Annual Report of Regional Involvement

Fiscal Year 1999
October 1, 1998 – September 30, 1999

Los Alamos
NATIONAL LABORATORY

Submitted to the Department of Energy Los Alamos Area Office

By the Los Alamos National Laboratory and the University of California

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EXECUTIVE SUMMARY

This annual report provides an overview of the numerous investments made by the University of California (UC) and Los Alamos National Laboratory to enhance the economic and educational well-being of nearby communities. It is being published by the UC/Laboratory in compliance with the terms of a five-year contract, under which the Laboratory continues to be operated by the University on behalf of the Department of Energy (DOE). A significant commitment contained in the contract is a special DOE assessment of the UC/Laboratory performance in regional involvement during the initial two years of the contract, which ended September 30, 1999. The information in this report is intended to cover fiscal year 1999 (FY99), October 1, 1998, through September 30, 1999. Wherever possible, however, the report also provides data covering the entire two-year review period (FY98 and FY99).

This section provides a summary of each of the following areas:

- Los Alamos National Laboratory Foundation
- Community Leaders Survey
- Investments in Education
- Investments in the Economy
- Investments in the Community
- University of California Involvement
- Tribal Relations

Los Alamos National Laboratory Foundation

- The Los Alamos National Laboratory Foundation awarded more than $2.7 million to community and educational institutions in FY99:
  - $1,933,258 to 35 New Mexico school districts;
  - $406,725 in educational outreach grants to support regional education programs;
  - $356,431 to community outreach projects; and
  - $100,000 to the Northern New Mexico/Los Alamos United Way.
- Since its establishment in 1997, the Foundation has awarded more than $4.8 million.
- Recipients of the educational enrichment grants report that more than 17,000 students, teachers/administrators, and parents were affected by the 1998 grants, and recipients of the educational outreach grants report that more than 55,000 were affected by their 1998 grants.

Community Leaders Survey

- More than 140 community leaders in northern New Mexico were surveyed in August and early September 1999.
- Overall, community leaders' impression of Los Alamos National Laboratory appeared to have improved slightly over the previous year, particularly in the area of corporate citizenship.
  - Sixty-two percent of the community leaders had a favorable impression of the Laboratory.
  - Twenty-five percent had a neutral or mixed impression.
  - Thirteen percent—an increase of 9% from the previous year—reported an unfavorable impression.
- Approximately two-thirds were either *somewhat satisfied* (37%) or *very satisfied* (28%) with the UC Northern New Mexico Office for its community involvement and regional economic development.
- Three-fifths of the leaders were satisfied with the educational programs offered at the Laboratory, and just under three-fifths (58%) were satisfied with the equal employment opportunities that are offered at Los Alamos National Laboratory.
- More than four-fifths of those who were aware of the Laboratory Foundation were either *very satisfied* (50%) or *somewhat satisfied* (35%) with its efforts, though 9% were *somewhat dissatisfied,* and 4% were *very dissatisfied*.
- Three-quarters (74%) of community leaders said they have heard or read about the Technology Commercialization Program—a figure that is virtually identical to the results observed last year. Approximately two-thirds of those who were aware of the Technology Commercialization Program were either *somewhat satisfied* (35%) or *very satisfied* (30%) with the program.
- When asked to name the single biggest problem facing the community today, a plurality (44%) of community leaders mentioned something related to the economy. The lack of good jobs was the most frequently mentioned economic issue (12%). Approximately one-fifth (21%) of the leaders mentioned an issue related to social or cultural problems such as illegal drug use or the crime rate, and 19% mentioned issues related to the infrastructure or land use.

Investments in Education

- In FY99, the Laboratory had in place 23 science education programs that directly affected more than 1,700 students and teachers. A total of $4.4 million dollars from the DOE Office of Defense Programs (DOE-DP) funded these programs.
- The Laboratory implemented a realignment of the Laboratory's DP education portfolio in FY99, producing significant gains in precollege efforts, including a 43% increase in

participation by children and teachers from kindergarten- through 12th-grade classes in the tri-county area (Los Alamos County, Rio Arriba County, and Santa Fe County).

- Eight students signed up for the newly created Machinist Apprenticeship Program—a partnership between the Laboratory and Northern New Mexico Community College (NNMCC).
- Six students from the regional colleges are participating in the Computer Systems School Administration School-to-Work Initiative—a program that provides work experience at the Laboratory to supplement a two-year degree program in computer science.
- Working in partnership with NNMCC, the Laboratory developed the Electronic Packaging and Design Technology Program. Ten students a year are expected to graduate.
- A group of students graduated from the Electro-Mechanical Technology Student Training Program. To date, three classes have graduated, and each graduate has been placed in a job within the Laboratory.
- More than 840 students from northern New Mexico participated in the Laboratory's portfolio of student employment programs.
- More than $176,060 was distributed to students and education programs, and 88 students from New Mexico received scholarships.
- The Matching Gifts for Education Fund awarded $51,060 to 20 New Mexico-based educational institutions and programs.
- And more than 1,700 students visited the Bradbury Science Museum.

Investments in the Economy

- The Laboratory has greatly increased regional procurement. Regional procurement in FY99 was up 84% over FY96.
- The Small Business Office initiated many efforts designed to help small businesses with procurement opportunities.
- Since 1997, 33 new businesses have been started through the efforts of the Laboratory's Technology Commercialization Office; 120 jobs have been created.
- Over the past two years, $13.5 million has been invested in northern New Mexico start-up companies.
- The Laboratory supported 12 Small Business Initiative projects with approximately $1.5 million through regionally-focused cooperative research-and-development agreements with northern New Mexico small businesses.
- It awarded technology maturation contracts valued at approximately $800,000 to eight regional companies.
- The Laboratory played a major role in work toward developing the region's telecommunications infrastructure.

- The Laboratory participated in groundbreaking for the Los Alamos Research Park. The first building is expected to be ready for occupancy by spring 2000.
- The Laboratory continued its participation in the National Welfare Reform Initiative. Currently, 12 welfare recipients are being trained at the Laboratory. Within 24 months, on-the-job training will be provided to 48 welfare recipients.
- And the Laboratory developed the Northern New Mexico Jobs Website to provide information about job opportunities in the region.

Investments in the Community

- Fifty-seven "Voice of the Customer" meetings with community leaders were held in FY99.
- A Community Leaders Summit was held to bring together community and Laboratory leaders to develop partnerships in addressing key community and Laboratory issues.
- The Laboratory's Community Outreach managers were involved as board and/or committee members in more than 25 civic organizations, serving as resources in addressing community issues.
- The Laboratory continued to develop employees as volunteers, an approach that has become a service valued by both the community and the employees.
- During the 1999 United Way campaign, Laboratory employees and the Foundation donated more than $455,000.
- For the 1999 Holiday Drive, Laboratory employees donated more than $34,000 in food and toys.
- Laboratory employees gave more than $67,000 to the Los Alamos Employees Scholarship Fund.
- The Matching Gifts for Education Fund awarded $51,060 to 20 New Mexico-based educational institutions and programs.
- More than $28,000 was donated to community organizations through the Laboratory/Foundation's monthly small grant program.
- More than 90 Technical Assistance Projects were documented in the region.
- The Laboratory held five public forums on environmental issues.
- The Laboratory answered more than 400 queries from the public.
- And more than 100,000 people visited the Bradbury Science Museum.

University of California Involvement

- The UC Davis Consortium completed data collection and modeling scenarios for step one of a demonstration project in Rio Arriba County—the equivalent of providing $167,000 in support.

- Continuation of the project will result in a $465,375 investment in land-use collaborations between UC Davis and the City of Española.
- UC has devoted 850 hours since January 1998 to economic development planning in the region.
- UC San Francisco has been working with Rio Arriba County to address heroin addiction and treatment needs.
- UC is leading an effort to implement the "Kids Around the University" book at McCurdy School in Española.
- The UC Alumni Group of New Mexico (created last year by the UC Northern New Mexico Office) has a current membership of 300.
- UC has continued its active participation in the Community Health Care Roundtable in Los Alamos.
- The University has engaged its Academic Affairs staff in exploring educational assistance opportunities.
- And members of the Laboratory Retiree Group have been using the services made available to them at the UC Northern New Mexico Office.

