

# The Interaction Point

Events and Happenings  
in the SLAC Community  
August 2002, Volume 13, No. 7



SLAC is operated by Stanford University for the Department of Energy

## TIP Transformed

*THE INTERACTION POINT (TIP)* will have a new look and feel beginning next month. There will be more articles, more photos, more information and more issues each year. The new tabloid style newspaper will be delivered to your mailbox on the first and third Friday of every month. Look for the first issue on Friday, September 6.

The Communications Group can help with writing up stories and taking photos. What would you like to see and read about in the new *TIP*? Send thoughts and suggestions to [tip@slac.stanford.edu](mailto:tip@slac.stanford.edu).

**Oct. 5, 1995**  
Interaction Point  
PHYSICS NOBEL AWARDED TO MARTIN PERL  
by Rosemary  
[Photo of Martin Perl]

**Feb. 26, 1970**  
SLAC NEWS  
RESEARCH & COMMUNITY  
[Photo of a man]

**May 1, 1972**  
The Home Line  
SPEAR Turns On - Stores Beams  
Job Market Survey Report

**Sept. 6, 2002**  
Interaction Point  
COMING SOON !!  
More Info  
[Small logo]

One of the strongest recommendations of the Communication Task Force Reports (August 2000) was for improved internal communication. In response to many of your concerns, the Communications group will begin centralizing and publishing news and developments. We will make sure you get the information you need and can find it again when necessary. A first step in this process is the new style for *The Interaction Point*.

SLAC is one of the world's great research centers and with your help, the new newspaper will echo the human vitality that drives our Lab. Twice monthly distribution will allow us to include recent news and updates, and we will launch a fully interactive web version later in the year. *TIP* is your newspaper and we need your involvement and participation. Events, meetings, installations, awards, club activities, new ideas, opinion, and progress—we want to know.

A new editorial and production team has been assembled but I extend my personal gratitude to Janice Dabney (TD), Vickee Flynn (EFD) and Teri Peterson (formerly with BSD) for the fantastic work they have done on *TIP* over the last years. We will be relying heavily on their skill and experience during the change over.

—Neil Calder

(Graphics: M. Hyde and C. Dalby, TechPubs)

## Director's Corner



by Jonathan Dorfan

THE SUMMER DOWNTIME IS a good opportunity to pause for a moment and take stock of the scientific output of SLAC this past year. It has been a period rich in achievement, both in High Energy Physics and Synchrotron Radiation research. I congratulate you all, as this sort of progress can only be realized through great commitment and teamwork.

*BABAR*, alongside the Belle collaboration at KEK in Japan, has made enormous strides in advancing our understanding of many important high energy physics topics, and in particular the quest to understand more fully the matter anti-matter asymmetry of our Universe. *BABAR* showcased both new and updated results at the 31st International Conference of High Energy Physics, held in Amsterdam in July. The collaboration presented more than 40 papers on work from the nearly uninterrupted 18-month run of the *B* Factory, one of the longest and most technically intense periods of data collection in high energy physics history—certainly in the history of SLAC.

In tandem with Belle, *BABAR* has produced a revolutionary body of research on Charge Parity (CP) violation in *B*-meson decays—CP violation is considered the key phenomenon that led to the matter anti-matter asymmetry of our Universe. *BABAR* published its first confirmation of the phenomenon last July after observing more than 30 million *B*-meson decays, and has tripled its data since that time. The collaboration crossed a once unthinkable threshold of  $90 \text{ fb}^{-1}$  of data, more than 100 million decay events, to cut in half the error bar on its  $\sin 2\beta$  measurement of the matter anti-matter asymmetry. The factor of three more data has allowed the measurement of several other CP asymmetries, each of which adds important information to that gained from  $\sin 2\beta$ . In addition, results in a wide variety of topics other than CP violation are bringing new and important insights into the phenomenon of heavy quark decays. These successes were made possible by the tremendous performance of the PEP-II accelerator during its 18-month stretch.

Such a long run has proven an enormous undertaking for an international collaboration that relies on scientists from 75 institutions and a highly distributed computing capacity. One of the byproducts of outstanding technical work on *BABAR* is the experiment's database, which is now the world's largest. Work is in full swing to update the detector and the accelerator complex to improve the luminosity for the next run, which commences in November. In

addition to PEP-II, nine other experiments were successfully run using the main linac and we look forward to their data in the near future.

