

Hotline

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

Lab Bids Farewell to Davidson

Davidson Steps Down as PPPL Director to Return to Research and Teaching Full Time

By Patti Wieser

In a salute — including a standing ovation — to former PPPL Director Ronald C. Davidson, colleagues and staff recounted his “selfless dedication” to the Laboratory, tireless efforts in a steady stream of budget battles, and leadership in scientific efforts, particularly during the Laboratory’s record breaking experiments on TFTR.

“You’ve led us all well and we hope you enjoy your semi-retirement,” said Princeton University Associate Provost Allen Sinisgalli during a January retirement party for Davidson at the MBG Auditorium. Davidson stepped down as Director on January 1 to return to research and teaching full time.

Staff and officials from PPPL, Princeton University, and the Department of Energy offered their appreciation to Davidson while listing his accomplishments, which ranged from establishing Laboratory committees that addressed the issues of women and minorities, to supporting science education efforts, to leading the Laboratory during historical experiments.

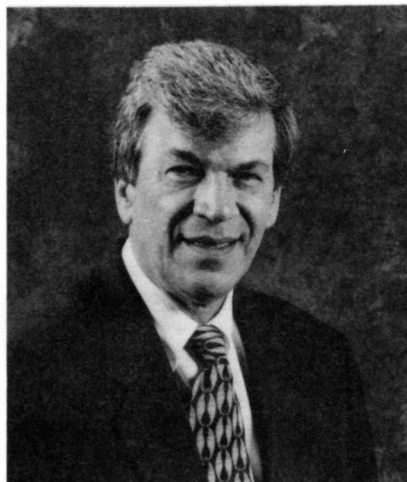
Six-year Reign

It was a fertile time for the Lab during Davidson’s six-year reign, with numerous milestones reached on TFTR, including the production of 10 megawatts of fusion power.

While Interim Director John Schmidt thanked Davidson for his “selfless dedication” as Director of the Lab, Deputy Director Dale Meade noted that a calendar held no meaning for Davidson as Director because it was “filled with life at the Lab.” Meade also noted Davidson’s leadership during the record-breaking deuterium-tritium experiments on TFTR.

“You continually reminded us why we were here — to do the science,” said Meade.

Davidson, who came to the Lab in 1990 after serving as Director of the Massachusetts Institute of Technology



Left: Ronald C. Davidson

Below: The fusion-powered sundial presented to Davidson.



Plasma Fusion Center, also faced wrenching budgetary constraints and staff reductions while Director.

Princeton University Professor of Physics Sam Treiman thanked Davidson for all he had done at the Lab and for his high level of achievement, noting the triumph has been followed by agony.

Princeton University Chair of the University Research Board and Professor of Physics William Happer, also referring to the budget battles faced by the Director,

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Davidson

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compared Davidson to the Irishman in the joke who steps into a bar brawl and asks, "Is this a private fight or can anyone join in?"

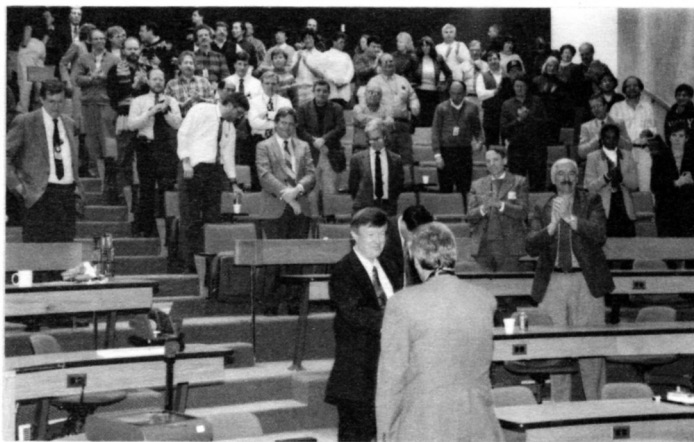
Happer lauded Davidson's zest in taking up the sword, telling the former Director that he had "landed about as many blows as you took" while battling budget cuts for fusion research and the Lab.

Established DACW and DMAC

The retiring Director, who juggled research, student supervision, and writing with the many duties of managing the Laboratory, was also honored for establishing the Director's Advisory Committee on Women (DACW) and the Director's Minority Advisory Committee (DMAC).

