

## DOE 5 Year Appraisal Rates Fermilab "Superior"

The Department of Energy sent a resounding "Well done!" and an over-all rating of "Superior" to the people of Universities Research Association (URA) and Fermilab in the latest Summary Appraisal Report, a stringent, detailed evaluation of the Lab's performance in all areas over the last five years. Hillary Rauch, Manager of DOE's Chicago Area Office, told Fermilab Director Leon Lederman that "The 'Superior' rating embodied in this appraisal comes as the result of your leadership, and the tireless efforts and accomplishments of all of Fermilab's employees."

Asserting that "the Laboratory staff functions as a vital, energetic, and enthusiastic group of people," the Appraisal spans the period between January 1, 1980, and December 31, 1984. A six-stage sliding scale, with categories ranging from "Superior" to "Unsatisfactory" is used. In item after item, the Appraisal rates URA/Fermilab "Superior" or "Excellent" "in the management and operation of the Fermi National Accelerator Laboratory...in Institutional Management, Programmatic, Project, and Related Functional Support areas." In no instance was any element at the Lab rated lower than "Satisfactory," and that rating occurred only twice out of twenty-two categories and sub-categories.

Of URA itself, the report stated that "URA's overall performance in the management and operation of Fermilab during this evaluation period has been Superior. Under URA's management, Fermilab has achieved numerous outstanding scientific and technical accomplishments, the most notable of which...was the successful completion and operation of the Energy Saver. This is widely recognized by the scientific community as being among the foremost achievements in the field of high-energy physics."

On the subject of Institutional Management, DOE concluded that "the URA/Fermilab management team has been resourceful and flexible in planning, organizing, and directing Laboratory activities. URA/Fermilab management...has established a working relationship with DOE that reflects a spirit of co-operation and willingness to work together toward common goals. Overall, [management] has performed in a superior manner...in maintaining the Laboratory's reputation as a national and international center of excellence. The Laboratory's various administrative policies and procedures have proven effective in enhancing technical progress relative to planned accomplishments."



*The Seal of Approval*

The Report then went on to consider the area of Programmatic Performance, which encompasses the Fixed-Target Program; Colliding Beams; Technical Support; the Physics Department; the Detector Group; Theoretical Physics and Astrophysics; SSC R&D; Awards and Recognition; and Participation by the Scientific Community. In assessing these elements in total, DOE said that "The scientific and technical achievements of Fermilab over the last five years have been outstanding and a rating of Superior is assigned." Accelerator Operation was characterized as "extremely reliable"; the fixed-target physics program has, according to DOE, "covered a broad range of important subnuclear phenomena, and produced a large number of significant new physics results." DOE sees "the completion of the Tevatron II Project in FY 86 ...provid[ing] the national High-Energy Physics program with an unprecedented set of new fixed-target experimental research capabilities," and observes that the collider program "will provide a high potential for new discoveries."

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**... "DOE Appraisal" cont'd**

On specific Project Activity: Of the Energy Saver Project, DOE said that "URA/Fermilab's management and technical excellence are distinctly manifested in the outstanding success of [this project]." The TeV I Project has "adopted ambitious goals and based on progress to date ... appears to have an excellent chance of achieving them." The TeV II project "with its numerous and diverse components, has required a substantial management effort which has been performed in an outstanding manner." CDF was cited for its accomplishments "in both a technical and management sense, despite funding limitations. The vitality of a collaboration extending around the world has been well demonstrated." On DO, the Appraisal reiterated the results of "a detailed DOE program review...[which] produced the conclusion that the DO Detector management team is doing an outstanding job. The Detector is currently viewed by the international high-energy physics community as the archetypal detector."

For Functional Support Performance, which includes such matters as ADPE/management, budget management, environmental safety and health protection, financial management, public information, general administrative services, internal audit/DARTS, security and property protection, human resources, intellectual property administration, and maintenance and energy management, the overall rating for Fermilab was "Excellent" with, for example, Procurement being acknowledged for "its use of sound and cost-effective procurement policies and procedures"; Technology Transfer was rated as "Excellent" for "its leadership role in furthering the transfer of technical information"; and Legal Services earned a "Superior" accolade when "No deficiencies in the Fermilab legal function were noted...the Department's performance of management responsibilities...has impacted very favorably on overall Laboratory operations."

Director Leon Lederman responded to the Appraisal by saying, "We are, of course, pleased with the DOE report card, especially since we have heard that these appraisals have, in general, been very severe. Of course, we took issue with several of the 'Satisfactory' ratings which we thought should be higher, but you can't

'win 'em all.'