Tribal Relations

- The Laboratory held several meetings to brief tribal leaders and tribal environmental staff members on environmental, safety, and health (ESH) issues including high explosives residues in water and planning for emergency response situations.
- The seventh annual Executive Meeting with the four Accord Pueblos was held in March 1999.
- The UC ESH Panel visited with tribal leaders in August 1999.
- The Eight Northern Indian Pueblo Council visited the Laboratory in April 1999.
- Two Laboratory employees who were chosen by their people as tribal officials successfully served their pueblos under the new tribal leave policy.
- A variety of technical assistance projects were provided to the pueblos.
- Educational outreach to the tribes included enhancing math and science teaching at the Santa Fe Indian School and recruiting 48 students to work in the student employment programs at the Laboratory.
- Technical assistance provided to the Navajo Nation resulted in a National Science Foundation five-year grant for $10 million focusing on science and math education.
- The Laboratory undertook economic development initiatives including the signing of a memorandum of understanding with Pojoaque Pueblo in February 1999 and the promoting of employment opportunities at the Laboratory and at its subcontractors.
- And Laboratory Foundation awards to Indian-affiliated entities totaled more than $100,000.

LOS ALAMOS NATIONAL LABORATORY FOUNDATION

A SNAPSHOT OF INVESTMENTS

- The Los Alamos National Laboratory Foundation awarded more than $2.7 million to community and educational institutions in FY99:
  $1,933,258 to 35 New Mexico school districts;
  $406,725 in educational outreach grants to support regional education programs;
  $356,431 to community outreach projects; and
  $100,000 to the Northern New Mexico/Los Alamos United Way.
- Since its establishment in 1997, the Foundation has awarded more than $4.8 million.
- Recipients of the educational enrichment grants report that more than 17,000 students, teachers, administrators, and parents were affected by the 1998 grants.
- Recipients of the educational outreach grants report that more than 55,000 students, teachers, administrators, and parents were affected by the 1998 grants.

Los Alamos National Laboratory Foundation Overview

In early 1997, the Laboratory created the Los Alamos National Laboratory Foundation—a nonprofit, philanthropic entity organized with a simple purpose: to promote and fund a broad range of educational and public service activities throughout northern New Mexico communities where Laboratory and corporate partner employees work and reside. The Laboratory Foundation offers a unique mechanism allowing the Laboratory to follow a model of giving to help address long-standing needs within important constituent communities.

Through a community investment program, the Foundation has implemented a focused program of investments designed to meet relevant educational and social needs of communities in northern New Mexico. Focus areas include education, and health and human services.

The Laboratory Foundation is organized and operated as a New Mexico-based, public benefit corporation, governed by a board of trustees with representatives from Laboratory management, Laboratory corporate-partner employees, and regional communities.

The Foundation is funded at approximately $9 million for FY98 through FY00. The DOE has funded the Foundation's endowment at more than $12 million for FY98 through FY00.

Board of Directors

President: **Allan F. Johnston**
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Los Alamos National Laboratory
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Los Alamos National Laboratory
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Community Outreach Manager
Community Relations Office
Los Alamos National Laboratory
Susan Herrera
Foundation Executive Director

Foundation Grant Recipients

The Foundation has three major grant programs, which are described below.

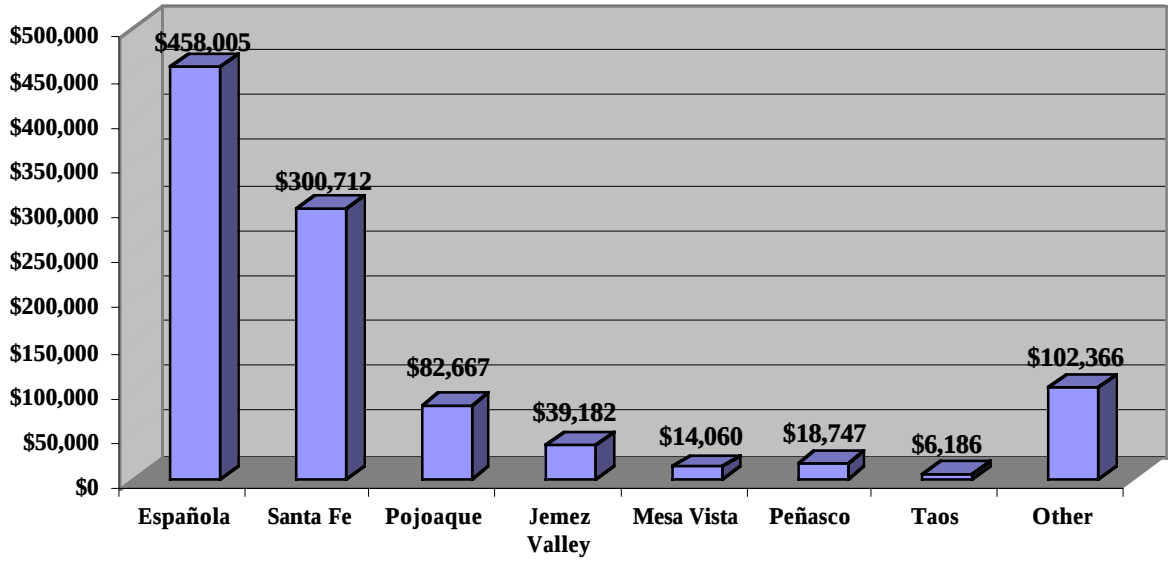
Educational Enrichment Grants

Educational enrichment grants provide funds to regional school districts to supplement their educational programs. In FY99, a total of $1,933,258 was awarded to 35 New Mexico school districts. The allocations for these grants were based on Laboratory and subcontractor employment within the school districts.

Following are some of the programs that the grants will support for the 1999-2000 school year:

- Project Vision Quest at the Santa Fe Public Schools to continue implementation of the structured dropout initiative involving administrators, parents, and students;
- A project to implement a technology-aided education program at the Pojoaque Valley Schools; and
- The Technology Career Wheel and Remediation Project at the Española Public Schools to enhance the basic education skills of students at the primary level.

1999 Educational Enrichment Grants*



**note: The Los Alamos Public Schools also received $1,000,000 through the educational enrichment grant program as part of the annual assistance funding provided by the Department of Energy.*

Recipients of the 1998 educational enrichment grants have submitted reports to the Foundation describing the impact of their programs. According to the reports, more than 17,000 students, teachers, administrators, and parents were affected. Some of the programs:

- Universal E-rate at the Española Public Schools to provide technology, Internet access, and computer systems within the district (5,165 students and 700 employees were affected);
- Project Vision Quest at the Pojoaque Valley Schools—a program that created a process to improve understanding of students who are at risk and to identify ways to reach out to these children (13,137 people were affected);
- A computer-based program at the Taos Municipal Schools developed to help teachers enhance their skills (2,100 students and 211 teachers were affected);
- "Grab a Handful of Science" Family Nights at the Aztec Municipal Schools (250 people were affected); and

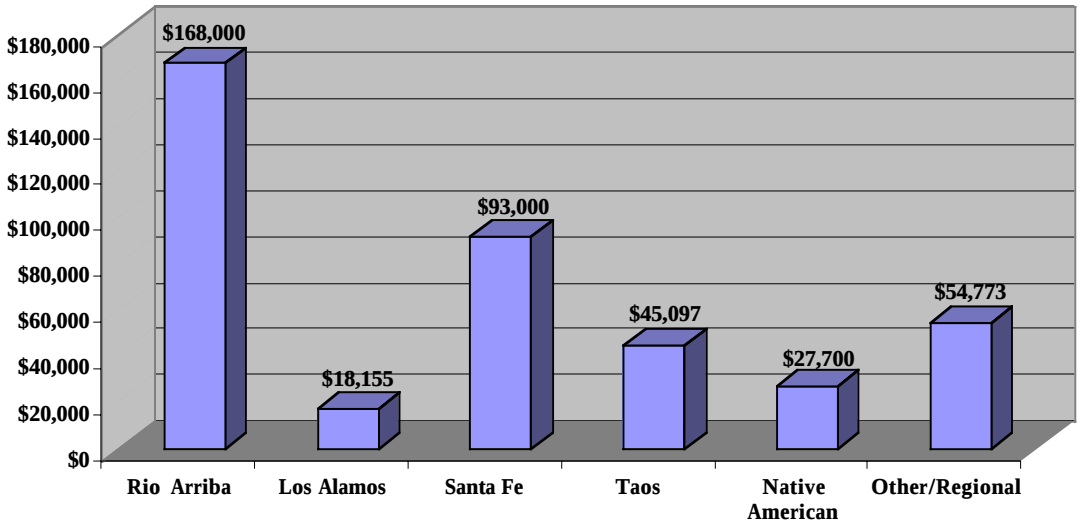
- A local area network and Internet capability developed at the Pecos Independent Schools (886 people were affected).