On the SSRL front, synchrotron radiation research at SPEAR enjoyed a year of exemplary scientific and technical work, with the x-ray light source delivering high quality beams for 95% of the scheduled user time. A number of previously recorded figures were surpassed: user groups were supported for up to 1,011 “experimental starts”—an increase of 30% from the previous year. In total 1,023 users were “badged” during the year and many visited multiple times. Counting another 744 collaborators on the proposals receiving beam, this means nearly 1,800 scientists were involved in SSRL-enabled research during this past year. Throughout this effort, the SPEAR3 upgrade project remained on schedule in preparation for the major shutdown slated to begin in April 2003. Important R&D progress was achieved on LCLS-related topics, contributing strongly to a successful Lehman Review of the project.

In an upcoming column, I will cover in more detail other important accomplishments in construction and R&D projects that were achieved throughout the laboratory this past year.

SLAC's product is knowledge, and together we have been able to make significant contributions to scientific knowledge. We can all be justifiably proud of this achievement.

## Departing *TIP* Staff



*TIP* Editor Janice Dabney (above, right) wishes to thank Vickee Flynn (left), *TIP* Production Editor, and Teri Peterson (middle), who did the layout each month, for a year and a half of excellent teamwork and gratifying results.

## Snead Named Knowledge Management Head

(Photo: SLAC Directory)



HIKING IN PERU, INVESTIGATING the architecture of Rome, chatting with locals in India, studying in England, visiting museums in Europe, or shopping in France is how Kymberly Snead, the new Department Head for Knowledge Management, chooses to spend her vacation days. Snead

likes to spend her downtime traveling, since it gives her a chance to observe a variety of cultures. “I also enjoy it [traveling] because I learn more about myself when I am removed from the ‘everydayness,’” Snead said. In the evening, when Snead returns home to San Francisco she ends her day with yoga. She practices yoga because it gives her peace of mind as well as physical energy.

Snead began working at SLAC in the Environment, Safety, and Health Division (ES&H) in May. She leads a team that develops communication and technology systems to facilitate the worker safety and environmental protection goals of the lab. Snead also represents ES&H on lab-wide committees aimed at improving processes and communication. Two committees on which Snead represents ES&H are the Internal Procedures and Practices Committee (IPaP) and the Web Portal initiative, led by Neil Calder (COM).

Prior to working for SLAC, Snead held jobs at a variety of places including Abn Amro, a company in Amsterdam, and Women.com Networks. Her past jobs helped her understand the interdependencies of information systems. “I’m excited about the opportunity to support organizations with new, extensible systems,” Snead said.

Not only is this a new job for Snead; it is also a new position within ES&H. The Department Head for Knowledge Management position was newly created this year “to holistically identify, design, and implement the business systems needed to support the ES&H strategic vision at SLAC within finance, planning and (most importantly) knowledge management,” according to Irene Boczek, Associate Director of ES&H.

If you would like to drop by to meet Snead, her office is located in Building 24, Room 209. She can also be reached at x4298 or by email at ksnead@slac.stanford.edu.

—Ashley Begin

(Photo: Stanford News Service)



## 40th Anniversary Countdown

### This Month in SLAC History:

#### 42 years ago:

August 1960: “Project M” members hold a contest to name the newly created organization. The winning entry is “The Stanford Linear Accelerator Center.”

#### 40 years ago:

August 10, 1962: SLAC site is dedicated.

#### 34 years ago:

August 1968: Richard Feynman visits SLAC and has a look at data from the Friedman, Kendall and Taylor experiments.

#### 33 years ago:

August 21, 1969: “Ultimate Payment for SLAC” received by Stanford University from the US Atomic Energy Commission.

#### 31 years ago:

August 2, 1971: *SLAC News* is renamed *The Beam Line*, winning contestant Ed Austin (Electronics Shops) \$20. An emblem for the newsletter masthead is also chosen, and appears for the first time in the December 20, 1971 issue. The emblem contest winner is George Lee (Mechanical Engineering).