"My only regret is that it is unlikely that our 1986 funding will zoom up as a result of this review, although it clearly can't hurt.

"Everyone at Fermilab can take great pride in the part their efforts played in this favorable appraisal, as noted by Hillary Rauch. We especially want to acknowledge the invaluable assistance and contributions of Andy Mravca, Manager of the DOE Batavia Area Office here at Fermilab."

A celebration is in order, for many reasons. See page 8 for details.

## **Albert James Wins Engineering Award**

Albert P. James, a participant in Fermilab's graduate engineering training program, was recently presented with one of six Latimer Achievement Awards by the National Society of Black Engineers (NSBE). The awards, which are made possible by a grant from the General Electric Foundation, include grants of \$1500 to each student, and are given each year "in recognition of outstanding academic achievement, service to NSBE, and service to community or professional activities."

Albert, a 1985 Bachelor of Science in Mechanical Engineering graduate of Boston University, received Cum Laude honors, and was a member of the Tau Beta Pi engineering honor society. He plans to attend Cornell University in pursuit of his Master of Science degree.

This marks Albert's second year in the Fermilab program, which is conducted as a part of the National Consortium for Graduate Degrees for Minorities in Education, Inc. (GEM). GEM began in 1976. It currently numbers 50 employers and 50 universities among its supporting institutions. According to Jim Thompson, Fermilab Employment Manager and co-ordinator of the program, the purpose of the program is "To encourage minority engineering students to continue their educations at the Masters level." Seven students participated in this year's program at Fermilab, each working under supervision in an area corresponding to his or her primary interest.

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# New Study Seeks the True Role of "Women at Fermilab"



*Michaeline Chance-Reay*

Who are these women? What brought them here? What is their role at Fermilab and other national laboratories?...these are some of the questions that will be answered by the manuscript entitled *Women of Fermilab*, a descriptive study of the women in the Fermilab community, recorded by Michaeline Chance-Reay, a Special Research Consultant and former teaching and research associate at Ohio State University. The project is a continuation of her research on the personal-professional development of working women in mid-life.

Her husband Bill Reay, also from Ohio State, is the chairman of the Fermilab User Executive Committee, and a member of Experiment #653.

The purpose of the study is to begin a record of the female role in the history of Fermilab, leading to a project on women working at national laboratories with special emphasis on women in physics.

During the three months she spent here at Fermilab, Michaeline interviewed over thirty women from a wide variety of backgrounds including technicians, computer personnel, physicists, administrative assistants, users, and graduate students.

The information gathering techniques used in Michaeline's interviews were observation, formal and informal interviewing, and participation in as many activities involving women as possible

which shed light on the questions guiding the study. Fermilab has already received materials pertaining to this project from Los Alamos National Laboratory and SLAC which will remain in the Fermilab archives.

The results of the study, including audio tapes, will become a part of **The History of Fermilab: The Lederman Era**, and will be housed in the Fermilab archives.

Michaeline describes the women she talked to as people who are "full of energy and welcome responsibility...a very impressive group of women...intelligent, reflective, diligent, creative, multi-dimensional achievers."

—S. Winchester

## Congratulations To . . .

Wyatt (*Physics Department*) and Frank Merritt on the birth of their first child, Frank Wyatt, on June 18, 1985, at Central DuPage Hospital. Frank weighed 5 lbs., 8-1/2 oz., and was 19 in. long.

Peggy and David (*Accel. Div./RF*) Huffman on the birth of Jamison David on July 15, 1985, at Kishwaukee Hospital. Jamison weighed 8 lbs., 4 oz., and was 22 in. long. Jamison was welcomed home by big sister Candice.

Debbie Thomas and Greg (*Central Helium Liquifier*) Wilself on the birth of Jamie Lynn Wilself on August 2, 1985, at Copley Memorial Hospital. Jamie weighed 8 lbs., 11 oz., and was 21 in. long.

Linda and John (*Tech. Support*) Chyllo on the birth of Laura Marie on August 5, 1985, at Sycamore Municipal Hospital. Laura weighed 8 lbs., 6-3/4 oz., and was 20 in. long.

