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Hotline

The Princeton Plasma Physics Laboratory is a United States Department of Energy Facility

Employee Recognition Program Debuts This Month at PPPL

To honor those employees whose "personal qualities and professional achievements have significantly contributed to a productive and harmonious work environment," PPPL recently established the Employee Recognition Program.

"This program will recognize people who really stand out — those employees who not only do their jobs very well but make the working environment pleasant," said Phyllis Schwarz, past Chairperson of the Director's Advisory Committee on Women (DACW). "A key concept in the design of this program is that nominations are open across all PPPL staff categories."

The DACW, along with the Lab's Quality Improvement and Renewal Committee, developed the program. In February, PPPL Director Ronald C. Davidson gave it his stamp of approval.

Said Davidson, "I applaud this important initiative by the DACW and the Quality Improvement and Renewal Committee. Recognition of outstanding professional achievements and personal qualities by one's peers will have a very special value to the recipients."

Through the new program, several employees will be cited annually during an Employee Recognition Program ceremony. Those recognized will be selected from nominations submitted by other employees. Said DACW member Suzanne Homer, "The program is *for* the employees, *by* the employees."

A Review Committee representative of the diversified employee

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Laboratory Consolidates Space

PPPL is on the move! In an effort to reduce costs, the Laboratory is bringing the majority of its staff under one roof.

"The objective is to save the Lab money by consolidating staff. This means that buildings and trailers will be closed as they are no longer needed," said Sara Flohr, who is coordinating the moves.

For instance, staff housed for the past several years in the New Guggenheim and Aero Lab buildings at B-Site moved to the LOB West building and to the Engineering Wing. This relocation task required the moving of some Engineering Wing employees prior to the addition of the B-Site staff.

In addition, Human Resources employees moved closer together, filling in vacant offices next to Human Resources Head Margaret Young.

Other moves include establishing a training room for Training and Certification in the former Duplication Center of the A corridor across from the Photo Lab. The Lab closed down the Training Trailer after the movers brought its contents to the new area. Other trailers closed down

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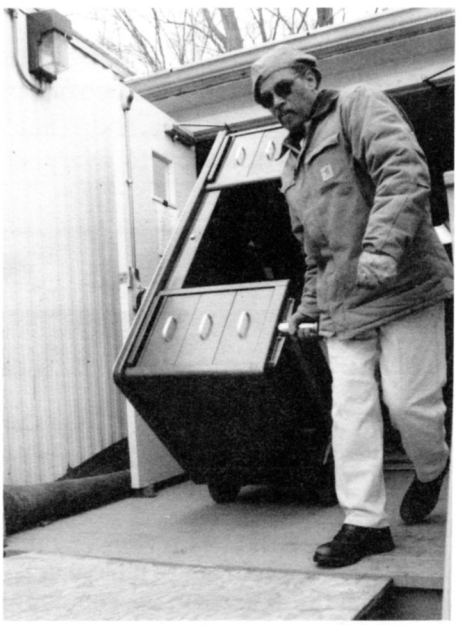

Larry Jones, of PPPL, moves a desk out of one of the QA trailers.

Moving

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include those next to the Firehouse, which house the Quality Assurance (QA) employees. All staff from QA moved to Mod VI, following some rearrangement of Support Services staff within the modular unit. According to Flohr, a computer hub serving the REML from one of the QA trailers will be relocated to REML, and this, along with the relocation of bunk beds to one of the medical examination rooms, allows the trailers to be completely shutdown.

Wave of Moves

The present wave of moves began in January and will continue at least until the end of this month, said Flohr, noting that so far more than 75 people have been moved.

The coordinator said the Lab's Space Inventory was updated following the reduction-in-force last fall. "Vacant and under-utilized space was color-coded on architectural drawings for each building at C-Site. Opportunities for consolidation were identified, and discussions were held with these groups to match their needs with available space," said Flohr.

She added that once all the groups affected by the move were notified of the plan, a "Who, Where, and When" schedule was released to everyone involved, including the Computer Division and Telecommunications Office.

She lauded the Move Crew, which is headed by Gerry Hart and includes Bob Cancel, Ray Whitley, Larry Jones, and Walt Weyman, as well as subcontractors hired for the moving tasks. "Feedback from all the groups moved to date indicates they are very pleased with the handling of the moves by this crew," said Flohr.

