
8272



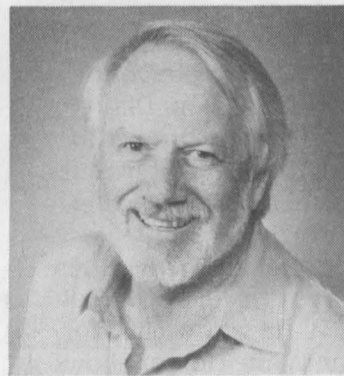
Woody Green 30
5364



Jack Swearingen 25
8113



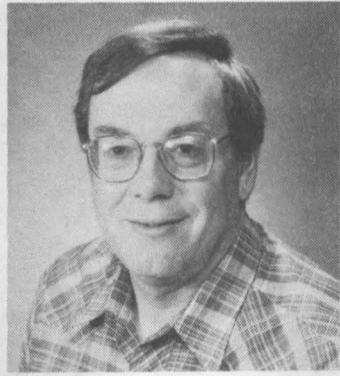
Bill Mason 15
8117



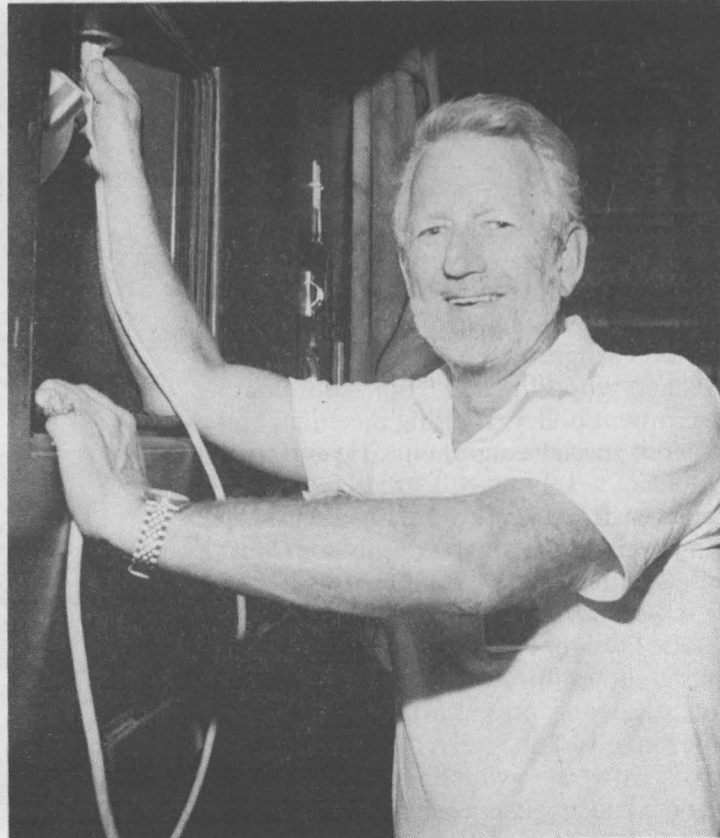
Johnny Allen 30
8532



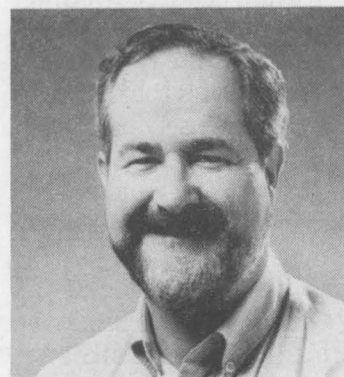
June Winter 15
8416



Ron Gorniak 25
8910



Edward Shoaf 30
9419



Richard Casey 20
13901



Shirley Dalrymple 15
8910



Sherry Angelini 20
8631

Sandia athletes help Lockheed Martin team to a fourth-place finish in national corporate championship

Lockheed Martin's track-and-field team, which this year included nine Sandia athletes, took fourth place at the United States Corporate Athletics Association's (USCAA) National Track-and-Field Championships July 8-9 in Des Moines, Iowa. General Electric won the competition; Exxon placed second and AT&T third.

Sandia participants included: Roger Assink (1812), Richard Cernosek (1315), Mica Comstock (7576), Peter Green (1845), Jim Reitz (8417-1), Larry Ruggles (1273), Frances Stohl (6212), Tammy Ulibarri (1811), and Mary Walker (1511).

The Sandia competitors — close to 20 percent of the Lockheed Martin team — were organized by the Sandia Laboratories Running and Fitness Club (SLRFC). Peter Green, Manager of the Glass & Electronic Ceramics Department and the association's president, says the purpose of the national competition is to give the best athletes from US corporations the opportunity to compete.