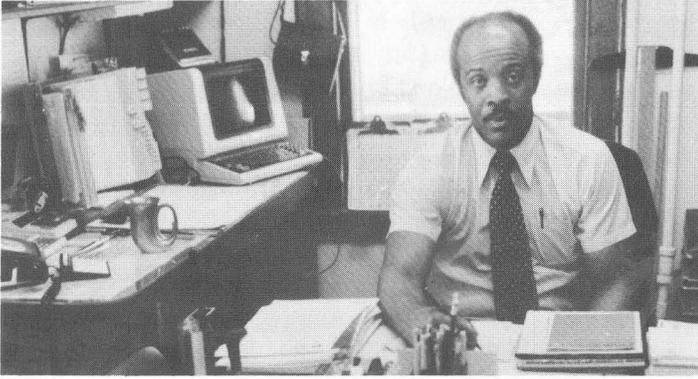
## ... "Award" cont'd from page 2

Albert worked with Tom Peterson in the Accelerator Cryogenics Department, where he concentrated on heat exchanger compressor testing. "The work this year was very challenging," Albert related. "As a second-year student I was given much more independence and responsibility."

Once he's obtained his Masters, Albert plans to "seek a high-level technical position with applications in heat transfer, fluid mechanics, and computer-aided engineering."



## Fermilab Security Department: To Serve and Prevent



*Bob Armstrong, Fermilab's Chief of Security.*

Need advice on home security? How about some solid suggestions on child protection, or on finding a lost or missing child? Want to make certain that your work area is secure against "disappearing" equipment? What if you and your neighbors would like to set up a Neighborhood Watch program? Where do you start? You say you locked your keys in your car out there in the parking lot, and popping door locks isn't one of your acquired skills? Just where can one turn for a solution to these and other non-emergency problems?

One can turn to the telephone and dial ext. 4949, which will put you in touch with the people in Fermilab's **Security Department**. (Remember: in case of emergency, dial 3131.)

As Bob Armstrong, Fermilab's Chief of Security, puts it: "Our goal is to be of service to the Fermilab community. We never lose sight of the basic difference between a Security Department and a Police Department: our primary responsibility is prevention through communication. In most cases, a police department responds only after an incident has occurred. We feel that our mission as a security department is to do everything in our power to prevent incidents.

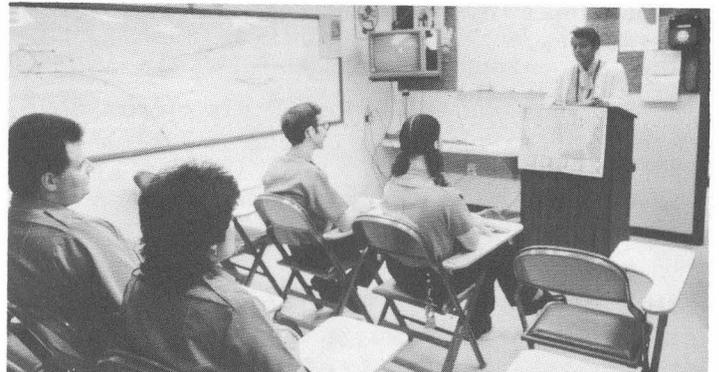
"We've found that the best way to achieve this is by educating employees on ways they can help themselves, and ways we can be of assistance. We have a number of channels of communication: security seminars, FermiNews, Video News, and one-on-one contact with supervisors, department heads, and employees."

One active approach to prevention is a security survey of a particular department.

At the request of a supervisor, Security will come into an area and make practical suggestions on ways to safeguard tools and equipment. "This can help supervisors and department heads keep their budgets intact," Armstrong noted, "since loss or theft of equipment has a way of robbing departments of needed funds.

"We also offer services that go outside the boundaries of the Lab. For instance, we can help employees get in touch with their local police force's Crime Prevention Officer who will assist residents in starting Neighborhood Watch programs. We can also offer detailed advice on home security, and on child-protection measures."

Fermilab Security, operating under the Emergency Services Department which recently became part of Facility Operations and Engineering, feels a special responsibility toward visiting experimenters (users). "Visitors who live in the Village become our own little community after daytime workhours," Armstrong pointed out. "We provide the same sort of service for them that a municipal police force would, and more. Regardless of what a visitor needs, they can count on Security to provide the necessary assistance."



*Captain Elaine Jones (at podium) conducting a routine daily briefing for contract Security personnel about to go on duty.*

Another area where Security thinks prevention is better than cure is that of traffic enforcement. Those white Security vehicles (a change from the yellow cars in use for so many years) serve as a constant reminder that Security is engaged in an on-going effort to keep Fermilab's roads safe. "This is an open Lab," Armstrong reminds,

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...**"Security"** cont'd from page 4

"we have through-traffic, visitors, and sightseers in addition to our normal, workday traffic, and we feel we're responsible for everyone's welfare. We want our roads to be safe."

While Laboratory or "administrative" traffic citations don't carry any outright monetary penalty, a record of each employee's traffic violations, if any, is kept. These records are available to department heads for evaluation, and they're also available to employees who call Security for a check on their own records.

