Office of Science’s Orbach Heads On-Site Review

By Tom Mead

The 2002 SLAC Institutional Planning On-Site Review, presided over by Dr. Raymond Orbach, Director of the DOE Office of Science, and staff, was held at SLAC on Tuesday, October 15. The Institutional Review provides an opportunity for the DOE Office of Science to present high-level overviews of the major scientific projects being conducted here to the DOE, and for the Director of the Office of Science to receive these first-hand, in-person reports and to ask questions and probe more deeply into selected matters.

Director Jonathan Dorfan said of the day, “These reviews are a vigorous process of peer-review and probe. They provide an important opportunity for the DOE Office of Science and the leadership of SLAC to jointly grapple with the major issues that confront the Laboratory.”

Presentations included three overview talks: one on the Laboratory as a whole, and one each on High Energy Physics and Synchrotron Light programs. In addition, there were dedicated talks covering the Sub-Photometric Photon Source, ES&H, the Linear Coherent Light Source, the Linear Collider and laboratory infrastructure issues.

Also offered were three science “vignettes”—an EP violation with BARBAR, the new beam-driven plasma and vacuum laser particle acceleration techniques, and an explanation of how the advent of TeV energy accelerators could aid the investigation of the fabric of space-time and the possibility of multiple dimensions.

Dorfan closed out the formal presentations with a talk that focused on management issues and a lengthy discussion on the challenges presented by the current budgets. After spending the day listening to reports detailing SLAC’s accomplishments, strategies and potentials for frontier experiments, Orbach turned to the assembled audience and said, “This is an extraordinarily well-run lab. I want to thank you for what you have accomplished.”

In acknowledgment of the budget limitations that currently and historically have been faced by the Office of Science and the national labs, he also said, “I think generally, there is an understanding that physical sciences are under-funded.” And he noted that the Office of Science often faces the dilemma of needing to “…support a premier lab such as SLAC without cutting funding at other labs.”

The one-day review included a tour of various SLAC HEP lab sites and of SSRL.

Dorfan was pleased with the outcome of the review, saying, “This was Dr. Orbach’s first visit to SLAC. I believe he now has an excellent appreciation of the enormous strengths and exciting scientific promise represented by SLAC.”

LCLS Funds Approved

By Tom Mead

Just as the Hubble telescope vastly increased our ability to see “out,” the Linac Coherent Light Source (LCLS) project at SLAC will vastly increase our ability to see “in.”

The project recently passed the DOE Critical Decision 1 (CD-1) process, which is the decision to “Approve Preliminary Baseline Range.” With CD-1 approval, LCLS is now authorized to start Project Engineering Design activities, for which $6M is allocated in the President’s Budget for FY03.

The LCLS project is a multi-institutional proposal for a single-pass, X-ray Free Electron Laser (X-FEL) using electron beams from the linear and operating in the wavelength region of 1.5–15 Å (1 to 15 billionths of a meter). The institutions with major LCLS responsibilities include SLAC, Argonne National Laboratory, Brookhaven National Laboratory, Lawrence Livermore National Laboratory, Los Alamos National Laboratory and UCLA.

SLAC researcher and LCLS Project Director John Galayda said, “Each generation of synchrotron light sources has had tremendous impact on the physical and life sciences. These light sources are very powerful research tools for determining the locations and properties of atoms in molecules, solids and liquids. The LCLS will produce flashes of X-rays 10 billion times brighter and 1,000 times shorter than any previous source. These pulses will be used as a strobe flash to watch atoms as they form or break bonds inside molecules or leave the surface of a solid. You could call it freeze-frame photography of molecular formation.”

Vast Improvement

The proposed LCLS will have properties vastly exceeding those of current X-ray sources in three key areas:

• A high average repetition rate.
• The ability to perform high-resolution scattering measurements.
• A high time resolution.

By Linda DaShane White

“Create a legacy and leave this world better than you got it.” These words, which her mother used to say, have guided SueVon Gee’s (AAO) community activism and involvement in her hometown of Oakland. Last week the New Oakland Committee recognized her efforts and contributions by making her the 2002 Oakland Citizen of the Year.