Thirteen major US corporations sent athletes to a division of the National Track-and-Field Championships set up just for athletes from major corporations. A second division was established for competitors from smaller corporations.

In the national championships, all competitions were scored as team events and included 5K and 10K road races, 13 relay events, team high-jump and long-jump events, and shot put and discus competitions. The Lockheed Martin team won 11 medals.

Sandia has participated in the USCAA National Track-and-Field Championships

since 1987.

Each year, outstanding Sandia athletes, judged by their performances in local and regional events, are selected to perform at the national competition. These events include a Corporate Challenge Road Race and Track-and-Field competition in the late spring and a Southwest Regional Corporate Challenge Cross Country Competition each October.

Debuting this year was a Division Challenge, organized by SLRFC to promote friendly competition among Sandians. Peter, Larry Walker (9204), and Tammy Ulibarri organized the challenge held May 13. "About 100 Sandians, representing virtually all divisions, participated," says Peter. Research & Exploratory Technology Division 1000 was this year's winner and received a "traveling trophy," which will move to the winning division



TRACK-AND-FIELD competitors Mary Walker (1511) and Peter Green (1845), along with seven other Sandia athletes, represented Sandia on the Lockheed Martin track-and-field team at the United States Corporate Athletics Association's national championship. The Sandia Laboratories Running and Fitness Club, which organized the selection of the Sandia participants, urges Sandians to compete next spring in a Division Challenge, a newly formed event to promote friendly track-and-field competition among employees. A "traveling trophy" will move to the winning division each year. (Photo by Randy Montoya)

each year. Systems Applications Division 9000 took second place.

Anyone interested in participating in next year's competitions can call Peter Green on 845-8929 or Tammy Ulibarri on 844-5279.

— Tammy Locke

Rob Leland appointed 1995-96 White House Fellow

Rob Leland of Parallel Computing Science Dept. 1424 learned recently that he's one of 14 people selected nationwide from about 1,000 applicants to become a 1995-96 White House Fellow. Rob says his appointment is "a tremendous opportunity to learn about government and possibly contribute to it."

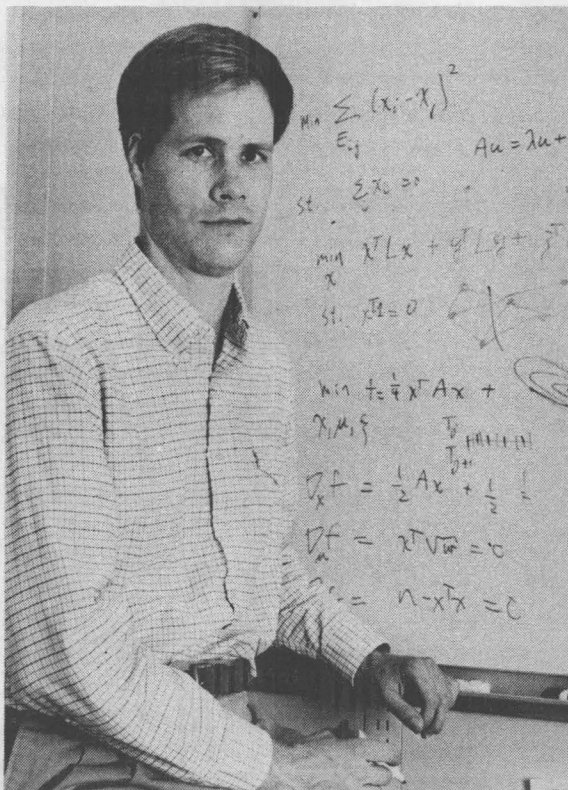
White House Fellows, appointed by President Clinton, are selected to serve full-time for one year in Washington, D.C. Each fellow is paired with either a senior White House official or a Cabinet-level or other agency head.

In July, Rob was interviewed by top officials from DOE, DoD, Interior Department, Transportation Department, and Vice President Gore's office. Rob also met with John Deutch, newly appointed CIA director, and Lawrence Summers, currently involved in confirmation hearings to become Deputy Secretary of the Treasury Department. Rob doesn't yet know with whom he will be working.

Rob's assignments could include writing speeches, proposing legislation, coordinating government policy, chairing meetings, and carrying out special assignments. He and the other White House Fellows will attend two luncheons each week to informally discuss topics with members of Congress, Supreme Court justices, Cabinet officials, top journalists, and CEOs of major corporations.