Former DMAC Chairperson Ron Hatcher said, "Before Ron came, we didn't have these committees. By giving us DMAC, he essentially gave us a voice and by supporting the committee, he made sure we were heard."

Assistant Director Rush Holt, who presented Davidson with a sundial — a novel alternative to the standard



PPPL Interim Director John Schmidt congratulates Davidson as the staff give a standing ovation.

retirement gold watch — noted the hundreds of papers that were published by PPPL researchers during Davidson's tenure as Director. Davidson himself is the author of more than 200 journal articles and books and serves as the editor of *The Physics of Plasmas*.

Before joining staff at a reception in his honor in the Lobby, Davidson was also presented with a scrapbook prepared by Dolores Lawson and PPPL photographer Dietmar Krause.

Davidson told staff, "It's been a great honor and privilege to serve as Director of the Lab for more than six years...The great achievements during this period are really a credit to all of you." ●



Steve Iverson (right) and Dori Barnes offer their thanks to Ronald Davidson during a reception in the former Director's honor.

Thank You to Staff

Let me take this opportunity to express my deep appreciation to all of the Laboratory staff for the very thoughtful ceremony, the kind words, and the "fusion-powered" sundial presented in January. I am most grateful for your support and dedicated efforts during my term as Director.

— Ronald C. Davidson

HOTLINE

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Lucas Named Laboratory Diversity Officer

By Patti Wieser

P PPL's Pamela Lucas has taken on a second job at the Lab.

Lucas was recently named PPPL's Diversity Officer, a newly established position created by former Director Ronald C. Davidson.

Said Davidson in a memo to staff, "The primary objective of the Laboratory Diversity Officer is to help achieve our institutional goal of strength through diversity."

As the Diversity Officer, Lucas oversees the Laboratory's diversity efforts and leads the newly formed Diversity Working Group at PPPL.

"My main objective is to see that diversity becomes an integral part of the Laboratory — not a separate function," said Lucas, a Science Education Program Leader. "I want diversity to be represented at each and every level at PPPL."

Diversity encompasses individual distinctiveness, including, but not limited to race, gender, work-family issues, sexual orientation, religion, and physical capability.

Since the December appointment, Lucas, working closely with Human Resources staff, has met with senior staff to review how recruitment is done and is working on a plan for increasing the number of women and minorities in science and technology positions. She has been instrumental in seeing that advertising for post doctoral positions at PPPL are placed in magazines and web sites that deal with women in physics, as well as in a newsletter for black physicists.

"The key is that someone have 'ownership' of the diversity efforts," said Lucas, who came to the Lab four years ago.

As Diversity Officer, she has also led the first two Diversity Working Group meetings, which kicked off in December, and is involved in carving out a charter for the group.



Pamela Lucas

Members of the Diversity Working Group represent the Laboratory's many departments, projects, and working committees and are diversity advocates responsible for relating diversity issues to staff and implementing the Lab's diversity plan.

Workforce Diversity

Lucas said her goals include encouraging workforce diversity through recruitment and retention; assisting in the creation of a comprehensive career development program that gives employees the experience to compete for positions of increasing responsibility; and encouraging Procurement to continue contracting with minority and women-owned businesses.

The Diversity Officer said she also intends to look for more ways to incorporate diversity in technology transfer, science education, and community outreach areas, and plans to work closely with Princeton University on diversity and race relations.

The University/PPPL Statement on Diversity and Community states, in part, "As a community, we respect the dignity, individuality, and freedom of each member. At the same time, we strive to be a place where individuals and groups learn with and from each other."

Lucas said the value of diversity in the workplace — besides being the right thing to encourage — is that utilizing each individual to his or her highest potential boosts morale, increases productivity, offers new ways of tackling problems, and furthers the Laboratory's mission.

"I believe that if people are given the right environment to succeed and flourish, they will. I am committed to that and believe that the better our people are, the better the Lab is," said Lucas. ●

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the right environment to
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—Pamela Lucas



A Word from Human Resources...

New Performance Appraisal Forms: A new, improved — and shorter — performance appraisal form is now available on the Web. Developed by Human Resources and a Quality Improvement Renewal Committee subcommittee, the new form has a checklist format with multiple choice responses. The ratings and descriptions from the previous form remain. The new form's simplified first page has pre-formatted categories for evaluating performance with check boxes to rate employees' personal competencies. The second page requires information regarding goals and objectives in sentence form and a third page is available for optional additional comments.