Greg Loew (DO) attended the award dinner, which featured a speech by Senator Barbara Boxer. Congresswoman Barbara Lee was also in attendance. But Gee was the star of the evening. Loew said, “Our own SueVon Gee, also known as Shirley, received a standing ovation from a packed house for her many contributions as a volunteer activist in the Asian American Community. Most touching was to meet her whole family and especially her parents who emigrated from China many years ago and who have good reason to be proud of their daughter!”

Eight years ago the New Oakland Committee partnered with the Oakland Tribune to give this award to “exemplary long-term volunteer community leaders,” according to Executive Director Ruth Rodwell. “It is like a lifetime achievement award for activists.” Rodwell

PERSIS DRELL, page 2

SueVon Gee

Named 2002 Oakland Citizen of the Year

By Linda DaShane White

SueVon Gee, a 2002 Oakland Citizen of the Year, is a Bay Area journalist and author. She began her search for innovative and influential women in science for Discover Magazine, in their November 2002 issue, has named Persis Drell, SLAC’s Director of Research, one of the 50 most important women in science.

By Miriam Boon

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PERSIS DRELL, page 2
Sue Von Gee

Director's Corner
By Jonathan Dorfan

At last Friday's All Hands meetings I outlined for you our plan to meet our budget for fiscal year 2003. This year will challenge all of us to join together in keeping our Lab functioning at its current high level. We do not get the finalized Congressional budget, but we expect that we will receive considerably less than we requested for the SLAC High Energy Physics budget, and close to our request for the SRSL budget.

As you heard from speaker after speaker during the 40th Anniversary Celebration, SLAC science is renowned worldwide and SLAC staff is equally renowned for their talent, dedication and ingenuity. Our top priority in managing this year’s budget is preserving the quality of our science and avoiding an involuntary reduction in staff. We must Save Our Science and Save Our Staff.

I have been working with the Directorate for the past month to develop a plan that will meet our budget and maintain our programs and people. This plan involves a combination of cuts to program elements and sacrifices from the staff. I would like to remind you of how you can contribute:

1. Voluntary Layoff Program: Staff can request to be laid off and receive the same benefits they would receive if they had been involuntarily laid off. This option can be accepted if the organization saves a position immediately traceable to the layoffee’s position and if the person’s presence is not required by operational needs. In order to realize the necessary savings, SLAC is requesting that staff aim for January 6, 2003 as the effective date of their layoff.

2. Take Your Vacation Days: This contributes to our cost savings efforts because we pay for vacation from an accrual account and it does not count against a department’s operating budget. All HEP funded staff will need to take all of the vacation they earn during this fiscal year (October 1, 2002 through September 30, 2003). Whether you earn five weeks of vacation per year, or two weeks of vacation per year, HEP funded staff will be expected to take at least the full amount that you have earned within this fiscal year.

3. Voluntary Reduction in Hours Program: Staff can voluntarily reduce their work hours for a period of time. This is intended to be temporary, but could be permanent if an employee and his/her supervisor/departament agree to that arrangement.

4. SOS days: For the HEP funded programs, SLAC will shut down the week of Labor Day 2003. Monday, September 1 will be a Holiday; the HEP funded staff will be on leave without pay during the four days from Tuesday, September 2 through Friday, September 5.

More detailed information on these programs is available at: http://www-group.slac.stanford.edu/hr/Important/notices.html

By planning ahead and by showing our solidarity, I believe that these measures will allow us to weather the expected shortfall and emerge at full strength.

I am deeply grateful for your support.

Sue Von Gee

Persis Drell

(continued from page 1)

LCLS (continued from page 1)

areas: peak brightness, coherence and ultra-short pulses. The peak brightness of the LCLS will be 10 orders of magnitude greater than the current high level. We do not get the finalized Congressional budget, but we expect that we will receive considerably less than we requested for the SLAC High Energy Physics budget, and close to our request for the SRSL budget.