Educational Outreach Grants

The Educational Outreach Grant Program awards in 1999 focused on innovative educational programs that advance present and future community workforce needs in northern New Mexico. A total of $406,725 in grants was awarded in July 1999 to 42 charitable organizations, educational institutions and government agencies. Examples of those projects funded:

- $9,000 to the Albuquerque-based Deaf Native American Outreach Initiative which will provide outreach and educational services to deaf northern New Mexico Native Americans, their families, and local service providers;
- $10,000 to Pojoaque Valley School District's "Reading Equals Success Program," which will implement a district-wide, six-week summer reading enhancement pilot program;
- $8,000 to The College of Santa Fe to support an online TESL (Teaching English as a Second Language) and bilingual educational endorsement for teachers in kindergarten- through 12th-grade classes;

1999 Educational Outreach Grants



- $12,000 to Santa Fe's Desert Academy for a new science laboratory that will provide interactive and enrichment opportunities for students who come from diverse learning and cultural backgrounds;
- And $3,000 to the Taos-based Bridges for Education Project to assist with outreach efforts to encourage low-income and minority young people to enter college.

- Several local community colleges and post-secondary schools in northern New Mexico also received funding through the grant program:
    - Northern New Mexico Community College
    - Santa Fe Community College
    - University of New Mexico at Los Alamos
    - College of Santa Fe
    - Institute for American Indian Arts

Recipients of the 1998 educational outreach grants have submitted interim reports to the Foundation describing the effects of their programs. According to the reports, more than 55,000 people were affected. Some of the programs:

- "Friday Academy" at Northern New Mexico Community College—a program that provides Laboratory resources to Española Middle School for the delivery of hands-on interactive lab exercises (330 students affected);
- Northern New Mexico Outreach Program for the Deaf and Hard of Hearing People (200 people affected);
- Success-at-Work mentoring program in the Santa Fe public schools (750 students affected); and
- Earth's Birthday Project—a project that provides teachers with free programs and materials that deepen children's experience of the natural world (3,000 children affected).

Community Outreach Grants

The community outreach grants recently provided $356,431 for 41 fiscal year 2000 projects. Some of the projects and grant amounts:

- $20,000 to the North Central New Mexico Economic Development District to ensure public involvement in designing a regional organization to construct and manage water and wastewater facilities,
- $16,560 to the El Rito Public Library to complete the library expansion and increase staff numbers,
- $10,000 to the Family Learning Center to help initiate a comprehensive before- and after-school care program to be housed at Española Elementary School,
- $10,000 to Open Hands of Santa Fe to support the Adult Day Service program, which provides adult day care for the frail elderly, disabled, Alzheimer's patients and clients with related dementia, and
- $10,000 to Literacy Volunteers of Santa Fe to provide workers in Santa Fe with basic English skills classes and on-the-job training.

Summary of Grants and Awards for 1998 and 1999

Grant Program	Amount	Los Alamos	Rio Arriba	Santa Fe	Pojoaque	Taos	Native American	Other/ Regional
Educational Enrichment 1998	$944,354	$0	$505,168	$289,667	$69,000	$7,628	$0	$72,891
Educational Enrichment 1999	$1,933,258	$1,000,000	$473,753	$300,713	$82,677	$6,187	$0	$69,928
TOTAL	$2,877,612	$1,000,000	$978,921	$590,380	$151,677	$13,815	$0	$142,819
Educational Outreach 1998	$440,925	$20,760	$122,322	$143,687	$18,752	$26,650	$64,612	$44,142
Educational Outreach 1999	$406,725	$18,155	$168,000	$93,000	$0	$45,097	$27,700	$54,773
TOTAL	$847,650	$38,915	$290,322	$236,687	$18,752	$71,747	$92,312	$98,915
Community Outreach 1998	$395,350	$61,400	$139,700	$81,750	$7,700	$81,800	$20,500	$2,500
Community Outreach 1999	$356,431	$12,100	$88,000	$72,000	$4,283	$25,000	$40,000	$115,048
TOTAL	$751,781	$73,500	$227,700	$153,750	$11,983	$106,800	$60,500	$117,548
United Way 1997	$100,000							
United Way 1998	$100,000							
United Way 1999	$100,000							
Clearinghouse Grants (includes Lab contributions)	$28,956	$2,925	$5,900	$3,631	$300	$0	$5,000	$11,200
GRAND TOTAL	$4,805,999	$1,115,340	$1,502,843	$984,448	$182,712	$192,362	$157,812	$370,482

ANNUAL COMMUNITY LEADERS SURVEY

A survey of more than 140 community leaders in northern New Mexico was conducted in August and early September. This was the second survey of community leaders in two years. The table below lists the various community sectors that participated in the survey. The objective was to measure the Laboratory's progress over the last year in responding to the needs of communities in northern New Mexico. The study also measured community leaders' awareness and satisfaction levels on specific Laboratory programs and activities over the last year. In order to make comparisons to the previous study, this year's sample was weighted at the organizational-sector level to the same proportions as the 1998 study to avoid any skewing of the results caused by oversampling of tribal leaders.

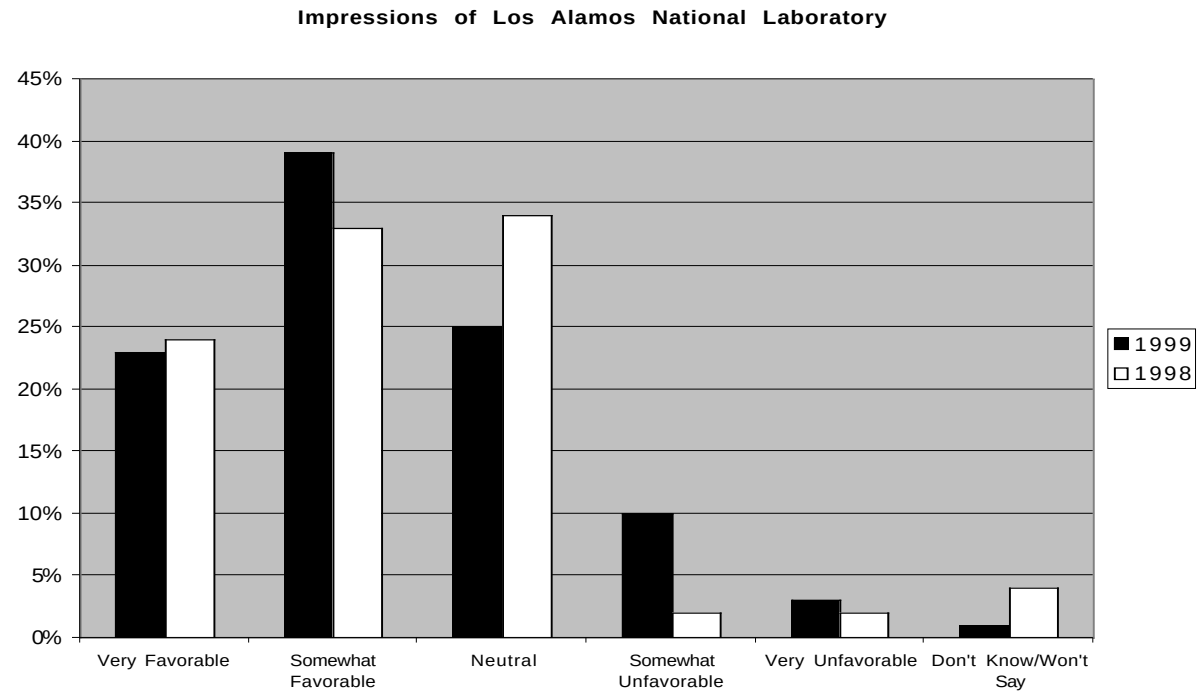
Sector	***Names Provided***		***Completed Interviews***		***Response Rate***	
	1998	***1999***	***1998***	***1999***	***1998***	***1999***
Special Interest Groups	8	6	8	5	100%	83%
Tribal	32	83	9	24	28%	29%
Education	43	37	18	16	42%	43%
Government	44	50	22	26	50%	52%
Department of Energy	25	24	19	21	76%	89%
Economic/Business	67	80	47	50	70%	63%
TOTAL	**219**	**280**	**123**	**142**	**56%**	**51%**

Impressions of Los Alamos National Laboratory

Overall, community leaders' impressions of Los Alamos National Laboratory appear to have improved slightly over 12 months—notably on the issue of corporate citizenship:

- Sixty-two percent of the community leaders had a favorable impression of the Laboratory.
- Twenty-five percent had a neutral or mixed impression.
- Thirteen percent—an increase of 9% from last year—reported an unfavorable impression.