#### 32 years ago:

August 1972: First SLAC Summer Institute on Particle Physics held.

#### 20 years ago:

August 14-15, 1982, SLAC “Multi-Anniversary” Celebration held (see photo below).

#### 18 years ago:

August 30, 1984: W.K.H. Panofsky steps down as Director of SLAC; Burton Richter appointed Director.

#### 10 years ago:

August 14, 1992: The ten-thousandth Z particle is produced by the SLC.

#### 6 years ago:

August 1996: Next Linear Collider Test Accelerator (NLCTA) reaches a major milestone with the first electron beam accelerated to 65 MeV with an acceleration gradient of 50 MV/m.

#### 4 years ago:

August 1998: piece-by-piece dismantling of the Mark III Detector in the West Pit begins.

#### 3 years ago:

August 13, 1999: *BABAR* Detector dedication ceremony at SLAC.

Thanks to Jean Deken, SLAC archivist, for researching this series of countdowns.

*Pictured at left are SLAC 20th Anniversary Speakers. Physicists whose work spanned 50 years of experimental and theoretical study in particle physics spoke at the twentieth anniversary celebration of SLAC on August 14, 1982 at Stanford. Left to right: Edward Ginzton, former Stanford University Professor and Project M Director; Sidney Drell, SLAC Deputy Director; James Bjorken, SLAC Theory Group; Burton Richter, Group C Leader; and W.K.H. Panofsky, SLAC Director.*

# 2002 Talk, Walk, Clean (TWC) Program



IN THIS YEAR'S *TALK, Walk, and Clean Program* (TWC), SLAC workers formed teams to collaborate and integrate environment, safety, and health efforts at SLAC. Results from 20 *Talk*, 13 *Walk*, and more than 50 *Clean* teams are highlighted

below.

The *Talk* program produced 39 issues, 12 of which the Safety and Environmental Discussions Assistance Committee (SEDAC) will address as site-wide topics. The SLAC Divisions will address the remaining 27 issues.

Included in this year's *Walk* program were five evacuation drills and several observed opportunities to improve worker safety and environmental protection.

As in previous years, the *Clean* program cleared cluttered offices and laboratory areas and took items to Salvage. *Clean* team activities netted about two tons of recyclable paper and cardboard, 54 pallets of salvageable materials and equipment, including office furniture.

## Issues that will be addressed at a site-wide level:

**Traffic safety** issues primarily include pedestrian safety at SLAC. Issues will be addressed by installing *Yield* signs and taking measures that reduce limited lines-of-sight between drivers and pedestrians at intersections.

**Parking and pathways** issues will be addressed through long-range plans (of 12 - 18 months) that are being considered to reduce on-road parking.

**Resource conservation and environmental performance** issues include increasing water conservation on the lawn areas around the Central Lab and A&E buildings (an issue brought to SEM) and reducing paper usage through electronic publishing of SLAC site-wide publications, timesheets and events notices (brought to the Environmental Safety Committee).

**Electrical Safety** topics addressed grounding of racks, modulators and cable trays in the Klystron Gallery. This



Photos depict various types of cleanup around the site.

(Photos courtesy of R. Cellamare)

topic was brought up in last year's TWC but was delayed by funding limits. This year, special efforts are being made to fund the project.

## Issues that will be addressed at a Division level:

**Trips, slips and falls** includes issues showing our need to remove clutter from hallways, increase earthquake bracing, provide safer access to overhead hatches, install better lighting of stairways and address the risk of slips on wet floors (from leaky roofs) and trips caused by deteriorating stairways and handrails.

**Resource conservation and environmental performance** topics highlight a drive to improve access to some recycling containers, perform more frequent periodic clean-ups in selected work areas, and increase bicycle usage in specified areas with support for proper use and availability of helmets, bicycle racks and air supplies.

**Electrical safety** subjects include adding tracing lines and clearer labeling of circuit breaker panels and promoting cart user training on the proper use of electrical extension cords.

If you are a *Talk* Team Leader checking progress on your topics or if you are interested in more information about the *Talk, Walk, and Clean Program*, please visit the Web at <http://www.slac.stanford.edu/esh/standdown/standdown.html>. If you have questions, please call Jack Hahn, Chair of SEDAC, at x3295.