122-meter array of magnets called an undulator. The undulator will force the beam of electrons to move from side-to-side, causing them to emit x-rays that have much higher energies and much shorter wavelengths than the photons that we perceive as visible light. When the magnetic waves of the undulator and the electron beam are tuned to a precise harmony with one another, the x-rays will 'bend' the electrons into much shorter bunches than have been achieved before. These electron bunches will generate a laser-like x-ray beam 10 billion times brighter than the light currently produced in the SSRF synchrotron. Getting to Project Completion

The next step in project approval is targeted for Spring 2003. At this time DOE will respond to SLAC’s request to fund long-lead procurements of major subsystems such as the undulator magnets at Fyar. Now that CD-1 is approved, DOE will plan to fund SLAC’s request for an additional $27.5M to complete the design of LCLS during FY04-06. In Spring 2004, the design will be far enough along for DOE to decide exactly what the LCLS project will include, when it will be completed and how much it will cost. As part of CD-1, DOE has narrowed down the total estimated cost for design and construction to the range of $200M-$240M. SLAC’s proposed construction schedule calls for first attempts to produce x-ray laser light by the end of 2007, and project completion by September 2008. Getting the needed signature on the CD-1 document in October was an important step on the path to realizing the eventual development of this remarkable light source.
John Seeman Appointed Assistant Director for the Technical Division

By Linda DuShane White

John Seeman was appointed Assistant Director of Accelerator Systems for the Technical Division in September. He will continue as head of the Accelerating Systems Department, a position he has held since 1998.

Seeman said he has enjoyed his years at SLAC, “It’s been a great twenty years—lots of hard work and a lot of good people. I was fortunate that way.”

Seeman’s first position at SLAC in 1982 was as Head of the Linac Group where he worked on the Stanford Linear Collider (SLC). The SLC commissioning was great fun for me and the other accelerator physicists and managers but at times a little frustrating. Every day a new accelerator physics effect came up which needed to be understood. That’s why we’re here! We were creating a new field of accelerator study in real time. It kept us on our toes.

“We would often stay working until 2 a.m. and then be back in for the 8 a.m. meetings to report our findings,” he said. “When things got rough at 1 a.m. in the control room, we often said, “It doesn’t get any better than this,” referring to how exciting the results were and we didn’t want to be anywhere else.”

Seeman next worked for PEP-II, where he was System Manager for the High Energy Ring, PEP-II Deputy for Accelerator Physics and Head of the Commissioning team.

“The whole team on PEP-II worked very long and hard to get all the details right and it paid off,” said Seeman. “The PEP-II commissioning went very quickly and reached world record performances in 5 months after BaBar was on-line. PEP-II reached its design parameters in about a year and a half.”

“The team did not stop there. Through the work of many people, we have introduced more than doubled the design-integrated luminosity per day during the past year. With recent hardware upgrades PEP-II should do even better with another factor of two increase over the next 18 months and perhaps a further factor of two over the next four years. PEP-II has plenty of room to grow.”

The future holds exciting possibilities, Seeman said. “For way down the road, we are investigating the possibility of a Super-PEP-II that may produce 10 to 100 times the data per day. Future studies will tell if this possibility looks feasible. We would very much like to keep SLAC’s trend going.”

“SLAC has been a great place to work,” Seeman said, “with exciting people, a supportive environment, new ideas that abound and a great staff and users. I cannot wait to get started on my next twenty years.”

Windows Web Server Upgrade Status Report

By Ruth McDonnell

Most of the preliminary work for the Windows web server upgrade is complete. Now comes the hard part—making it happen. We will be holding a meeting to discuss the upgrade on November 7, 2002 at 3:00 p.m. in SCS Conference Rooms A and B (Bldg. 50). Please come with your questions and concerns.

The impact of the upgrade to those who browse the web should be minimal. There will be a short (a few hours, hopefully) outage of each server as the final data transfer and switch takes place.

These outages will be scheduled for off-peak hours, and a notice of the outage times and durations will be sent to the comp-out mailing list, and also posted as an announcement on SLAC’s Detailed and Highlighted web pages.

The other impact is that some web information currently restricted to SLAC-only or group-only access will move to an entirely different server (our intranet server at https://www.intra.slac.stanford.edu/). This could result in some broken bookmarks and links, which could take time to find and fix.

Open Enrollment Brings Choices, and Changes

By Linda DuShane White

November is Open Enrollment time for benefits, and this year some important changes are ongoing.

An Open Enrollment Web site will be activated beginning November 1 with complete benefits information and materials available there (benefits.stanford.edu). This year, for the first time, every employee will be enrolling online via this Benefits/SLAC Web site.