In addition to Chief Armstrong, the Lab directly employs five captains: Glenn Carl, Bill Flaherty, Elaine Jones, Kevin Morrison, and Hank Prokop. At least one of these captains is on duty at all times, performing two jobs at once: acting as the senior representative of Lab Security, and overseeing the work of the contract personnel provided by Great Lakes Security.

Security captains undergo extensive training before and after they begin employment at the Lab; in fact, they receive the same training, with the exception of firearms instruction, as members of any municipal police department. They're kept up-to-date on investigative techniques by periodic training visits from federal law-enforcement instructors.

"Security captains who have left the Lab's employ," Armstrong notes, "have gone on to jobs with such organizations as the Kane County Sheriff's Department, the DuPage County Sheriff's Department, and Bell Labs Security; one of our former captains is head of security with Monsanto, and another is an investigator with the L.A.P.D. The feedback I get on these people is that, because of the training they've received here, they become outstanding members of their new organizations." ❀

The Fermilab Barnstormers Model Airplane Club will host a contest for Radio Controlled Biplanes on August 24 and 25, 1985, at the Barnstormers flying field. For more information contact Glenn Lee, ext. 4448, or Tony Frelo, ext. 3349.

*In Memoriam  
James Hayes  
1935-1985*



Jim Hayes joined the Fermilab Machine Shop on July 13, 1970. In 1971, he began his career in the Facility Operations and Engineering Electrical Department as an electrician. Eight years ago, he became the Group Leader for the Electrical Department.

Dick Graff, Jim's supervisor, said, "all of us who worked with Jim will miss him as a personal friend, for his abilities, and for his dedication to serve us all."

Jim is survived by two sons, his daughter, and his wife, Bernice, who asked that the following message be sent to Jim's many friends at Fermilab: "On behalf of myself and my family I would like to thank all of Jim's co-workers who expressed concern and lent support in our time of sorrow."



*One of the many sights from the 1985 Fermilab Family Picnic. Extensive photo coverage in the next FermiNews.*

# Summer Day Camp is Fun in the Sun for Visitors' Kids

When the children at Fermilab's Summer Day Camp were not busy painting, making collages, playing games, and in general having a good time, they enjoyed taking nature walks, and gathering various materials for their arts and crafts hour, making imaginary pets with wood chips, and log cabins with popsicle sticks.

All these activities, and more, helped occupy the summer mornings of the children of visitors to the Lab. Since most of these Day Campers were past the age where they need to be enrolled in Fermilab's Child Care Center, Fermilab's Summer Day Camp, now in its second year, provided a summer learning experience as well as that ever-elusive "something to do." Twenty-one children were enrolled this summer, ranging in age from 5 through 12.

Six of the 21 children spoke no English, but with the use of a little sign language and a lot of imagination, they seemed to get along quite well. "The language barrier poses no problem for these kids; they learn to understand each other without communicating verbally," explained Camp Leader Al Montgomery (or "Mr. Al" as the children refer to him.)



*From left, Fred Palanque, Annalisa Fabri, Dieg Tonelli, and Lorenzo Fabri build dream houses out of popsicle sticks.*

Al and his assistant, Olivia Gonzales, really got to put their creative minds to work planning field trips and making up games all of the children could enjoy. Helping "Mr. Al" with the Day Camp earlier this summer were Wendy Rivers and Lois Kapitanuik.

The children decorated the "Day Camp 85" banner hanging in Kuhn Barn by re-



*Pride in workmanship is evident on the faces of Liz Snyder (left) and Clara Lypton.*

creating, in crayon, scenes from field trips taken this summer to places like the Lincoln Park Zoo and Blackberry Farm.

On Fridays, when an outing was not planned, the children enjoyed movies and cartoons in the Users Center. Each day a small group went swimming, alternating every other day.

For information on next year's Summer Day Camp, contact Avril Quarrie in the Guest Office, ext. 3440. The Fermilab Summer Day Camp is restricted to the children of visitors living on or off-site.

—S. Winchester

**"We're a hundred and six miles from Fermilab; we've got a full tank of gas, a half a pack of cigarettes, it's dark, and we're wearing sunglasses."**