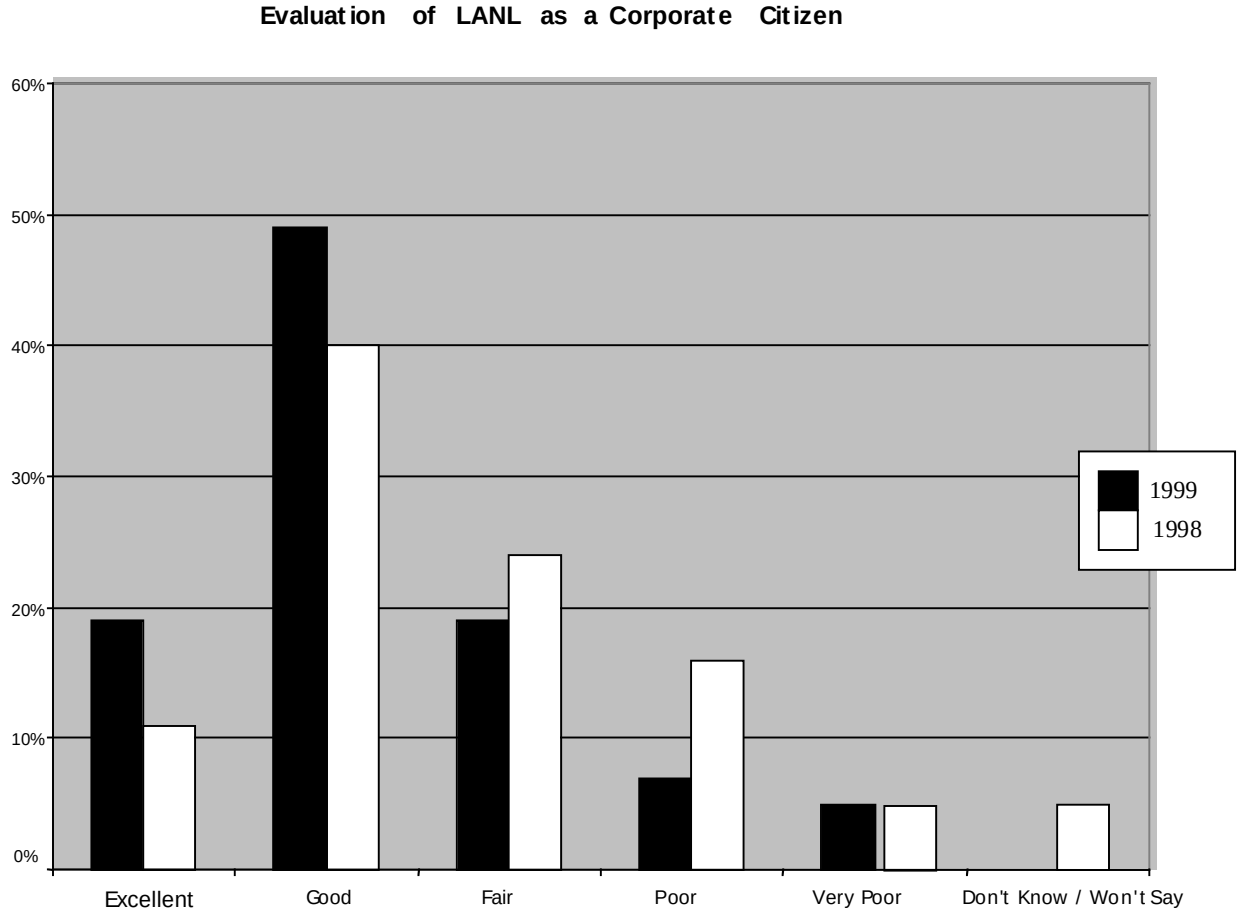
The 1999 results are similar to those observed the previous year. Community leaders were slightly more inclined in 1999 to say they had a favorable opinion of the Laboratory (62% in 1999 compared with 57% in 1998), though more leaders also had an unfavorable opinion (13% and 4%, respectively).



- More than two-thirds of the community leaders considered the Laboratory to be a good (49%) or excellent (19%) corporate citizen in the community, an increase of 16% over the previous year,
- 19% considered the Laboratory a fair corporate citizen, and
- 12% considered the Laboratory a poor (7%) or very poor (5%) corporate citizen.

It appears that Laboratory efforts to be more involved in the community are being recognized by many of the community leaders. In fact, when asked to give the reasons underlying their opinions of the Laboratory, a plurality of leaders mentioned that the Laboratory is working at being a better corporate citizen. While there has been a slight improvement in the Laboratory's image over 12 months, some community leaders remain critical.

The majority of leaders in each sector give the Laboratory a *good* or *excellent* rating—with the exception of tribal leaders. Only 31% of them gave the Laboratory a positive evaluation. The biggest improvements were among economic and business leaders and educational leaders. In 1998, 55% of the economic and business leaders gave ratings of *good or excellent* compared to 74% in 1999. Among educational leaders, 31% gave an *excellent* rating in 1999, whereas none of the educational leaders gave an *excellent* rating in 1998.



Evaluation of Specific Laboratory Programs

The majority of the leaders surveyed expressed satisfaction with each of the items listed, particularly the Laboratory's impact on the local economy, an issue about which 40% were *very satisfied* and 38% were *somewhat satisfied*. Furthermore, approximately two-thirds were either *somewhat satisfied* (37%) or *very satisfied* (28%) with the University of California Northern New Mexico Office for its community involvement and regional economic development. Approximately two-thirds of the leaders expressed satisfaction with the Lab's efforts in encouraging new businesses to relocate to northern New Mexico (68%) and the Laboratory's efforts to purchase more goods and services from businesses in northern New Mexico (64%).

Approximately four-fifths (79%) of the leaders were satisfied with UC and Laboratory efforts to listen to the concerns of their communities. However, significantly fewer leaders (60%) were satisfied with the efforts to respond to these concerns. More than one-third (35%) expressed dissatisfaction with UC and Laboratory efforts in responding to their communities.

Three-fifths of the leaders were satisfied with the educational programs offered at the Laboratory, and just under three-fifths (58%) were satisfied with the equal employment opportunities that are offered at the Laboratory. However, it should be noted that 28% were unaware of the educational programs, and 18% were unable to evaluate the equality of employment opportunities. As in 1998, leaders of the economic/business and education sectors tended to express the highest levels of satisfaction with UC and the Laboratory, while tribal and special interest group leaders tended to be the most critical.

Ranked by Highest Percentage "Very Satisfied" (1999)

	Very Satisfied 4	Somewhat Satisfied 3	Somewhat Dissatisfied 2	Very Dissatisfied 1	Don't Know/ Won't Say	Mean
Overall impact on economy (UC/Lab)						
August 1999 (N = 142)	40%	38%	11%	7%	4%	3.2
June 1998 (N = 123)	40%	34%	11%	5%	10%	3.2
Community involvement/regional development (UC)						
August 1999 (N = 142)	28%	37%	8%	9%	19%	3.0
June 1998 (N = 123)	23%	36%	15%	2%	24%	3.0
Listen to concerns of community (UC/Lab)						
August 1999 (N = 142)	26%	53%	14%	5%	2%	3.0
June 1998 (N = 123)	25%	46%	15%	7%	7%	3.0
Efforts to purchase more goods/services (UC/Lab)						
August 1999 (N = 142)	24%	39%	13%	11%	12%	2.9
June 1998 (N = 123)	22%	41%	20%	2%	14%	3.0
Educational programs (UC/Lab)						
August 1999 (N = 142)	24%	36%	8%	5%	28%	3.1
June 1998 (N = 123)	20%	37%	12%	1%	29%	3.1
Encouraging business relocation/northern NM (UC/Lab)						
August 1999 (N = 142)	21%	47%	12%	8%	12%	2.9
June 1998 (N = 123)	31%	37%	16%	3%	13%	3.1
Respond to concerns of community (UC/Lab)						
August 1999 (N = 142)	20%	40%	25%	10%	5%	2.7
June 1998 (N = 123)	12%	52%	20%	9%	7%	2.7
Equal opportunity employment (UC/Lab)						
August 1999 (N = 142)	20%	38%	15%	8%	18%	2.9
June 1998 (N = 123)	20%	37%	17%	9%	17%	2.8

Overall, there were only slight changes in satisfaction with UC and the Laboratory for the items listed. The biggest shift in opinion involved efforts to encourage new businesses to relocate to northern New Mexico as 31% were *very satisfied* in the 1998 study compared with 21% in 1999. Within the various sectors, there were some other differences from the 1998 results. For example, government leaders expressed higher levels of satisfaction with the efforts of UC and the Laboratory to purchase more goods and services from local businesses. However, government leaders in 1999 were more inclined to be dissatisfied with efforts to respond to the concerns of the community. There was a general trend among tribal leaders to be slightly more complimentary than was observed last year.