Even if you do not intend to make changes in your benefits at Open Enrollment, SLAC Benefits Manager Teresa Cervantes encourages all employees to look at their packages. “Open them, please!” she said. “Maybe your medical plan is not changing, but other changes could be changing or maybe your provider is not available any longer. It’s really important to be better aware of what’s available at Open Enrollment than when you’re standing in the doctor’s office.”

Another important consideration is prescription drugs. “Each plan has its own formulary of drugs that are covered,” Cervantes said. “So we think, ‘If your doctor is prescribing a medicine it will be covered.’ That’s not necessarily right. Especially if employees are switching medical plans, they want to make sure about their coverage. Even if a drug was covered under their previous plan it may not be covered under the new plan.” Furthermore, the formulary can change from one year to the next even under the same plan.

Changes are in Store

Monthly insurance rates are going up for 2003 and there will be changes in co-pay for medical appointments as well as for prescriptions. Most of the medical providers will remain the same. If you choose to keep the medical and dental insurance plans that you already have you do not need to take any action.

However, those of you who have Blue Cross (CaliforniaCare) will be automatically transferred to the PaciﬁCare Plan effective January 1, 2003, unless you designate a different provider at Open Enrollment. The CaliforniaCare plan will continue through the end of this year. Cervantes advises to be sure to check and see if your doctors are available through PaciﬁCare.

Open Enrollment at a Glance

• Open Enrollment begins on November 1 at 7 a.m. and ends November 22 at midnight.
• SLAC’s Benefits Fair is Thursday, November 7, from 10 a.m. to 2 p.m. in the Panafsky Auditorium Breezeway.
• Other Benefits Fairs will be held at Stanford (check website for details).
• All SLAC employees should have received a 2003 Open Enrollment guide at home by October 31.
• If you have not received your guide by November 7 contact the SLAC Benefits Office (ext. 2596).
• New / changed benefits become effective on January 1, 2003.

A new option this year is Disability Health, a consumer-driven health plan. Stanford will deposit from $1,000-$2,000 (the amount depends on the number of family members covered) in a personal care account. From that,” says Cervantes, “an employee will pay for health care expenses. Once that money is used up the employee is responsible for a $500 deductible. After the deductible is used the Stanford deposit is used up; the plan becomes more like a PPO.”

The employee has a choice of any provider and is responsible for part of the premium.

Cervantes said, “This plan is probably for the employee that is pretty healthy and doesn’t go to the doctor a whole lot.”

Key Mistakes to Avoid

When asked what mistakes people often make she said, “The biggest thing we’ve seen every year for the past 12 years is that employees forget that the Health Care and Dependent Day Care Spending Accounts, which are the pre-tax savings accounts, have to be renewed. That is an IRS rule but not a Stanford rule. So when everything else just rolls over to the next plan year (unless you wish to change to a different plan) you must re-enroll in the health care and dependent care tax-free funds.”

Plan to Attend the Benefits Fair

According to Cervantes, “We expect to have vendors here for medical, dental, retirement, and other benefit plans. Representatives from the Stanford Credit Union and the Stanford Credit Union will also be here. For more information, see http://www.group.slac.stanford.edu/ hr/b/
SLAC Welcomes New Cafeteria Manager

By Miriam Boon

The SLAC Café may take some novel directions as its new Cafeteria Manager, Gary Turner, settles into his position. “I want to wow the guests,” Turner said. “I want them to literally say, “Wow, I had a great lunch today at the SLAC Café!”

Turner is new to SLAC, but has spent the last two years working for Guckenheimer, the contractor that runs our cafeteria. Most recently, he worked as a relief manager, which he views as a strong point in his background. “You get to work in a different account pretty much every week. You get to work with different crews and you get to learn new ideas. It’s really absorbing and you take in a lot of information on how to be successful based upon the ideas learned from all of our other successful Guckenheimer accounts.”

Before Turner worked with Guckenheimer he was a manager at Pizzeria Uno, a national chain of sit-down restaurants. Turner does not plan to make any radical changes to the menu—popular items such as Saguaros and The Potato Bar aren’t going anywhere. “After consulting with the chef and several customers, I’ve decided that I will not change the major staples or the trend.” He does plan to revise the entire rotation. “My goal is to put us on an eight-week menu cycle. You should not see the same entire eight weeks.”