**THE BRUISE BROTHERS ARE COMING.**

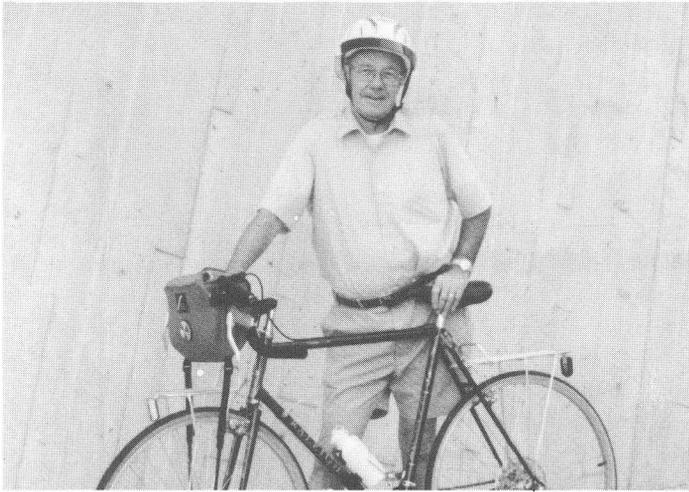
## Godard Picture Next for Film Society

On Friday, August 23, 1985, the Fermilab International Film Society will present **Every Man for Himself**, director Jean-Luc Godard's acclaimed return to prominence, realized through the intersecting tales of a TV director, his girlfriend, and a young prostitute. "A meditation on modern life, infused with perverse wit, cool eroticism, and startling beauty." Admission is \$2 for adults, 50¢ for children. The film will be shown in Ramsey Auditorium and tickets are available at the door.

We would like to give a special thanks to all our friends at Fermilab who helped in any way with searches, distributing fliers, donations, and prayers during our tragic loss of Melissa. The kindness of all of you will never be forgotten.

Thanks so much,  
*Mike and Sheree Ackerman*

## Bill Riordan Bikes for Good Cause



*Bill Riordan*

"Faster than a speeding bullet, more powerful than a locomotive." Is it Superman? No, it's Bill Riordan of the Purchasing Department, who rode his Raleigh touring bike in the "Corporate Adult Bike-a-thon" for the American Cancer Society, which was held at Fermilab on Friday, August 2.

Local companies who sent teams to participate in the event were AT&T, Caterpillar, Metropolitan Life Insurance, General Aluminum Corp., Mercy Center Hospital, Copley Hospital, The Aurora Beacon News, BRK Electronics, and AIRCO.

The Fox Valley Area Office of the American Cancer Society sponsors one Bike-a-thon per year. This year 76 bikers participated in the event, riding a combined total of 1795 miles. Fermilab was chosen to host the marathon because of the privacy and beautiful surroundings.

Bill, who began working at Fermilab in 1972, usually rides his bike 5 to 10 miles a day, enjoying the sport before coming to work in the morning; and he keeps another

bicycle here at the Lab to ride to and from the swimming pool on his lunch hour.

Bill gathered 64 sponsors for his Bike-a-thon ride, all of whom were Fermilab employees, and he plans to collect a grand total of \$277 for the American Cancer Society.

Starting out at 6 p.m., Bill followed the route and stopped at two check points along the way, finishing the marathon at 7:45 p.m., 25 miles and one hour, 45 minutes later.

The company team bringing in the most money will receive the "traveling trophy" from the Cancer Society.

Thirty percent of the money collected will go towards cancer research in the state of Illinois, and the other sixty percent will go for local services to cancer patients such as cancer prevention and public information on early detection.

—S. Winchester

## Prairie Pickers Needed Now

Volunteers are needed as pickers to help harvest seeds for Fermilab's prairie restoration project. Simple instructions will be given to everyone who comes to pick seeds. It is not necessary to stay the entire day. Garden clippers, gloves, and brown paper bags are handy for those who can bring them. Please bring your own sack lunch.

### 1985 Harvest Schedule

- 10 a.m. to 3 p.m. each day
- Saturday, August 31 - Morton Arboretum
- Saturday, September 28 - Midlothian Meadows
- Sunday, September 29 - Fermilab Prairie
- Saturday, October 26 - Midlothian Meadows
- Sunday, October 27 - Fermilab Prairie

Van transportation will be available from Wilson Hall to the Morton Arboretum and the Midlothian Meadows. Reservations are necessary for transportation. For more information, and to make reservations, please call ext. 3351.

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*Editor: R. Fenner; Assoc. editor: S. Winchester  
 Photography: Fermilab Photo Unit*

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Whereas ~

1. The 1985 Tevatron run will conclude successfully on September 30,
2. The necessary support of the DOE was forthcoming,
3. October 1 will usher in a (Happy?) Fiscal New Year,
4. Enrico Fermi's birthday is September 29 and
5. All components of the Laboratory have demonstrated exceptional ability, enthusiasm & dedication to the success of the Tevatron,

Therefore I invite you all to a Lab-wide party in front of Wilson Hall/Atrium, 3:00 pm to 6:00 pm, Friday, September 27.  
food, drinks, music & surprises.

Leon Lederman,  
Director