John Schmidt, Head of Advanced Projects, reiterated the praise for the crew, which recently moved his group from B-Site to LOB West.

"It was really nicely done," said Schmidt.

Added QA Head Judy Malsbury, "I would like to compliment everyone on the great job moving Quality Assurance from our trailers to Mod VI. The move was well planned and went smoothly. Our 'downtimes' for the phones and computers were only about one hour when I expected a day. ... the movers were extremely cooperative and helpful, going out of their way to meet our needs." ●

[Move-related questions and suggestions should be e-mailed to Flohr at sflohr@pppl.gov]

PPPL'er Bob Cancel (left) and a temp clear office equipment out of one of the QA trailers during the recent moves.

HOTLINE

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Recognition Program

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levels at the Laboratory will review nominations and then award Certificates of Appreciation to selected nominees during the annual ceremony. All full-time PPPL staff at all levels are eligible for nomination.

Nomination forms will be distributed to all PPPL employees once a year. Nominations require a written description of the nominee's "humanistic and professional qualitities that distinguish him/her from others at the Laboratory," according to the newly established policy on the program. Nominations for the year ending January, 1996, are due by Friday, April 5, and should be sent to Phyllis Schwarz at LOB, B330. Forms were mailed to each employee at the Lab in early March. [The form below can be used for nominations.]

"It's a wonderful opportunity to give your neighbor — someone who works especially hard — a pat on the back," said DACW Chairperson Sue Hill. ●

NOMINATION FORM

EMPLOYEE RECOGNITION PROGRAM

Designed to demonstrate:

"appreciation and recognition of employees whose (combination of) personal qualities and professional achievements have significantly contributed to a productive and harmonious work environment at PPPL."*

Nomination for: _____

Description of award qualifications:

_____

_____

_____

_____

_____

_____

Signature: _____

Forward to **Phyllis Schwarz, B330** **by** **Friday, April 5, 1996**

* Policy on Employee Recognition Program

PPPL Hosts 25 Science Bowl Teams

Millburn High School Takes Top Prize; Volunteers Make the Day a Success

Anticipation lingered in the air as the teens held their fingers close to the buttons in front of them, ready to buzz in.

"Physics; multiple choice: A junction between n-type and p-type regions in a semiconductor has the unique property that (a) its Fermi energy is zero; (b) it will superconduct at high temperatures; (c) it is a ferromagnetic region in a dimagnetic material; or (d) it will conduct current in only one direction," asked the moderator.

Red Button Flashed

A red button flashed in front of the first student to ring in, and the student was given the opportunity to answer the question.

Similar scenes took place across the Laboratory Saturday, February 24, as 25 New Jersey and Pennsylvania high school teams competed in the New Jersey Regional Competition of the sixth annual National Science Bowl®. Teams, each made up of four students, a student alternate, and a teacher who served as an advisor and coach, answered multiple choice or short-answer questions in biology, chemistry, physics, astronomy, mathematics, and earth and computer sciences.

Academic Competition

The National Science Bowl® is a Department of Energy (DOE) sponsored tournament-style academic competition that challenges and recognizes students' knowledge of science and mathematics.

"It's nice because it's both educational and fun. We hope it encourages the brightest kids in the area to become interested in science," said PPPL's Bill Davis, who helped organize the event at the Lab.

The Millburn High School team took home the top prize, and as the 1996 New Jersey Regional winners, were given an all-expense paid trip to Washington, D.C., to participate in the National Science Bowl® beginning May 3, 1996.

The East Brunswick High School team garnered second place, with Christian Brothers Academy coming up third. The top three teams received trophies, while all participating teams took home certificates. [See complete list of teams at end of article.]

"It's nice because it's both educational and fun. We hope it encourages the brightest kids in the area to become interested in science."
— Bill Davis

PPPL's Pamela Lucas, who coordinated the event for the Laboratory, said the day-long competition went smoothly, largely because of the volunteers. About 40 volunteers, including PPPL'ers and their friends and relatives, along with a handful of graduate students and Princeton University staff, helped out, serving as science judges, timekeepers, scorekeepers, and helpers.

Said Lucas, "Science Bowl is a lot of hard work, but I love it. The Science Education Program and the PPPL community come together to show our commitment to young people and provide them with a forum to be recognized for their hard work and talent in science and math."