POLICIES AND PROCEDURES

The Use-It-Or-Lose-It Rule for Airline Tickets

The six largest U.S. airlines have changed their policies on non-refundable tickets in an effort to offset reverse losses. The “use-it-or-lose-it” rule makes such fares unusable after the ticketed date of travel if the traveler does not change the ticket prior to the scheduled departure time. If you need to change any leg of the flight, you must do so before the respective departure or the rest of the ticket will become worthless. How Does This Effect SLAC Travelers?

SLAC’s procedure on lowest available airfare remains unchanged. You are still expected to use the lowest available airfare that meets the business requirements of the trip. We believe that the non-refundable ticket is still the most cost-effective way to travel. In most cases, you should know before the scheduled departure time if the ticket needs to be changed. If the ticket must be changed for legitimate business reasons, SLAC will pay the change ticket fee.

If your trip is cancelled for business reasons and you don’t know when the trip will be rescheduled, you can change the ticket to a far future date (up to one year in the future), and then change it again when you know the new dates of the trip. This would result in two change fees but would prevent a complete loss of the ticket. However, you must weigh the cost of the change ticket fees against the value of the ticket (i.e., if the sum of the change fees is less than the cost of the ticket, this would be a reasonable course of action).

Refundable Tickets

Refundable tickets should only be purchased if the dates of the trip are uncertain and the cost of exchanging the ticket would cause the non-refundable change ticket fee to be more than a refundable ticket.

Contact: Alison Minard, Travel Reimbursement Office, ext. 4346, aminard@slac.stanford.edu

Upcoming Events

Fri. Nov. 1, 12:30 p.m. Green Room

SLAC FRIDAY THEORY SEMINAR

Matthias Klein, SLAC

"Transmission or Supersymmetry Breaking in Intersecting Bruce Models"

Mon. Nov. 4, 4:15 p.m.

Panofsky Auditorium

Yosef Nir, Weizmann Institute

"Heavy Quarks Physics"

Tues. Nov. 5, 12:30 p.m.

Change Room

SLAC EXPERIMENTAL SEMINAR

Michel Burnerd, Inst des Sciences Nucleaires, Grenoble

"The Crehekron Imagie of the AMS Experiment"

Fri. Nov. 8, 9:00 a.m.

Redwood Room

SLAC PHYSICS MEETING

David Burke, SLAC

"Heavy Quark Physics"

Mon. Nov. 11, 4:15 p.m.

Panofsky Auditorium

Lynne Krasnow, Columbia University

"The Expanding Use of MRI Using Polarized He-3: The Legacy of E142"

Wed. Nov. 13, 10:00 a.m. - 2 p.m.

Panofsky Auditorium, Lobby/Breakway

SLAC'S "SPECIAL" EVENT

Cyber Fair: Demonstrations and Information

Wed. Nov. 13, Noon

Change Room

SLAC YPP ASTROPARTICLE PHYSICS LECTURE

Larry Wat, SLAC

"Introduction to Various Candidates of Dark Matter"

Wed. Nov. 20, 8:30 a.m.

Redwood Room, Nov 20-21

SLAC MEETING

Charles Young, Coordinator

Experimental Program Advisory Committee Meeting

http://www.slac.stanford.edu/grp/rd/epac/

Wed. Nov. 20, Noon

Redwood Room C3

SLAC YPP ASTROPARTICLE PHYSICS LECTURE

Edardo do Couto e Silva, SLAC

"GLAST's Role in Detecting Dark Matter"

Fri. Nov. 22, 12:30 p.m. Green Room

SLAC FRIDAY THEORY SEMINAR

Eduardo do Couto e Silva, SLAC

"Introduction to Various Candidates of Dark Matter"

Wed. Nov. 20, 8:30 a.m.

Redwood Room

SLAC YPP ASTROPARTICLE PHYSICS LECTURE

"Astrophysical Observations Leading of Dark Matter"

Thu. Nov. 21, 10:00 a.m. - 3 p.m.

Panofsky Auditorium

SLAC STANFORD EVENT

Benefits Vendors, Stanford U Health and Wellness Fair Open Enrolment

http://benefitsu.stanford.edu

Nov. 10-12, 9:00 a.m.

Redwood Room

SLAC PHYSICS MEETING