—SEDAC

## Suggestion System Update

LAST OCTOBER, SLAC ESTABLISHED a suggestion system, based on a recommendation of the SLAC Communications Task Force. Since its implementation the Suggestion Committee has received 52 suggestions. Of these, 19 have been approved; 18 were denied; 8 were answered by providing information to the person who made the suggestion; and 7 remain open and/or pending in their resolution.

Examples of approved items include extending the open hours for the Alpine Gate and providing paper in the Cafeteria for doodling and note taking during informal meetings. Some facility suggestions have been accepted but have not yet been implemented. Many of the suggestions

that were not accepted were too costly or difficult to implement.

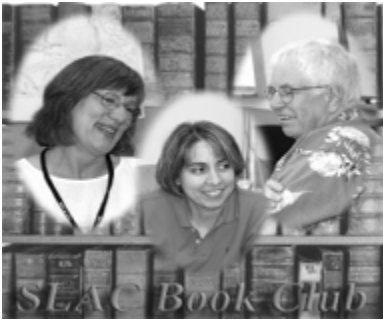
When the Suggestion System was introduced, we stated that there would be periods one-month in length where suggestions focused on a topic of particular importance to SLAC would be solicited. The first focus topic suggestion period will be held the month of September. During that time, in addition to any general suggestions you may submit, we would like specific suggestions on the following subject.

One of the issues facing SLAC and other similar institutions is the continuity of knowledge. A large portion of our long-term staff will be eligible to retire in the next

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## Book Group Looks for Fresh Faces



(l-r) Book Group members Susan Walz (SCS), Roxanne Jones (TIS), and Marty Sorensen (BSD).

WHETHER OR NOT IT has enough members to pack the Blue Room in the A&E Building (B 041), where it meets on the fourth Friday of each month, SLAC's Book Group does have three things that count—history, loyalty and an unrelenting case of bibliophilia. Since 1989 the Book Group has pored through more than 110 titles, from J.K. Rowling's *Harry Potter and the Sorcerer's Stone* to Saul Bellow's *Herzog*.

In spite of a small membership, the group's four active readers have met regularly over the last few years, gathering for lively, informal, and sometimes contentious discussion. "It's simple," member Roxanne Jones said. "People are here because they love to read and love to talk about what they've read."

At a recent meeting, brownies and reading recommendations circulated as members discussed Russell Hoban's *The Mouse and His Child*. There is no consensus yet on the next reading, but there is a clear consensus about something else—fresh faces and ideas are perennially welcomed.

Marty Sorensen, a five-year veteran of the group, describes a close but diverse group that enjoys discussing a range of books—whether classics, children's books or detective novels—within the safe confines of an agreement to disagree. "The best thing is having people with very different views and backgrounds on a subject," he said. "You can say whatever you want—your real likes and dislikes come out."

The group decides together on which books to read. If a particular book does not suit a member's schedule or taste, he or she can participate without having read it. Discussions dwell upon character, plot, cultural overtones, even the differences in the ways men and women approach a text. "Other people always see things you don't see," Susan Walz said. "It's very enlightening, and you learn about other people."

Those curious about the Book Group's upcoming meetings can check its website at <http://www-project.slac.stanford.edu/bookclub/>. If you are interested in joining the Book Group's mailing list, send an email to [majordomo@slac.stanford.edu](mailto:majordomo@slac.stanford.edu) with "subscribe books-L" written in the text field.

—Kyle Jaros

## Historically Black Colleges and Universities Partnership



Laboratory Director Jonathan Dorfan (r) welcomes two special visitors to SLAC. Stephen Egarievwe (middle), Assistant Professor of Computer Science at Fisk University, is one of the first faculty members to participate in the HBCU/SLAC Partnership program and Claudia Jones (l), Vice President of Academic Affairs at Paine University, is the grant administrator for the Partnership program.

## Tips from TIP

•Remember last month's goal of saving the energies of your co-workers who are trying to get in touch with you when you're absent? Here's Part II of our hints: In Outlook 2000, pull down "Tools" and click on "Out of Office Assistant." Type your message (return date, your proxy, etc.) and it will stay in the box; merely open the program when you're ready to leave and click on "I am currently Out of the Office." And here's the good news—when you return, it will ask you if you want to leave this feature on!