Mixture of Fun and Challenges

Volunteers and participants alike characterized the Science Bowl as a mixture of fun and challenges.

Commented PPPL's Joseph Smith, a volunteer, "It's a worthwhile activity and a lot of fun — for both the volunteers and the students."

Members of the Watchung Hills Regional High School work out the answers to a question during the Science Bowl® competition.

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Bowl

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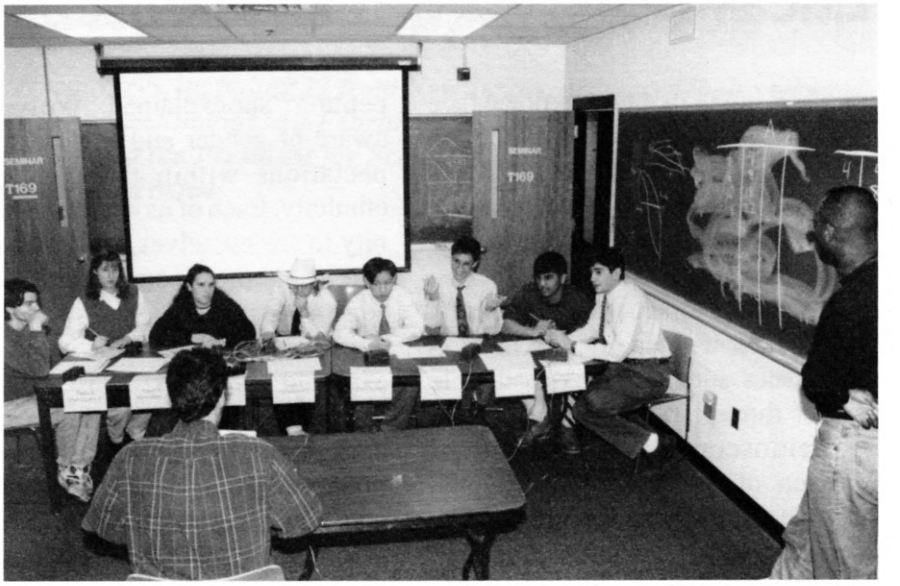
South Brunswick High School student Adam Gordon, a participant for the second time this year in the Regional Science Bowl® at PPPL, said he came "because it covers areas in science we don't really learn in school and it's interesting to hear the questions and reason them [the answers] out."

Added Josh Feldman, also on the South Brunswick team, "It's a good challenge."

The following schools participated in the Regional Science Bowl® at PPPL: Bergen Catholic High School, Carteret High School, Christian Brothers Academy, Council Rock High School (Pennsylvania), East Brunswick High School, Governor Livingston Regional High School, Highland Park High School, High Technology High School, Hightstown High School, Hopewell Valley High School, Lawrence High School, McCorristin Catholic High School, Millburn High School, Neshaminy High Schoool (Pennsylvania), New Brunswick High School, Old Bridge High School, Princeton Day School, Princeton High School, Seton Hall Preparatory School, South Brunswick High School, Stuart Country Day School, The Lawrenceville School, Watchung Hills Regional High School, West Windsor-Plainsboro High School, and Union High School. ●



Two teams vied in PPPL's Theory Seminar Room during the New Jersey Regional Science Bowl®. At far right, volunteer Keith Harvest keeps score while Jim Rogers (at table, back to camera) reads the questions.

Science Bowl Volunteers

Dwight Bashore
John Bennevich
Kathy Borden
Steve Cauffman
Tamesha Chatman
Sam Cohen
Bill Davis
Bruce Draine
Larry Dudek
Robert Ellis, III
Mel Gensamer
Tom Gigney
Keith Harvest
Ron Hatcher
Bob Heeter
Craig Helfgott
Patti Horan
Frances Hunt
Scott Larson
Xiaohu Li
Zhihong Lin
Tom McGeachen
Jack Mervine
Bob Mika
Tobin Munsat
Ihemba Mwamufiya
Meghan O'Connor
Michael Richmond
Jim Rogers
Sue Rydera
Joe Smith
Daren Stotler
Sean Strasburg
Marilee Thompson
Diane Ward
Gerry Waters
Patti Wieser
John Wright
Student Volunteer Council, Princeton University
National Society of Black Engineers, Princeton Chapter

Lucas Takes Part in Kaleidoscope

Women in the workplace face a career barrier based on gender. For women of color, this barrier is two-pronged, with ethnicity joining gender in blocking career opportunities and advancement.