As of February 12, staff may go to the Web under the PPPL Employee Services Home Page and click on Human Resources and Training to find the forms. Paper copies of each form are also available from Human Resources directly.

Human Resources would like feedback about the revised form. Send your comments to Susan Murphy-LaMarche via e-mail at smurphy@pppl.gov or to Anthony Contino at acontino@pppl.gov.

New Name for Mail Order Pharmacies: Merck-Medco Managed Care has changed the name for its mail order pharmacies. National Rx Pharmacies will now be known as Merck-Medco Rx Services. Through April 30, members will receive a buck slip detailing this change. During this transition period, some materials will reflect the former name. If you have any questions, please contact PPPL's Bobbie Forcier at ext. 2101.

Point of Service Plan — Oxford: If a member of the Point of Service Plan has a medical emergency, he or she is supposed to notify Oxford Health Plans within 48 hours to insure coverage. However, the 800 number cannot be accessed outside the continental U.S. According to Oxford Health Plans, a member can ask the overseas operator to connect him or her with the 800 number or the member can contact Oxford by calling their local number 1-908-205-4160. This number will connect the members DIRECTLY with Medical Management. Oxford WILL NOT accept collect calls that come in on the 908 telephone line. If you have any questions, please contact PPPL's Bobbie Forcier at ext. 2101.

Oxford Participating Practitioners: The list of participating practitioners in Oxford's Alternative Medicine program is scheduled to be issued this month. In the meantime, members can call Oxford's customer service department at 1-800-303-9905 to find out if an individual is in the network.

PPPL 1996 United Way Campaign Tops its Goal!

The Lab's United Way Drive exceeded its goal of \$20,000 for 1996. As of late January, PPPL employees contributed a total of \$20,560. Thank you for your generosity!



**Touch a Life
Everyday
Share Your Heart
United Way**



As newly elected Chairperson of the Director's Minority Advisory Committee (DMAC) for the Calendar Year 1997, I will direct this committee as it seeks to fulfill its mission.

DMAC is charged with assisting the Director to ensure minority participation in all categories of employment, education, and training, as well as to promote diversity initiatives.

My goal is to excite within the group energy, enthusiasm, and teamwork to actively fulfill our objectives.

DMAC's regularly scheduled meetings are the third Wednesday of every month at 2 P.M. in the Engineering Conference Room. On behalf of the Director's Minority Advisory Committee, I ask the Laboratory community to embrace the initiatives we set forth and help us bring our specific objectives to fruition.

—Arlene White, DMAC Chairperson

Director's Minority Advisory Committee

Arlene White, Chairperson
Erik Perry, Vice-Chairperson
Linda Harmon, Secretary

Members

Charles Bush
John Clark
Robert Kaita
Patricia Buggs
Pamela Lucas
Subrahmanya Ramakrishnan



The Director's Minority Advisory Committee held its Brown Bag Lunch in the Commons in December. Dozens of PPPL'ers dropped by to share their ideas and listen to featured speaker Robert Willis, Affirmative Action Officer at Johns Hopkins Applied Physics Laboratory. Willis discussed the differences between Diversity and Affirmative Action. From left are Linda Harmon, Pamela Lucas, Sharon Warkala, DOE's Sara Brunson, Sue Murphy-La Marche, and Willis.



The Diversity Working Group kicked off its first meeting in December with guest speakers Sara Brunson, of the Department of Energy (DOE), and Robert Willis, Affirmative Action Officer at Johns Hopkins Applied Physics Laboratory. Brunson spoke about the DOE's Strategic Plan for Diversity while Willis addressed the distinction between Diversity and Affirmative Action. From left are Susan Murphy-LaMarche, Brunson, Linda Harmon, Steve Iverson, and (standing) Willis.

DIVERSITY IQ QUIZ

This quiz is intended to be thought provoking, not to make you feel wrong or bad. It is important to see what discussion is generated. The answers will be published in the next edition of the **HOTLINE**. If you have any questions or comments, please contact Pamela Lucas at ext. 3049 or e-mail her at plucas@pppl.gov.

