BABAR Identifies Charming New Particle

By Neil Calder

Antimo Palano from BABAR presented evidence for the identification of a new subatomic particle named Ds(2317) in the Auditorium on Monday, April 29. Initial studies indicate that the particle is formed from a ‘charm’ quark and a ‘strange’ anti-quark.

“Congratulations to BABAR!” said Director Jonathan Dorfan. “The discovery of this new particle underlines the vigor of our high energy physics research program. Within the Ds(2317) the quarks appear to be in a particularly interesting configuration: each of the quarks spins clockwise about the bike’s axis, while the two of them circle each other in a counterclockwise direction. The existence of the particle is not a surprise, but its mass is lower than expected. This result will send theorists back to their drawing boards.”

“This is an important achievement for BABAR,” said Marcello Giorgi (INFN/University of Pisa), spokesman for the collaboration. “We have discovered a new charm particle in an experiment designed to probe the difference between matter and antimatter using bottom quarks. Sometimes the most exciting discoveries come from unexpected directions. There has been a buzz of excitement in the experiment in the past few weeks as we performed all possible checks to verify the reality of this new intriguing particle. By carefully studying the experimental data taken since 1999 we have been able to publish a precise measurement of its mass—2371 MeV/c².”

SLAC Gears Up for Bike-to-Work Activities

By Janice Dalnrey

May is an exciting time of the year to get out on your bicycle. On Friday, May 9, from 11:00-2:00 on The Green and in the Breezeway areas, the Operating Safety Committee (OSC) will again sponsor the Bike-to-Work Faire. This will kick off Bike-to-Work Week held May 12-16.

Bike Tune-Ups

Among the features will be free minitupe-ups from The Bike Station and Campus Bike Shop, safety literature, bicycle safety accessory displays, and alternative transit information. Law enforcement representatives will be on hand to answer your questions.

In addition, our guests will include a ranger from the Open Space District and local bicycle advocacy organizations. A group from Palo Alto’s Museum of American Heritage will host a display of antique bicycles that foreshadows their more extensive summer exhibit.

SLAC Adopts New Performance Evaluation Process

By Carmella Huser

SLAC will be using a new performance evaluation form and process for this year’s annual performance reviews. The new form and process have been endorsed by the Associate Directors in all Divisions and will be used consistently throughout the Laboratory.

There are three key differences from the old evaluation: (1) there is one form for all employees; (2) the rating scales have changed; and (3) there is more focus on individual expectations and growth.

New Ratings

SLAC will no longer be using the old ratings of ‘Outstanding’, ‘Excellent’, ‘Very Good’, etc. Instead, new ratings will be used in two areas—job competencies and overall performance. The ratings for job competencies are: Needs Improvement, Meets Expectations and Above Strength.

The overall performance summaries will use a number scale between 1 and 4 to identify where employees are in terms of meeting the expectations of their jobs. A supervisor’s expectations for an employee will be based on the employee’s job, and the skills, educational background and experience the employee brings to the job. A complete explanation of the new performance ratings will be sent to all employees in a memo from Human Resources.

The annual performance evaluation is part of an ongoing process of performance management that includes getting input from employees; giving employees feedback; recognizing accomplishments; and improving performance and modifying unproductive behavior.

The new form and process will give supervisors and employees a fresh start in reviewing performance and in finding opportunities for employee growth.
By Jonathan Dorfan

Alongside this column is a letter sent to me by John Muhlestein, Director of the Department of Energy (DOE) Stanford Site Office. Please read it and take pride in your achievement. For the fifth consecutive year we have earned the highest overall rating of ‘Outstanding’ in the Annual Performance Assessment. John specifically asked me to “extend our congratulations to the Laboratory for this sustained level of performance.”