Awareness of Specific Laboratory Programs

The vast majority (89%) of community leaders said they had heard or read about the Los Alamos National Laboratory Foundation. This percentage was up slightly from the 85% awareness level observed in 1998. Economic/business leaders were the least inclined to be aware of the Foundation (82%). Awareness among tribal leaders had doubled from the 44% observed in 1998 to 88% in 1999.

More than four-fifths of those who were aware of the Foundation were either *very satisfied* (50%) or *somewhat satisfied* (35%) with its efforts, though 9% were *somewhat dissatisfied,* and 4% were *very dissatisfied*. Satisfaction with the Foundation improved, as 50% of the leaders said in 1999 that they were *very satisfied* compared with 35% in the previous study. Satisfaction with the Foundation among tribal leaders increased from 25% in 1998 to 74% in 1999.

Almost three-quarters (74%) of community leaders said they had heard or read about the Technology Commercialization Program. The response in 1999 was virtually identical to the results observed in 1998. Awareness of the Technology Commercialization Program was highest among economic/business leaders (86%) and DOE leaders (79%) and lowest among tribal leaders (46%).

Approximately two-thirds of those who were aware of the Technology Commercialization Program were either *somewhat satisfied* (35%) or *very satisfied* (30%) with it. However, one in four of the leaders expressed dissatisfaction with the program. Overall, community leaders were more inclined to say they were *very satisfied* with the Technology Commercialization program in 1999 than they had been in 1998 (30% and 18%, respectively).

Key Community Issues: Economic, Education & Social

When asked to name the single biggest problem facing their communities, a plurality (44%) of community leaders mentioned something related to the economy. The lack of good jobs was the most frequently mentioned economic issue (12%). Approximately one-fifth (21%) of the leaders mentioned an issue related to social or cultural problems such as illegal drug use or the crime rate, and 19% mentioned issues related to infrastructure or land use.

Twenty-eight percent of Rio Arriba County leaders mentioned the lack of good jobs as the major problem facing their community, while 27% said illegal drug use was the biggest problem.

When asked what they considered to be the most important economic problems facing their communities, the majority (54%) of leaders mentioned issues pertaining to jobs or the labor force. For instance, 18% mentioned the non-availability of good jobs, while 8% cited the lack of training for good jobs. Just over half (51%) of the leaders cited issues related to business in the area. The lack of diversification was mentioned most frequently (17%). More than one-quarter (29%) mentioned resource and development issues such as the lack of infrastructure (12%). Housing, cost of living, and the high cost of retail or office space was mentioned by 11% of the community leaders.

When asked in an unaided, open-ended manner what they considered to be the most important educational problems facing their communities, 18 percent of the leaders mentioned the dropout rate. While the dropout rate was the single most frequently mentioned problem, approximately two-thirds (68%) of the leaders mentioned something related to quality, curriculum, or programmatic issues such as the continuation of education or the poor quality of teachers. Approximately one-third (32%) of the leaders mentioned something related to educational funding such as the lack of money available and the lack of future funding. Nineteen percent of the leaders mentioned issues involving the school environment such as drugs and violence, and 15% mentioned issues related to the lack of or poor quality of facilities and equipment.

Twenty-seven percent of the leaders in Rio Arriba County and Santa Fe County said the dropout rate is one of the most important educational problems facing their communities. By comparison, 8% of leaders in Los Alamos County mentioned the dropout rate as an important problem.

When asked specifically what they believe to be the most important social problems facing their communities today, the leaders listed abuse of drugs (32%) or alcohol (9 most frequently. Over one-third (36%) of the leaders mentioned issues pertaining to system or structural problems such as elitism/disparity of income (4%), poverty (4%), or acceptance of diversity (4%).

Approximately one-third (32%) of the leaders mentioned youth problems such as the lack of after-school activities and the school dropout rate, and 23% of the leaders mentioned issues related to families and values. Thirteen percent mentioned the lack of services available in their communities, and 7% mentioned crime-related issues. It should be noted that approximately three-fifths (57%) of leaders in Rio Arriba County mentioned drugs as the most important social problem facing the area, while 18% mentioned the decline of family values. One-fifth of the leaders in Los Alamos County mentioned drugs and the lack of after-school activities.

Conclusions

Overall, community leaders' impressions of the Laboratory appear to have improved slightly in 1999 compared with 1998, particularly when it comes to corporate citizenship. It is clear that the Laboratory's efforts to be more involved in the community are recognized by many of the community leaders. But while there has been a slight improvement in the Laboratory's image over the past year, some community leaders remain critical.

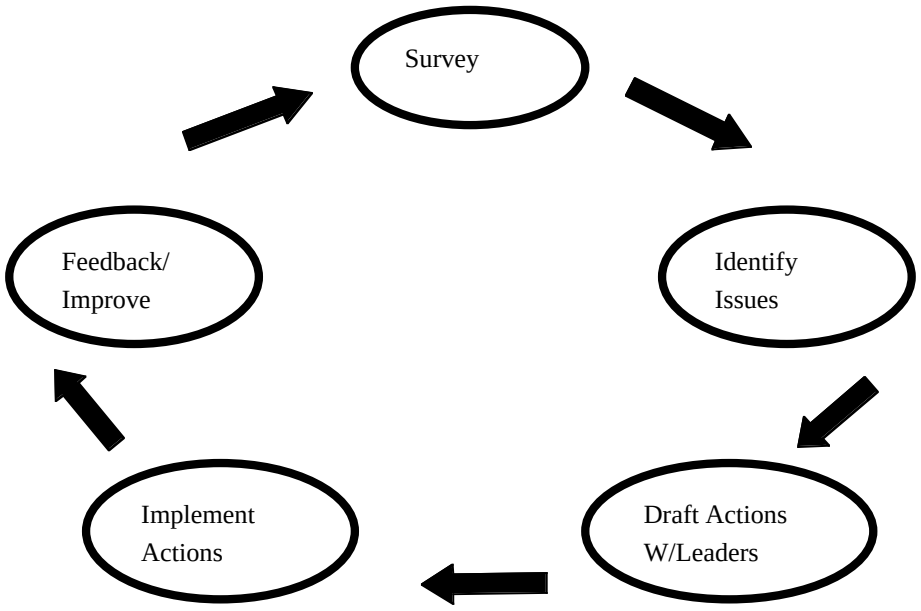
While most leaders have a favorable opinion of the Laboratory, there is a perception among some leaders that the Laboratory does not follow through on promises. While 79% of leaders feel UC and the Laboratory listen to the concerns of the community, only 60% feel they are responsive to community needs. It should be noted that tribal leaders and leaders in Rio Arriba County tend to be more critical of the Laboratory, specifically when it comes to economic issues such as purchasing and employment practices.

There is great concern about the lack of economic diversity in the area and the lack of jobs that pay well. Economic development is seen as essential to the local communities. As the major economic force in the area, the Laboratory should help regional community leaders find ways to stimulate economic growth.

Next Steps

The process for surveying community leaders and utilizing the findings is an ongoing quality process in which customer feedback dictates the direction and any changes in the plans that have been developed. This approach will ensure that the time and resources expended to develop programs are well spent and lead to meaningful investments in the region.

Below is simple diagram of the process used to identify and address issues in the region.