•If you use alternate transportation to get to work, such as the train or a bike, the Stanford Alternate Transportation Guaranteed Ride Home program extends to SLAC employees! All one needs to do is register for the program. More information is available at [http://transportation.stanford.edu/alt\\_transportation/Guaranteed.shtml](http://transportation.stanford.edu/alt_transportation/Guaranteed.shtml).

## Work Safe, Work Smart

No new injuries involving days away from work have been reported since 2/21/02 according to Sharon Haynes, Workers' Compensation Coordinator. The number of calendar days between then and this update of 7/24/02 is 153 days. SLAC's record number of days between claims involving days away from work remains at 184 days.

## Salary Setting

THERE HAVE BEEN SEVERAL requests recently for information on how we set salaries at SLAC. First, it is important to know that SLAC is a department of Stanford University and that our contract with the Department of Energy calls on us to follow Stanford University Human Resource policies including compensation policies. We also have workers who are covered by the Labor Agreement between USW and the University. Pay for USW workers is agreed upon in the bargaining process.

Each year the Stanford University Human Resources and Senior Management Group design a program for the following year for non-represented employees based on the philosophy that the program should reward employees for their ongoing performance and contributions. The size of the salary program is largely determined by consideration of external market conditions and the University's financial resources. SLAC interacts primarily through its Compensation staff, consulting and advising University Compensation staff as they conduct their market research; also, our Human Resources Director gives broad input from the SLAC perspective. Ultimately, the salary program is decided by the University President and Provost in consultation with their cabinet (Jonathan Dorfan, our Director, is a member of the cabinet).

In recent years, the typical salary program has had four components. The first is a base merit amount expressed as a certain number of budget dollars. Second, market adjustments are identified for job classifications that are significantly lower than the current labor market. Third, there is also an amount that can be distributed based on equity, additional market situations and extraordinary performance. A final component of the program allows for performance bonuses. While the base merit increase amount is common across the University, the other components are designed to vary throughout the University based on budget and need.

At this point in the process, the University guidelines for the salary program are shared with the SLAC Salary Review Committee which consists of the Human Resources Director, the Associate Directors and the Affirmative Action Officer. This group meets with the SLAC Compensation staff to review the University guidelines and formulate a salary program recommendation to the Laboratory Director. Once a final salary program decision for SLAC is made, each Associate Director communicates to his/her division the process that will be used within that division. While all of the divisions at SLAC follow the same salary program, the internal implementation procedures vary. In all cases, staff employee evaluations are the first basis for individual salary determinations. This is not the only factor that influences individual salaries. In addition, there is relationship to market, penetration in the salary range and internal equity.

Because there is a fixed amount of money available for the salary program, not every supervisor—or even department head/group leader—may be involved in the final salary decision for staff he/she supervises; still, the performance rating of the employee will be the primary influence in the general size of each person's increase.

Once the divisions have made their salary recommendations, they are submitted to the Human Resources Compensation staff who review and analyze the salary recommendations and overall data. The Affirmative Action Officer also reviews and analyzes the salaries. This data is then shared with the Salary Review Committee to review the impact of the proposals and approve the final salary actions. The HR Director, Compensation and Affirmative Action staff then meet with the Director of the Laboratory for a final review and approval of the proposed salary increases.

Once the Laboratory Director has accepted the recommendations of the Salary Review Committee, the salaries are finalized and communicated to staff.

—Lee Lyon

## Suggestion System Update

(Continued from Page 4)

few years. In many cases, they have unique knowledge, both technical and cultural, that may not be recorded and is important to the laboratory and future staff.

One of our employees submitted a suggestion on this topic several months ago but it involved persuading DOE to grant funding for extra staff who would inherit the knowledge of people ready to retire. This was considered by SLAC Management to be both unlikely and too costly. However, there are probably many ideas that address this critical situation but do not involve extensive spending.

We will welcome any and all suggestions but will be particularly receptive to those that involve minimal cost.