PPPL's Pamela Lucas recently joined other women of color in tackling issues surrounding this double barrier through a four-day seminar, "Kaleidoscope: A Gathering of Women of Color for Professional Growth and Empowerment." The group explored leadership issues that affect them relative to their own ethnic groups and others in the workplace.

Said Lucas, "Any discussion of the professional women of color must be a discussion of the twin barriers of ethnicity and gender on career opportunities. Women of color face double jeopardy. Perhaps nowhere is this position more strikingly illustrated than in the area of administration."

Fifty-four women, all of whom work in higher education, participated in the seminar held in San Diego late last year. Lucas, a Program Administrator in PPPL's Science Education Program, received a scholarship from the National Institute for Leadership Development (NILD) to attend the workshop, which was also sponsored by NILD. Her travel expenses were shared by the Director's Minority Advisory Committee (DMAC) and by Science Education.

The workshop participants included African American, Asian, Native American, and Latina women who had gathered to strengthen their own group connections and understand the commonalties and differences of other ethnic groups, said Lucas.

"Kaleidoscope encouraged the exploration of our feelings about power sharing, teamwork, and competition," she explained. "We became aware of gender and leadership expectations within the context of ethnicity. Each of us had the opportunity to see ourselves within the context of another group's beliefs (i.e., stereotypes)."

Lucas noted that the group also explored coping skills used by professional women of various ethnic backgrounds, discussed organizational culture and politics, and shared personal experiences of discrimination. Participants were encouraged to frankly discuss stereotypes.

Painfully Honest Discussion

"Kaleidoscope provides a safe environment for painfully honest discussion about what it's like to be a 'double minority' in what continues to be a white male-dominated environment. Far from 'male-bashing' or a celebration of diversity, sessions focused on improving cross-cultural communication and recognizing prejudices and strengths within and among people of color," she said.

The program administrator commented that Kaleidoscope is different in that the group examined current research on ethnic/racial differences in leadership styles and discussed ways to promote inclusiveness and civil dialogue about diversity issues within each participant's own particular places of employment.

She noted that leadership issues are different for women than for men, and they are also different for women of color than for white women.

"Research has shown that women are not socialized to be leaders and unless women make a conscious effort to overcome early lessons and take charge of their own lives, their efforts to move into top levels of management will be frustrated," said Lucas. "Traditionally, both white women and women of color have been excluded from leadership positions on the basis of ascribed characteristics and their status as women. ... For example, assertiveness, competitiveness, and ambition are usually desirable administrative traits for men. Yet they are perceived as negative qualities when ascribed to women."

Pamela Lucas

Lucas said these same attributes were used by other women of color at the workshop to describe African American women. "Various socialization patterns account for the behavioral patterns among women based on their ethnic groups. For example, Latina women have been socialized to hide their feelings. This can be confused with passiveness — a quality not identified with leadership," she said.

According to Lucas, workshop organizers view Kaleidoscope as a step toward organizational change by transforming a cadre of leaders within the organization.

"Downsizing, diversity, and dollars have forced new looks at leadership. Recognizing and capitalizing on diverse talents, successful organizations promote leaders who offer creative ways of handling new tasks and a new work force," said Lucas. ●

Congressional Representatives Support Fusion

Fifty members of the U.S. House of Representatives, including 11 from New Jersey, expressed their support for a strong U.S. program in fusion energy science and technology in a Februrary 15, 1996, letter to Energy Secretary Hazel O'Leary and to John H. Gibbons, Assistant to the President for Science and Technology. Representatives from 16 states endorsed the letter, which is reprinted below.

Congress of the United States
House of Representatives
Washington, DC 20515

February 15, 1996

The Honorable Hazel O'Leary
Secretary of Energy
Forrestal Building
1000 Independence Ave SW
Washington, DC 20585

The Honorable John H. Gibbons
Assistant to the President for
Science and Technology
Office of Science and Technology Policy
Old Executive Office Building
17th St and Pennsylvania Ave NW
Washington, DC 20500

Dear Secretary O'Leary and Dr. Gibbons:

We are writing to express our support for a strong U.S. program in fusion energy science and technology. Specifically, we encourage the Administration to submit to Congress a recommendation of at least $275 million for the Department of Energy's fusion energy program in the Fiscal Year 1997 budget.