The President's Commission on White House Fellowships Award is based on the applicants' academic, professional, and civic achievements. Rob received his PhD from Oxford University, which he attended as a Rhodes Scholar. He is a Senior Member of Technical Staff at Sandia, where he helped develop Chaco, an advanced research software package used to optimize parallel computa-

tions, sequence DNA, organize databases, lay out very large scale integration (VLSI) chips for integrated circuit manufacturing, and optimize sparse matrix computations. Chaco has



ROB LELAND (1424), selected for a one-year assignment as a White House Fellow, says, "Science is one of the great forces in the modern world, yet scientists are relatively uninvolved in government." Rob hopes he can help change this situation while working in Washington and that his fellowship assignment, beginning Sept. 1, will provide him with "the means to make a real difference." The White House Fellow award is based on academic, professional, and civic achievement.

become a standard of reference and has been licensed for use at more than 100 research sites worldwide.

Rob's civic activities include volunteering as a math, science, and computing instructor for students and teachers in the Albuquerque Public School system; coaching and organizing for the New Mexico Supercomputing Challenge, a statewide high school education program; coaching Adventures in Supercomputing, a high school education program established throughout New Mexico targeting minority and female students; representing the University of New Mexico Ballroom Dance Team in national swing dancing competitions; performing as a violinist in the Albuquerque Philharmonic & Mariachi Alma; and acting for the Albuquerque Civic Light Opera.

The associate director of the White House Fellows program, John Shiffman, says of Rob, "He's a brilliant man. We're very excited to have him as part of the White House Fellows Program."

President Clinton commented on the White House Fellows program at a recent White House ceremony honoring the program's 30th anniversary: "One reason the White House Fellows program has worked so well is that it is one of the few things in this intensely partisan town that we've managed to make truly bipartisan. If I could turn it into a virus, I would put it into a shot and give it to everybody who is now working in Washington, D.C."

A few of the program's alumni include HUD Secretary Henry Cisneros, CNN President Tom Johnson, and former Joint Chiefs of Staff Chair Colin Powell.

Rob will begin his Washington assignment Sept. 1.

Sandia News Briefs

Bert Westwood elected Foreign Member of Russian Academy of Engineering

Bert Westwood, Vice President for Research & Exploratory Technology Division 1000, has been elected a Foreign Member of the Russian Academy of Engineering. The recently formed Russian Academy is modeled after the US National Academy of Engineering, to which Bert also belongs. Bert was recognized for his contributions to materials science and industrial research management. He has been a frequent visitor to Russia since 1969 and in recent years has worked closely with Russian scientists and administrators to develop programs beneficial to both nations.

Space Campers to operate Sandia-developed robotic lunar rover

Space campers at US Space Camp at the Kennedy Space Center in Florida are getting hands-on experience this summer operating Sandia's Robotic All-Terrain Lunar Exploration Rover (RATLER), designed by engineers Jim Purvis (9204) and Kent Biringer (9241). The remotely operated lunar rover vehicle is being tested on the Space Camp's simulated Martian landscape. Jim and engineer Dave Hayward (9616) donated their expertise and time to create a special Space Camp version of RATLER. Space Camp officials have requested two more RATLERs for next year; Jim and Dave are designing the next-generation RATLER to allow students to program the vehicle as they would on a real planetary exploration mission.

Jim Gosler wins Lockheed Martin's NOVA award

Jim Gosler, Manager of Vulnerability Assessment Projects Dept. 5903, was presented with Lockheed Martin's highest honor — the NOVA award — for his extraordinary leadership and contribution in establishing the National Center of Excellence in information security. The NOVA award, presented June 23, recognizes individuals and teams who have made outstanding contributions to Lockheed Martin's mission and business objectives. Jim was the one Sandian among 50 NOVA winners selected this year.

Wendell Weart, 'sultan of salt,' receives commendation from Hazel O'Leary

Wendell Weart, of Energy & Environment Division 6000, has received a letter of commendation from Energy Secretary Hazel O'Leary, congratulating him for more than 20 years of exemplary service in the nuclear waste management program. Wendell had been serving as Manager of Sandia's Waste Isolation Pilot Plant (WIPP) and was recently appointed Senior Adviser to WIPP; everyone familiar with the project, says O'Leary, refers to Wendell as the "grandfather of WIPP" or the "sultan of salt." As Senior Adviser, Wendell provides technical support to the nuclear waste management program.

Send potential Sandia News Briefs to Lab News, Dept. 12622, MS 0413, fax 844-0645.

Coronado Club

Aug. 4 — Friday night buffet/dance. \$7.95 all-you-can-eat buffet, 6-9 p.m. Music by Isleta Poorboys, 7-11 p.m.

Aug. 6 — Sunday brunch buffet, 10 a.m.-2 p.m. \$7.95 adult members, \$8.95 guests, \$2.95 for children 4 to 12, free for children 3 and under. Music for buffet by So Rare, 1-4 p.m.