Clear and accurate communication with the DOE is an essential element of our success at SLAC. By demonstrating the excellence of our work and the validity of our future programs we empower the DOE to make the case for increased support at the government level. This is why I place the utmost importance on our dialogue with the DOE. There are three primary processes by which the DOE assesses the Laboratory’s performance:

1) The Annual Assessment, which is based on our performance as measured against a set of metrics that are agreed to prior to the review process by SLAC management and the DOE. These measures span a wide range of scientific, technical, and management functions. A group of DOE subject matter experts make an in-depth evaluation of our performance relative to those metrics and derive an overall rating for the Laboratory. As input to the process, we at SLAC provide our own self-assessment against the metrics. I am pleased to say that not only did we retain our overall rating of ‘outstanding’, but we improved our rating in five of the thirteen evaluated categories.

2) Peer review of the Laboratory’s High Energy Physics (HEP) and SRNL scientific programs. In this process, the DOE brings to SLAC a group of peers from the research community to evaluate specifically the scientific programs. The HEP program recently had its annual review (the agenda, presentations and other documents are available at: [http://www-conf.slac.stanford.edu/programreview/2003/](http://www-conf.slac.stanford.edu/programreview/2003)). The consultants were highly complimentary of all aspects of the scientific programs, calling out in particular the quality of the staff who have maintained excellence in the face of extremely challenging budgets. There was strong support from the consultants for the importance to the national program of all elements of the work done here.

3) The Institutional Planning On-Site Review, which is presided over by the Director of the DOE Office of Science. The Institutional Review provides an opportunity for SLAC to present high-level overviews of the major scientific components for both the HEP and SRNL programs, infrastructure concerns and budget forecasts. This review is a vigorous present-and-probe process and provides 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. The next Institutional Review will be in October.

These reviews are an opportunity to help the DOE to help us. The better the job we do, the easier it is for our DOE colleagues to promote our science in Washington. These processes provide a chance to showcase our achievements and if the job is well done, recognition follows. Recognition such as DOE Office of Science Director Raymond Orbach’s words on the new particle recently identified at BNL8 (see article on page 1). “This impressive accomplishment reflects the success of a strong team of professionals at SLAC—accelerator physicists, computer specialists, engineers, administrators and many others—whose efforts were essential for the result. I would like to congratulate them all on their combined achievement.”

Sincerely,

John S. M.
Director
Stanford Site Office

Enclosure

2002 SSI Proceedings Now Available on Web


In addition to written versions of the talks and lectures, you will find convenient access to the speakers’ transparencies and videos of the presentations. We hope you find this a useful resource; and a valuable resource for your colleagues who are learning the field.

Thanks again to everyone who participated in SSI 2002. Special thanks to the lecturers and speakers who provided written versions of their talks.

—SSI Program Directors
Salvage Salvation

By Jeni White

If you need anything for your job, the salvage area should be the first place you look. A visit to Salvage (Bldg. 28) reveals new treasures on a daily basis and you never know what you might find.

"We get a lot of unusual items. I am never surprised because I have seen everything come through here at one time or another," said Alan Conrad, Assistant Property Manager for 13 years. "The running joke is that when engineers start to see materials they built 25 years ago showing up here, it can be a good indication that it's almost time for retirement."

Salvage saves the Lab money by making it possible to reuse many supplies and materials. They are also able to generate money for the Lab's general fund in a couple of ways: through sales of recyclable materials such as copper, aluminum, brass and stainless steel, and through a relatively new profit center for Salvage: sales of the old DOE government vehicles on the Web (http://www.bidkasset.com/).

During FY02, SLAC unloaded some 25 vehicles through this Web site, and made about $20,000. Leslie Normandin, Property Manager, says she feels the Internet vehicle sales have been fairly successful, with the average sale returning 17 percent of the original acquisition cost.

Regular shoppers at Salvage know that fresh inventory items are added daily. Reuse at SLAC is the primary goal for equipment and materials, so an in-house excess list and a property utilization catalog of items currently available was recently added to the Web site (http://www-tie.slc.stanford.edu/main/salvage.asp).