Significant follow-up actions since the last survey

- The Laboratory conducted more than 75 "Voice of the Customer" meetings with community leaders to listen, inform, and identify opportunities to respond or "match" Laboratory resources with community needs.
- The Laboratory held a Community Leaders Summit in Española that drew more than 70 participants. The summit provided a forum for community members to identify key needs within the region and to discuss better ways for educational institutions, community organizations, regional businesses, and the Laboratory to work together to address issues.
- The Laboratory developed and distributed a Stakeholder Folder (a packet that contains fact sheets on various programs and activities).
- The Laboratory established numerous databases to ensure timely and accurate communications with community leaders.
- The Laboratory participated in a number of community events.
- The Laboratory increased volunteer participation in non-profit organizations.
- And the Laboratory provided technical assistance to more than 80 projects in the region.

INVESTMENTS IN EDUCATION

A SNAPSHOT OF INVESTMENTS

- The Laboratory implemented 23 science education programs which directly affected more than 1,700 students and teachers. A total of $4.4 million dollars from DOE-DP funded these programs.
- The Laboratory realigned its DP education portfolio in FY99, producing significant gains in precollege efforts, including a 43% increase in kindergarten- through 12th-grade teacher and student participants from the tri-county area.
- Eight students signed up for the newly created Machinist Apprenticeship Program—a partnership between the Laboratory and Northern New Mexico Community College.
- Six students from the regional colleges are participating in the Computer Systems School Administration School-to-Work Initiative—a program that provides work experience at the Laboratory to supplement their two-year degree program in computer science.
- The Laboratory developed the Electronic Packaging and Design Technology Program in partnership with Northern New Mexico Community College. Ten students a year are expected to graduate.
- A group of students graduated from the Electro-Mechanical Technology Student Training Program. To date, three classes have graduated and each student has been placed within the Laboratory.
- More than 840 students from northern New Mexico participated in the Laboratory's portfolio of student employment programs.
- More than $176,060 was distributed to students and education programs; 88 students from New Mexico received scholarships.
- A total of $51,060 was awarded to 20 New Mexico-based educational institutions and programs through the Matching Gifts for Education Fund.
- And more than 1,700 students visited the Bradbury Science Museum.

Regional Education Plan

The Laboratory Regional Education Plan presents strategies and related actions to address educational challenges in northern New Mexico. The plan is data-driven, using information from educators, community leaders, and members of the general public that was collected using three strategies: (1) focus groups, (2) dialogue during monthly meetings of the Northern New Mexico

Council for Excellence in Education (NNMCEE), and (3) surveys that included randomly selected telephone calls to 1,036 individuals in the tri-county area, and a community leaders questionnaire. The Regional Plan for Education also builds upon locally developed school district Educational Plans for Student Success and higher education strategic planning.

Implementation of the plan during 1998-99 focused on the following:

- Assisting with the school-to-work transition
- Enhancing staff, teacher, and faculty development
- Increasing the use of technology in education, distance education, teleconferencing, and networking
- Providing internships in technical areas of direct interest to the Laboratory
- And providing presentations by the Laboratory's Human Resources staff about Laboratory and Laboratory subcontractor work-force needs

Since being established, the NNMCEE has held two strategic-thinking retreats. The August 1999 retreat was focused on reviewing and revising the Regional Plan for Education. As a result of the day-long work session, the council has established four goals and implementation strategies for 1999-2000. Implementation strategies for each goal address desired results, resources, guidelines, measurement and consequences.

GOAL #1: By June 2000, develop and collect information for a database about educational institutions in northern New Mexico; prepare a gap analysis and "State of Education Report" for northern New Mexico.
Lead Person: Diane Garcia, Santa Fe Public Schools

GOAL #2: By August 2000, recommend four to five educational initiatives for funding by the Los Alamos Foundation, the New Mexico Legislature, and other funding agencies.
Lead Person: Steve Sanchez, State Department of Education

GOAL#3: Make sure NNMCEE communicates with and offers specific forms of assistance to educational institutions in northern New Mexico for the advancement of excellence in education.
Lead Person: Susan Herrera, Los Alamos National Laboratory Foundation

GOAL #4: Establish a science and math academy in northern New Mexico
Lead Persons: Abad Sandoval, Los Alamos National Laboratory, and Carlos Atencio, Northern Network

Northern New Mexico Council for Excellence in Education

The NNMCEE was established by UC and the Laboratory to improve educational opportunities for students in northern New Mexico. The Council helped develop and is now following the Regional Plan for Education. The plans for the council can be summarized as follows:

- Develop ongoing, collaborative relationships with schools, colleges and universities
- Ensure the survival and health of Laboratory-critical scientific and engineering disciplines
- Identify and engage promising students
- Increase awareness of Laboratory-relevant academic areas and attract students to those areas
- Foster diversity in science and engineering education to develop a future work force that mirrors the nation's population
- Expand community partnerships

Partnerships with the community involve reaching out to individual students. For example, Melanie Martinez, a former three-year intern with the Laboratory Ecology Group was a participant in the Science and Math Internship Laboratory Experience. Over the course of her internship, she worked on several projects including elk monitoring, mammal trapping, and mammal mapping. Laboratory technical staff members including Carey Bare, Leslie Hansen, Phil Fresquez, and, most recently, James Biggs, served as her mentors. During the summer of 1999, she worked with the Natural Resources Management Team on a fuel-inventory study, conducted in cooperation with the United States Forest Service and Bandelier National Monument.

She attended New Mexico State University (NMSU) where she held a United States Department of Defense Environmental Scholarship. She also received an Outstanding Student Award. She graduated from NMSU in 1998 with a bachelor of science degree in soil science. Through networking done in association with NMSU, she recently obtained a position as a county extension 4-H associate with the Cooperative Extension Service in Los Ojos, New Mexico. She will be working with young people in Rio Arriba County. Martinez plans to go to graduate school in the near future. In fact, her new position requires her to obtain a master's degree in science within five years of being hired.

Education Programs

Because the success of the DOE and Laboratory missions depends upon the availability of a well-educated work force and a science-literate public, education is an increasingly important

and essential component of work at the Laboratory. During 1998-99, the Laboratory conducted a strategic suite of projects:

- directly related to the mission and goals of the Laboratory strategic plans and the Northern New Mexico Regional Plan for Education;
- integrated with staffing plans at the Laboratory;
- utilizing the unique capabilities of the Laboratory to enhance math, science, technology and engineering education, and to attract students into these areas; and
- focusing on local and state content standards and benchmarks for high student achievement.

Each one was evaluated using established metrics.

The portfolio included 23 science and math education programs. The participants were students and teachers from elementary school through graduate school. A total of $4.4 million in DOE funding supported these programs in FY99. Here is a list of the programs.

Teacher/Faculty Enhancement

- Teacher Opportunities to Promote Science (TOPS)
- Los Alamos Space Science Outreach
- Teacher Conference in Conjunction with Expanding Your Horizons

Curriculum Improvement

- AIMS Fluid Instabilities Curriculum Development
- Web of Learning

Student Support

- Educational Pipeline for Student Initiatives Linked on the Network
- Summer of Applied Geophysical Experience
- Critical Issues Forum
- New Mexico Supercomputing Challenge
- Historically Black Colleges and Universities
- Underrepresented Minority/Female Initiative
- Los Alamos Summer School in Atomic, Molecular, and Optical Physics
- Conference Experience for Undergraduates
- Regional Two-year College Initiative
- Mentored Collaborative Research Project
- Fulfilling the Educational Needs of the Nuclear Future: Actinide Chemistry
- Massachusetts Institute of Technology Engineering Internship Program
- The Postdoctoral Program

- Explorations in Energetic Materials Science and Technology

Educational Technology

- Educational Pipeline for Student Initiatives Linked on the Network
- Educational Networking Support
- Program Technology Support
- Robotics Challenge
- Equipment for Education Program

More than 1,730 students, faculty members, and teachers participated in the Laboratory science-education program. The indirect impact was substantially larger because more than 500 participants were teachers or faculty members, each of whom reach as many as 125 students annually. When programs helped a school implement new technologies and curricula, every student and staff member in the school was affected. Because it is focusing on testing new ideas and implementing proven curricula for systemic change, the Laboratory education program is meeting goals established in the Regional Education Plan.

The Laboratory implemented a realignment of the Laboratory's DP education portfolio in FY99, producing significant gains in precollege efforts. Some of the results:

- a 43% increase in kindergarten- through 12th-grade teacher and student participation in the tri-county area (45 students participated);
- a change that shifted TOPS from a program for middle school teachers to a program for teachers in kindergarten through 12th grade;
- first-time recruitment of an 11-member TOPS teacher team from Española;
- an increase in web-based programs and communication for participants;
- an increase in networking for teachers;
- improved communication with education leaders about the Laboratory's education programs;
- increased recruitment of and communication with school administrators to achieve more participation from the tri-county area;
- alignment of program curricula with work-force skills such as critical thinking and problem solving; and
- addition of a career component to student programs.