Aug. 10, 17, 24, 31 — Thursday bingo nights. Card sales and buffet start at 5 p.m., early birds' bingo at 6:45 p.m.

Aug. 11 (Friday) — Kids' bingo night. Buffet, 5 p.m., with cartoons and movies. Bingo starts at 7 p.m. Free hot dog and soft drink for all kids playing bingo.

Aug. 18 — Friday night buffet/dance. \$7.95 all-you-can-eat buffet, 6-9 p.m. Music by Joe Sais & Showcase, 7-11 p.m.

Aug. 20 — Sunday brunch buffet, 10 a.m.-2 p.m. \$7.95 adult members, \$8.95 guests, \$2.95 for children 4 to 12, free for children 3 and under. Music for buffet by Bob Weiler and Los Gatos, 1-4 p.m.

Welcome

South Dakota — Nancy Brodsky (6313), Arlo Fossum (1517)

Texas — John Hurtado (2741)

Take Note

Retiring and not seen in *Lab News* pictures: Celedon Gabaldon (7902), 28 years; Patrick Walter (2757), 30 years.

Feedback

Q: Some time ago I had an appointment at TLC and decided to drive my car. I spent 20 minutes driving around its parking lot and the one at Personnel trying to find a parking space. I ended up parking southwest of Bldg. 800 and was late for my appointment. Since TLC and EAP provide a valuable service to employees, and therefore to the Labs, why can't they have reserved client parking for those whose work sites are too far away to walk?

Maybe more employees would utilize these services if they were more easily accessed.

A: Thank you for your interest in participating in the TLC (Total Life Concept) Program. We sincerely regret the inconvenience you encountered. Even with the recent addition of two one-hour parking slots in front of the TLC and EAP (Employee Assistance Program) mobile offices, frustration in not being able to find a parking space — like that you expressed — is one commonly expressed by our customers. Actually, we would love to have more reserved parking slots, but, unfortunately, parking is at a premium at Sandia and parking slots are not under our direct control. We will continue to push for more parking slots, as we have in the past.

Meanwhile, however, TLC is partially addressing this issue by taking classes out to different areas and to organizations that request them. In addition, we perform blood pressure and cholesterol screenings around Sandia. We are continually striving to increase access to our services through innovative means. Again, thank you for your concern about the parking for TLC and EAP customers, and we appreciate your persistence.

Dr. Larry Clevenger (3300)

Sandia Classified Ads

(Continued from preceding page)

WANTED

- SWING SET AND BOUNCING HORSE, w/springs. Sisneros, 292-1854.
 CHILD'S PONY SADDLE. Siegrist, 293-4148.
 THIRD ROOMMATE, female, to share 3-bdr./1-bath apartment, \$225/mo., utilities paid, available Sept. 1. Sanchez, 884-1688.
 CHAIN-LINK FENCING, 5 or 6 ft., new or used, cheap or free. Fenimore, 298-8052.
 GASOLINE-POWERED ELECTRIC GENERATOR, 3500 watts or more, w/electric start. Padilla, 867-3217.
 HELP in finding part-time and intermittent secretarial work for retired Sandia personnel available. Stacy, 888-8984.
 ROOMMATE, to share rent on 3-bdr. house, just west of Eubank, female preferred. Duran, 265-3908.
 HEALTH RIDER or other comparable gravity rider. Cloer, 296-5244.
 SLIDE PROJECTOR, good condition. Culler, 821-4143, ask for Sandy.
 MANUALS, for Tektronix R556 oscilloscope & type CA plug-in unit. Berg, 884-5229.
 HOUSEMATE, large 4-bdr. home near Spain/Tramway, yard w/hot tub & views, non-smoker, no pets. Wells, 293-0468.
 FAX MACHINE, for home use on single telephone line, used or very inexpensive. Tonnesen, 266-3894.
 HOUSEMATE, environmentally aware, non-smoker to share Nob Hill home w/owner & her dog, \$375/mo. + 1/2 utilities. Davenport, 262-1133.

LOST & FOUND

FOUND: woman's oval Timex watch, on sidewalk near motor pool. Glen, 845-9325, ask for Molly.



AREA 5 CONSTRUCTION — There's even more major new construction going on at Sandia than we were able to include in our photo feature in the July 21 *Lab News*. The new Technology Support Center in Area 5 includes a two-story office and light lab building and a single-story building housing the Gamma Irradiation Facility (GIF). The GIF will house three test cells, an 18-foot-deep pool, offices, and assembly labs. Occupancy of the 107,000-square-foot facility has already begun, and the entire \$16 million project is scheduled to be completed by September 1996.

The *Lab News* is printed on recycled paper and can be recycled again along with regular white office paper.