You can view all items or search by various categories, and even see photos of many items.

How to Turn Items In

If you think an item assigned to you is no longer needed or usable, contact Salvage (Ext. 2259) to arrange for pick-up. You must submit a form prior to transferring any item to Salvage. Occupational Health Physics (OHP) will need to survey and sign off on all material/equipment going to Salvage. If it is something that has little likelihood of being used again on-site, it will be offered to other government agencies. Many pieces of equipment have gone to local, city and state government offices at no charge. These agencies are able to reuse excess equipment by paying only shipping costs.

If the item is not suitable for reuse at SLAC or by other agencies, it can then be offered for sale at SLAC, or for donation to a school or non-profit agency.

The value of having a Salvage Department is understood by anyone who has had occasion to use their services, whether for temporary warehouse storage space, or by a researcher who is on a budget and may need to build a sample prototype. "Research groups do a lot of shopping here," Conrad said. "They come here and try to find what they need."

Other Property Control staff are Althouse Jones, who collects and sorts the recyclable metals, and Edward Dumaug, who assists in the Warehouse.  

Math Whiz Wins NSF Fellowship

By Linda DeStefano White

You may have been lucky enough to meet math whiz Archana Ganapathi last summer when she worked on programming in the LCLS Advanced Computing Department (ACD) for Kwok Ko. Since then, much has happened to this exceptionally gifted student.

The eldest daughter of TD employee and proud parent Kay Ganapathi, nineteen-year-old Archana graduated from UC Berkeley in December with a double major in Computer Sciences (Honors) and South Asian Studies (Honors).

This year began with yet another honor. Ganapathi spent January at age 19 in December 2002.

According to Kay, "She has always been good with math, and fast. She graduated from Palo Alto High School in three years, and from UC Berkeley in two and a half years."

Ganapathi can spend as much as 20 hours a week learning new software. "I have had occasion to use their services, whether for temporary warehouse storage space, or by a researcher who is on a budget and may need to build a sample prototype. "Research groups do a lot of shopping here," Conrad said. "They come here and try to find what they need."

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Kay Ganapathi (TD), shown here at her daughter Archana's graduation from UC Berkeley at age 19 in December 2002.

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improvements to Sand Hill Road, especially pertaining to bike safety. SLAC will also sponsor an Energizer Station (pit stop) in front of the Lab from 6:30-9:00 a.m. on the actual Bike-to-Work Day—Thursday, May 15. So all you SLACCers, consider riding to work and partaking in the free goodies available at the Energizer Station. Whether you're an expert bicyclist or a casual rider, there'll be fun for all at the Fair! For more information on Bike-to-Work events, see: http://www-group.slac.stanford.edu/hr/altransp/35Years/BikeToWork.html

Second Preferred Travel Agency

On April 1, Palo Alto Village Travel (PAVT) was added to the Stanford/SLAC Travel Program as a second preferred travel agency. Navigator is the first preferred agency. PAVT will offer many services including: Stanford's negotiated United Airlines discounts, a 24-hour travel desk for assistance from over 60 countries and deferred billing of future tickets purchased on an American Express (AMEX) card. The ticket fees are the same as Navigator: $20 for an online ticket, $30 for a domestic ticket and $40 for an international ticket. The colo-

MILESTONES

Service Awards

5 Years
Vieta, Diana (GLAST), 05/11
Bridges, Barbara (DO), 05/29
Colby, Eric (ARDJ), 05/26

15 Years
Humphrey, Rusty (USD), 05/24
Engswegen, David (SFM), 05/23

20 Years
Corvin, W. Clay (NLC), 05/01
Whicker, Larry (KLY), 05/02
Callier, Kenneth (ESD), 05/09
Dabney, Janice (TD), 05/23