The science education programs focused on (1) using research and development tools to test new ideas, and (2) being a catalyst for systemic change in the precollege and college education systems. The following are stories that highlight program successes in these two areas.

Research and Development: A Success Story

Drawing on the unique strengths of the Laboratory, teachers are developing new strategies for improving science and math education. For example, Laboratory staff members served as mentors for two high school teachers who designed a unique energetic-materials curriculum.

The two Santa Fe teachers hope that their summer studying environmentally-friendly explosives and low-smoke fireworks with researchers from the Laboratory's High Explosives Science and Technology Group (DX-2) will help them to lead high school students into science careers.

Dana Rodda, a teacher who is co-owner of Santa Fe Secondary School, and Patricia Sandoval, a teacher at Santa Fe Indian School, were the first participants in a pilot education program that will use energetic materials science—pyrotechnics, propellants and explosives—to teach high school chemistry and physics. A website designed this summer will provide their model to teachers and students at other schools in New Mexico and throughout the country.

The DX-2 group, along with the Science Education Program Office, proposed the program to establish intensive, long-term relationships among students, teachers and Lab researchers. Rodda and Sandoval were chosen as core teachers for the project, and both had eight-week summer research positions at the Lab.

Sandoval spent two years in the Laboratory's TOPS program before she was chosen for the pilot project. She and Rodda will serve as mentors for two additional teachers next summer. Sandoval said her experience with the TOPS program convinced her of the need for more and better science education in elementary schools, and she expressed particular interest in designing science workshops for teachers at the fourth- and fifth-grade levels. Sandoval noted that until just a few years ago, science was not required in New Mexico middle schools.

Sandoval spent her research time working with Mike Hiskey, Darren Naud and David Chavez of the High Explosives Chemistry Team, which developed Low-Smoke Pyrotechnics. The revolutionary fireworks, which recently won an R&D 100 award, are safer and brighter than the old version, and are designed to be used indoors. Sandoval used a variety of analytical chemistry and optical techniques to quantify the colors of the new fireworks.

Rodda worked as part of the High Explosives Physics Team, helping team members Steve Son and Laine Berghout and student Cindy Bolme with a research proposal for high-nitrogen propellants. These more efficient and environmentally-friendly propellants contain no chlorine and don't release hazardous gases. In addition to doing literature searches, Rodda used high-

speed video to photograph burning high-nitrogen pellets to measure and compare their burn rates with known burn rates for other propellants.

Rodda's small, private high school serves as an academic alternative for 30 to 40 Santa Fe students in grades nine through 12. Students at Santa Fe Secondary School study only academic subjects—math, science, English, history and Latin or Spanish—during regular school hours.

Rodda, who decided to become a teacher after studying geology and getting an earth-science certification, is excited about being able to assist other teachers through the website she and Sandoval are designing.

The website will focus on British scientist Michael Faraday and his nearly 150-year-old text "The Chemical History of the Candle," which Sandoval described as "a very simple, very elegant introduction to combustion." The teachers hope to design a content-neutral teaching model that can be used to teach other research-focused subjects.

After the teachers finish their research and get the website up and running, and the DX-2 researchers visit the classrooms, the final piece of the process—learning—will be up to the students themselves.

Catalyst for Systemic Change

Once a new idea to improve science and math education is fully tested and proved, the Laboratory education program moves toward systemic change.

Systemic change occurs when a critical mass of teachers have implemented new teaching strategies and are teaching other teachers about how to make improvements in their science education curricula. One example of a Laboratory program that is changing the education system is TOPS – Teacher Opportunities to Promote Science. TOPS is a development program for elementary school teachers, middle school teachers, and high school teachers. The teachers learn new pedagogical techniques for presenting science and math and learn technical content relevant to the Laboratory’s programs. The teachers visit the Laboratory for a two-week session in the summer and for three two-day workshops during the academic year. They are electronically connected to the Laboratory and to each other so that they can ask questions and share their experiences.

Student Development/Apprenticeship Programs

Machinist Apprenticeship Program

Starting on August 16, 1999, the Laboratory and Northern New Mexico Community College (NNMCC) became partners in providing a machinist apprenticeship program (MAP) accredited by the New Mexico State Apprenticeship Council. The first two years of the program (4,000 hours) are focused at NNMCC, and the last two years of the program (another 4,000 hours) are held at the Laboratory. The first two years are devoted primarily to basic training in machining skills, and are provided in a Laboratory offsite shop at Northern. Northern provides the classroom instruction, and Laboratory journeyman machinists provide the shop training and serve as mentors. New apprentices are selected each year.

In 1999, seven apprentices began their employment with the Laboratory. One is from Questa; one is from Hernandez; two are from Española; two are from Los Alamos; and one is from Albuquerque.

Computer Systems Administration School-to-Work Initiative

The Laboratory worked directly with the Tri-County Higher Education Association (THEA) to establish a two-year degree program in computer science. THEA is represented in the program by the University of New Mexico–Los Alamos, Northern New Mexico Community College, and Santa Fe Community College. Two students are selected from each school to supplement their formal degree program with job training at the Laboratory. Each student works 20 hours per week in CIC Division at the Laboratory under the guidance of Laboratory technical staff members while taking 12 credit hours at one of the three community colleges. To date, six students have been offered full-time jobs at the Laboratory upon completion of the program. Summer appointments at the Laboratory have also been available to THEA instructors involved in this program so that they can learn Laboratory systems and needs. These appointments have allowed one community college faculty member from each of the community colleges to work with the Laboratory's most advanced computer systems during the summer term.

Electronic Packaging and Design Technology Program

Because of a shortage of employees in electronic packaging, managers from the Nonproliferation and International Security Division (NIS) contacted representatives of NNMCC. Working together, they developed a two-year associate-degree program. The program educates students about packaging the elements of an engineer's schematic drawing of a computer circuit board to produce a working piece of hardware. NNMCC hopes 10 students a year will graduate from this program. The graduates should have no problem finding a job at the Laboratory, and starting

salaries are about $40,000 per year for this type of work. The Laboratory also donates excess computer equipment and scholarships to the program.

Los Alamos Space Science Outreach (LASSO)

The LASSO Project engages learners in sustained classroom activities that are directly tied to the NASA-LANL space science programs. The goal is to support lifelong learning of improved science, math, and technology content. The program uses the scientific capabilities of the Laboratory to improve understanding of science, mathematics, engineering, and technology. LASSO supports the Laboratory mission in the following ways:

- It establishes effective, long-duration partnerships between the Laboratory and northern New Mexico schools at the elementary, middle, high school, and post-secondary levels.
- It establishes a sharing mechanism between Laboratory personnel and the education community through face-to-face workshops and telecommunication links.
- It increases Laboratory awareness of educational needs in the community.
- And it enhances public understanding of real-world Laboratory issues.

Electro-Mechanical Technology Student Training Program

The Los Alamos Neutron Science Division (LANSCE) worked with the University of New Mexico to develop a curriculum for a two-year program meant to promote the concept of and provide access to higher education opportunities for those either entering the work force for the first time or needing retraining. Funding from LANSCE assists UNM–LA in recruiting individuals from throughout northern New Mexico.

This program is designed to help participants develop new skills that will make them more marketable in the business community. The program does not guarantee participants a job at the Laboratory, but it does provide the Laboratory with a pool of qualified candidates. The program gives students on-the-job training that they can take with them wherever they go. Students spend half of their day in class at UNM-LA studying such topics as drafting, computing, electronics, and physics, and the other half working at the Laboratory as entry-level technicians. During the summer months, the students work at the Laboratory full time. At the end of the two-year training program, the students receive a certificate in Electro-Mechanical Technology.

The program began in 1995, and since then three classes have graduated. Each student who completed the program has been placed within the Laboratory.

Student Employment Programs

Student programs are an important means by which the Laboratory sustains its intellectual health and promotes positive relations with regional communities and academic institutions. The programs are designed to complement the students' education and provide a work-related experience in a world-class scientific environment. There are approximately 1,300 students—840 from northern New Mexico—who participate in the student employment programs. These programs are described in detail below.