1. Is diversity a problem? Yes/No
2. Is diversity the sole responsibility of the Human Resources Department? Yes/No
3. Is diversity just about race and gender? Yes/No
4. Is diversity for minorities and women? Yes/No
5. Does diversity exclude me (because I am white/male)? Yes/No
6. Is diversity training just another fad? Yes/No
7. Is diversity just another version of Equal Employment Opportunity? Affirmative Action? Yes/No
8. Corporate managers from diverse Asian-American backgrounds consistently observed that:
 - A) They have benefited from positive assumptions about their work ethic and skills in being given fair opportunities for advancement.
 - B) They have been discriminated against in all areas of organizational advancement.
 - C) They have been stereotyped as being good at technical tasks but weak in management.
 - D) They have been promoted to positions of managerial responsibility, but have been excluded from areas of technical expertise.
9. Eighty-one percent of employers offer dependent care account benefits that allow employees to annually set aside up to \$5,000 of their pre-tax pay toward child or elder care. The percentage of employees who make use of that benefit is:
 - A) 90%
 - B) 76%
 - C) 49%
 - D) 23%
 - E) 5%
10. Studies reveal that in a comparable job, women earn:
 - A) One dollar for every dollar that a man earns.
 - B) 80 cents for every dollar that a man earns.
 - C) 40 cents for every dollar that a man earns.
 - D) 70 cents for every dollar that a man earns.
11. Between 1990 and the year 2005, the labor force aged 16 to 24 is expected to grow approximately 14%; the labor force aged 25 to 54 is expected to grow approximately 17%; and the labor force aged 55 and older is expected to grow:
 - A) 11%
 - B) 27%
 - C) 36%
 - D) 43%

*Look for more questions including the Gender Equity Quiz in future editions of the **HOTLINE**. Thanks go to Mauricio Velaquez of the Diversity Training Group for the Diversity IQ Quiz and the Gender Equity Quiz.*

Science Education News

By James Morgan

National Teacher Enhancement Project: On January 24, participants in the National Teacher Enhancement Program, *Global Energy & Environmental Solutions*, attended their third follow-up session at PPPL entitled "Reflection, Refraction, and Lasers." The teachers were treated to a day-long lecture and demonstrations by Dr. Andrew Post-Zwicker, of the Science Education Program. Teachers investigated the properties of mirrors and lenses, and the properties and applications of lasers. They also built a simple telescope. They will return to their schools and school district with a better understanding of the physics of light.

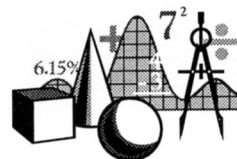
The teachers will be on-site again on March 7 for their last follow up before their three-week summer program July 7-25.

FIRST Competition: PPPL's Science Education Program is sponsoring a team of students from Hopewell Valley Regional High School in this year's FIRST com-

petition. FIRST stands for "For Inspiration and Recognition of Science and Technology" and is a national engineering contest which immerses high school students in the exciting world of engineering. Teamed up with PPPL engineer Alex Nagy, the students are getting a hands-on, inside look at the engineering profession. In six intense weeks, the students and engineers work together to brainstorm, design, construct and test a robot. The teams then compete in a spirited tournament complete with referees, team cheerleaders and time clocks.

Each year, the competition is different so returning teams always have a new challenge to look forward to. The details are kept secret until the unveiling at the Kick-off Workshop, which was held in Manchester, New Hampshire, on January 11.

PPPL and Hopewell Valley Regional High School will be participating in the Johnson & Johnson Mid-Atlantic Regional to be held at Rutgers University in New Brunswick March 20-22. ●



TRANSITIONS

Retirements

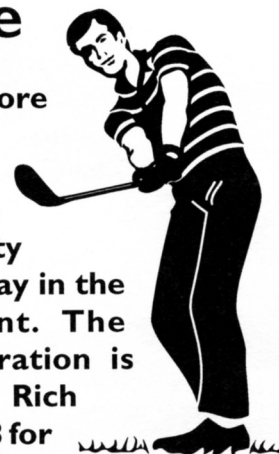
Thomas Lupich, an electrical designer for the Design and Drafting Department, retired on December 31. Lupich had been at the Lab for 36 years.

Harvey Evans, a technical associate in the Engineering Department, retired on January 1, after 33 years of service.

Donald Knutson, an engineer in the Engineering Department, retired on February 1, after 31 years of service.

Golf League

There are only five more weeks of winter. Interested in playing golf? Register for the **Princeton University Golf League** or to play in the **Spring Tournament**. The deadline for registration is **March 21**. Contact **Rich Myslinski** at ext. 2268 for details.



PRESIDENTS' DAY



February 17th