25 Years
Yeung, Norman (SEMF), 05/16

35 Years
Staff, Raymond (ESD), 05/21
Bowden, Gordon (ARDJ), 05/13

To submit a Milestone, see: http://www.slac.stanford.edu/pubs/tip/milestones.html

See Awards and Honors at: http://www.slac.stanford.edu/awards/

POLICIES and PROCEDURES UPDATE

Working Group's Efforts Will Make Financial Reporting Easier

In December 2002, the Internal Practices and Procedures (IPaP) Committee recommended that SLAC use general ledger (GL) codes in place of category codes for purchase activities. They also suggested that, as part of this change, the GL codes be reviewed. This change will provide powerful benefits for Divisions by making financial reporting and analysis activities easier by reducing the need to maintain shadow systems.

A new working group—the SLAC Ledger Accounting Process (SLAP)—was formed to conduct an in-depth analysis and update of these GL codes. This work was to be accomplished in parallel with implementing the new purchasing card, which is operated by Bank One. Currently, operators enter one of about 20 ‘category codes’, 5-digit codes that begin with a 2' and represent a category, or family, of items. More choices are available using GL codes, also 5-digits, but beginning with a '5'. For example, using GL code 53107 for office supplies and 53109 for furnishing, a much more useful accounting history. As a result of the working group's effort, several GL codes have been added to the purchasing and accounting systems. You will use these new category codes when entering online requisitions and while reconciling your purchase card statements. You can review the codes at the Budget Office Web page: http://www-group.slac.stanford.edu/b/SL.

SLAC staff that use the purchasing and accounting processes are encouraged to contact any member of the working group for additional information and guidance.

Contact: Bob Strohecker, Budget Office, Ext. 2805, stro@slac.stanford.edu.

Upcoming Events

Fri.-Sat., May 2-3, 8:00 a.m.
SLAC, Redwood Room CD
SLAC MEETING

Jonathan Dorton, SLAC

Scientific Policy Committee Meeting

Mon., May 5, 4:15 p.m.
SLAC, Parmenty Auditorium, (Refreshments-3:45)
SLAC DEPARTMENTAL COLLOQUIUM

Goldhaber-Gordon, Stanford U
“A Survey of Kondo Effect in Mesoscopic Systems”

Tues., May 6, 12:30 p.m.
SLAC, Orange Room
SLAC EXPERIMENTAL SEMINAR

Leslie Rosenberg, ILLI.

“Searching for Dark-Matter Axions”

Tues., May 6, 4:00 p.m.
SLAC, Green Room
SLAC PHYSICS MEETING

Lab Community, SLAC and more

Scientific Discussion Hour

Wed., May 7, 4:15 p.m.
SLAC, Orange Room
SLAC ASTRONOMICS SEMINAR

David Wittman, Bell Labs/Lucent

“The Deep Lens Survey”

Fun

Thursday, May 9-10, 9:00 a.m.
SLAC, Redwood Room

SLAC PHYSICS MEETING

David Higinbothart, Cal Tech


Fri., May 9, 11:00 a.m.-2:00 p.m.
SLAC, The Green Roomway
SLAC "SPECIAL" EVENT

Janice Dabney, SLAC

Bike to Work Fair

Mon.-Fri., May 12-16
Hilton Hotel, Portland, Oregon
PHYSICS CONFERENCE

Robert Siemann/Maura Chatwell, SLAC

Mon., May 12-16
SLAC

STAFF NEWS

Staff News

Juliette Reynolds (TD), Charlotte Chang (RD), Marty Sorensen (ACC), Frank Tupper, Facilitator (BSD) and Stephanie Carlson (SSRL)

Working group members (clockwise from left): Bob Todano (PUR), Bob Strohecker (BDJ), Skip Elitzer (ACC), Frank Tupper (BSD), Keith Reynolds (TD), Charlotte Chang (RD), Marty Sorensen (ACC), Frank Tupper, Facilitator (BSD) and Stephanie Carlson (SSRL).

The Interaction Point

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