Thanks to the many SLAC employees who have participated in this program over the last year. We encourage the entire SLAC Community to submit suggestions (<https://www-internal.slac.stanford.edu/suggestions/>) whenever you have an idea you think would benefit the Laboratory or its employees. We're listening!

—SLAC Suggestion Committee

AS THE WEB EVOLVES at SLAC, there are reasons why portions of our web site will no longer be available on the public internet but will, instead, have restricted access. There are several ways web site access can be restricted, depending on the web server platform and the level of security desired. On the UNIX web server, pages or sites can be restricted simply by adding the phrase “slaonly” in the path or file name. These pages are easily viewed from computers on the SLAC domain—in fact you may not even know you are viewing a restricted page. On the Windows web servers, securing web pages includes encryption (encoding the pages during transit) and authentication (identifying who is accessing the page). In the past we have created secure areas on many of the Windows web servers, but going forward all secure Windows webs will be located on our secure internal server ([www-internal.slac.stanford.edu](http://www-internal.slac.stanford.edu)). If you are using Netscape to view pages on the secure server, you will be asked to provide your Windows user name, password, and sometimes your domain (SLAC) name.

If you are a **web author** interested in learning about these access restriction methods, please visit my page entitled “Restricting Access to SLAC Web Pages/Sites” (<http://www.slac.stanford.edu/slac/slaonly/restrictingaccess.html>).

If you are a **web user** who needs to access restricted web pages, please visit the linked page written by Dennis Wisinski entitled “Viewing Restricted Web Pages at SLAC” (<http://www.slac.stanford.edu/slac/slaonly/intranetaccess.html>).



*[Editor's Note: This is my last column for TIP in the present format and under my editorship—thanks to all the readers who have shared their comments!]*

JDJ

## Be Aware: A Sonnet for Safety

A few years' worth of columns in the can  
Means time for rest, put texts back on the shelf.  
Just walk the Loop and watch construction men  
Forget their fall protection—don't seek help.  
Yet something in the blood alerts the senses:  
A sound of sirens, smell of leaking gas,  
Trip hazard in the hallway, broken fences.  
You'd never view a danger, to let it pass.  
Just hear what you've been saying: be aware  
Of routine tasks completed with eyes glazed.  
Our habits turn to executioner  
When we're complacent, coast throughout our days  
Presuming health, accepting status quo.  
At times there's nothing safer than a *No*.

—Janice Dabney, Chair  
Operating Safety Committee

**SLAC EMERGENCY HOTLINE**

**1-877-447-7522**

## Milestones

### RETIRED

**Belk, Jerald, PUR, 6/21/02**

**Poston, Joe, MD, 6/30/02**

### AWARDS

**Grisson, Mike (ESH), Volunteer of the Year Award for the Medical Health Physics Section of the national Health Physics Society at the 2002 American Radiation Safety Conference and Exposition in Tampa, FL, 6/19/02**

### HONORS

**Chao, Alex, ARDA, elected to become an Academician by Academia Sinica of Taiwan, 7/4/02**

### SERVICE AWARDS

**Fangupo, Lata, SEM, 5 years, 8/1/02**

**Sabba, Dellilah, EPR, 5 years, 8/4/02**

**Colon, Pedro, ESD, 5 years, 8/18/02**

**Cowles, Robert, SCS, 5 years, 8/18/02**

**Reek, Robert, SHA, 5 years, 8/18/02**

**Belk, Jerald, PUR, 15 years, 8/1/02**

**Markiewicz, Thomas, NLC, 15 years, 8/1/02**

**Dubois, Richard, SLD, 15 years, 8/1/02**

**Freese, Allan, ESD, 15 years, 8/10/02**

**Gibson, Harry, ESD, 15 years, 8/17/02**

**Webb, Diedre, HR, 15 years, 8/18/02**

**Ost, Dwight, PUR, 25 years, 8/1/02**

**Jobe, R. Keith, NLC, 25 years, 8/29/02**

**Rothacker, Frank, CG, 35 years, 8/7/02**

**Cottrell, Roger (Les), SCS, 35 years, 8/11/02**

### DECEASED

**James, Homer (Casey), retired from EFD/Cryo, passed away on 6/21/02, age 72**