As you know, the Department of Energy's Fusion Advisory Committee (FEAC) has recently completed a re-examination of the fusion program. The FEAC finds that cuts in the FY 1996 fusion budget effectively end U.S. leadership in this field at a time when there is tremendous progress and opportunity in fusion energy research. The report recommends that, by restructuring the Department of Energy's fusion program and providing a modest increase over the FY 1996 level, we can maintain our research strengths and thereby ensure our nation's active participation in international fusion energy development.

The FEAC report sets three policy goals for restructuring the fusion energy program which we believe Congress will support. These goals are to advance plasma science in pursuit of national science and technology goals; to develop fusion science, technology and plasma containment innovations as the central theme of the domestic program; and to pursue energy science and technology as a partner in the international effort.

Although we are all painfully aware of the severe budgetary constraints facing our nation, we must work to ensure that the U.S. fusion program is not reduced too deeply at a time when the fusion programs of other nations are growing and progress in fusion science and technology is accelerating. The U.S. must maintain a vital and competitive presence in this most fundamental area of science and this most promising energy technology.

Finally, we want to be clear that it is not our intent that other basic energy and science programs at the Department of Energy be deprived of funding to ensure necessary funding for the fusion program. Perceived competition for funding between science programs can only hurt the strength of U.S. science and technology initiatives.

Thank you for your consideration. We look forward to the Administration's strong support of a restructured fusion energy sciences program.

Sincerely,

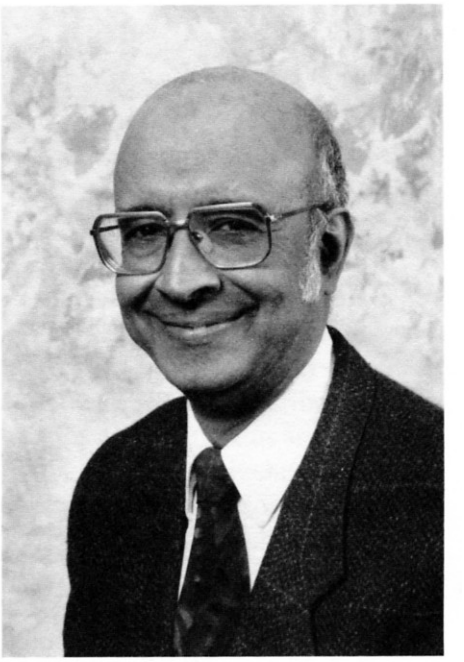
Roscoe G. Bartlett, MC

Tim Roemer, MC

What's Happening at PPPL

Annual Service Awards

The Annual Service Awards ceremony, which recognizes PPPL employees who have achieved a five-year milestone of employment during calendar year 1995, is scheduled for Friday, March 22, at 3 P.M. in the MBG Auditorium. Award recipients and their immediate supervisors are invited to attend.



Raki Ramakrishnan received a Master of Science in Engineering Management from the New Jersey Institute of Technology in January, 1996. Raki has been pursuing this program for the last three years on a part-time basis. Raki also has a Master of Science degree in Electrical Engineering and is a registered professional engineer in the states of New York and New Jersey. In 1986, he received the Industrial Certificate in Fusion Reactor Technology from Princeton.

TRANSITIONS

Births

Congratulations to **Rosemary Fuchs** of the Computer Division, and her husband, Chris, on the February 7 birth of their daughter, Briana.

Congratulations to **Ellen Riscoe** of the Security and Emergency Preparedness Division, and her husband, Tom, on the February 15 birth of their son, Daniel.

Best wishes to **Brent Stratton**, of TFTR Diagnostics, and his wife, Gayle, on the October 17 birth of their son, Oliver Clarke.

HOTLINE depends on you for tips and story ideas. Call ext. 2754 or 2757 with your suggestions.

In Memory

We are saddened by the loss of so many active and retired employees. We will miss the following: retiree **Lee Ellingham**, who died on December 23; employee **Juliann Jackson**, who died on March 4. Juliann had been on long-term disability; retiree **Melvin Shampagnier**, who died on February 23; retiree **Robert Sines**, who died on December 10; and retiree **Joseph Wood**, who died on February 27.