Graduate Student Program (GRA)

The graduate student program provides a mechanism for graduate students to pursue research interests as well as to make significant contributions to the work of the group with which they are associated. Students have an educational work plan that provides a guideline for the type of work they will be expected to perform and states specific educational outcomes. The GRA program is a year-round educational program that provides the student with relevant research experience while he or she is pursuing a graduate degree. In some cases, students can arrange to conduct master's-thesis or doctoral-dissertation research at the Laboratory. The majority of the appointments are in technical and scientific disciplines. There were 350 students in the GRA program for FY99, and 197 were from the tri-county area. Approximately 50 of the students were attending New Mexico universities.

Undergraduate Student Programs (UGS)

The undergraduate student programs provide a mechanism for undergraduate students to gain work and/or research experience in either technical or administrative fields. Students have an educational work plan that provides a guideline for the kind of work they will be expected to perform and states specific educational outcomes. Undergraduate students work with mentors who play an essential role nurturing and coaching students as well as helping them adjust to the Laboratory work environment. The program is year-round and provides students with relevant research or administrative experience while they are pursuing an undergraduate degree. There were 825 students in the UGS programs for FY99, and 671 were from the tri-county area. Approximately 260 of the students were attending New Mexico universities.

High School Cooperative (HS Co-op) Program

This program assists local area high school students with the school-to-work transition. Participants who successfully complete the program may be eligible to receive course credit from their schools. Students also have an opportunity to work full time during the summer between their junior and senior years, and may continue their appointments in part-time status during the academic year. Designated high school representatives screen applications for

aptitudes and interests, grade point average, and number of credits toward graduation. There were 60 students in the program for FY99; all of them were from the tri-county area.

Scholarship Programs

The Laboratory, in partnership with the Laboratory Foundation, distributed more than $176,060 to students through a variety of scholarship and educational programs in 1999. Eighty-eight students from New Mexico received scholarships. The following paragraphs provide information about these programs.

Los Alamos Employees Scholarship Fund

Created in 1998, the Los Alamos Employees Scholarship Fund provides an opportunity for Laboratory employees to support academic scholarships for northern New Mexico students. The fund provides scholarships to students who demonstrate outstanding academic achievement as well as leadership potential. The scholarship fund is jointly managed by the Laboratory's Community Relations Office and the Los Alamos National Laboratory Foundation.

In 1999, 36 scholarships were awarded to students representing seven counties in northern New Mexico. These awards were based on a review of each student's standardized tests, as well as academic transcripts, recommendations, and an essay. Awards in 1999 came from the nearly $53,000 provided by Laboratory employees. In 2000, awards to students will be based on $67,000 generated from employee contributions.

NIS Scholarship Fund

In 1999, the Nonproliferation and International Security Division (NIS) Student Education Scholarships Program awarded $44,340 in scholarships to 55 students—31 from New Mexico and 24 from other states. Scholarship funds came from annual patent royalties derived from NIS-developed technologies. In addition to awarding scholarships to students, the program awarded $2,000 to NNMCC for its Electronics Packaging and Design Technology Program, developed jointly by NIS and the community college. The Laboratory Foundation matched each New Mexico scholarship/award. In an effort to keep the matching funds in New Mexico, the Foundation sent funds to either the New Mexico university or the student's graduating high school to be used at the institution's discretion.

The NIS scholarships program, now in its third year, is part of the division's effort to enhance its workforce. NIS Division Director Terry Hawkins conceived the program, which is designed to help quality undergraduate and graduate students complete their studies, and then to entice them to work for NIS.

LANSCE Scholarship Fund

The Los Alamos Neutron Science Center (LANSCE) Division awarded $28,000 in scholarships to 29 undergraduate student employees in the second annual LANSCE Student Education Scholarships Program. The program is part of the division's effort to help students with their education costs and recruit them as permanent employees. Twenty-one of the recipients attend New Mexico universities and junior colleges. Two students received $500 scholarships; the remainder received $1,000 scholarships. Scholarship funds come from annual patent royalties derived from LANSCE-developed technologies. Scholarship recipients are studying: electrical, computer, and mechanical engineering; accounting; elementary education; computer electronics; wildlife science; environmental science; welding; and educational and micro electronics.

Matching Gifts for Education Fund

Full-time UC and subcontractor employees at the Laboratory can have their contributions matched on a dollar-for-dollar basis when they give to select New Mexico-based education programs. The Matching Gifts program, which is managed in a partnership between the Laboratory and the Laboratory Foundation, gave $51,060 to 20 New Mexico-based, IRS-recognized, 501(c)(3), kindergarten- through undergraduate-level institutions in 1999.

Bradbury Science Museum – Educational Programs

More than 40 high-tech interactive exhibits within five galleries at the Bradbury Science Museum explain the Laboratory's defense, technology, and basic research projects, as well as the history of the Manhattan Project. Many of the exhibits incorporate hands-on activities such as computer programs, learning activities, and videos. During the 1998-1999 school year, more than 170 students from the region visited the museum to tour the exhibits, take part in science demonstrations and films, and participate in classroom activities. The following list shows the number of students from area communities who visited the museum:

Pueblo Schools	165 students
Española/Rio Arriba County	389 students
Santa Fe	811 students
Los Alamos County	138 students
Pojoaque	138 students
Taos	62 students

INVESTMENTS IN THE ECONOMY

A SNAPSHOT OF INVESTMENTS

- Laboratory regional procurement in FY99 was up 84% over FY96.
- The Small Business Office initiated a number of efforts designed to help small businesses take advantage of procurement opportunities.
- Since 1997, the Laboratory's Technology Commercialization Office has helped 33 new businesses start up; 120 new jobs have been created.
- Over the past two years, $13.5 million has been invested in northern New Mexico start-up companies.
- The Laboratory supported 12 Small Business Initiative projects with approximately $1.5 million provided through regionally-focused cooperative research and development agreements.
- Eight regional companies received technology-maturation contracts valued at approximately $800,000.
- The Laboratory took a major role in developing the region's telecommunications infrastructure.
- Laboratory officials participated in the groundbreaking for the Los Alamos Research Park adjacent to Technical Area 3. The first building is expected to be ready for occupancy by Spring 2000.
- The Laboratory continued its participation in the National Welfare Reform Initiative. Twelve welfare recipients are being trained at the Lab. Within 24 months, on-the-job training will be provided to 48 welfare recipients.
- The Laboratory developed the Northern New Mexico Jobs Website to provide information about job opportunities in the region.

Northern New Mexico Procurement Activity

The Laboratory recognizes the economic importance of buying its goods and services from regional businesses. Procurement payments in northern New Mexico were up 84% in FY99 compared to FY96. The Laboratory has decided to report procurement payments instead of procurement obligations in order to present a more accurate picture. The statistics reported in this section are based on procurement payments. Although procurement payments continue to increase in the region, many of the Laboratory's community stakeholders feel that there are still improvements to be made. The Lab is committed to addressing these concerns.

Below is a breakout of procurement payments by county.

FY96 By County

County	Payments
Los Alamos	$171,443,911
Mora	$2,361
Rio Arriba	$1,347,330
San Miguel	$19,697
Sandoval	$373,508
Santa Fe	$17,927,750
Taos	$200,364
Totals	$191,314,921

FY98 By County

County	Payments	% Increase over FY96
Los Alamos	$263,392,961	53.6%
Mora	$726	-69.2%
Rio Arriba	$7,468,393	454.3%
San Miguel	$41,826	112.3%
Sandoval	$7,917,358	2,019.7%
Santa Fe	$24,606,040	37.2%
Taos	$130,051	-35.1%
Totals	$303,557,355	58.7%

FY99 By County

County	Payments	% Increase over FY96
Los Alamos	$317,999,973	85.0%
Mora	$0	-100%
Rio Arriba	$9,352,000	594.1%
San Miguel	$121	-99.5%
Sandoval	$854,557	128.8%
Santa Fe	$23,101,364	28.9%
Taos	$391,934	95.6%
Totals	$351,699,949	84.0%

Small Business Procurement Assistance

In keeping with the Laboratory's commitment to increase procurement opportunities for businesses in northern New Mexico, the Small Business Office (SBO) initiated a number of efforts designed to support the small business community:

- SBO sponsored a Business-Alliance-for-the-Future Procurement Fair in August 1998 at NNMCC in Española. Purchase orders of approximately $500,000 were awarded to northern

New Mexico businesses during this event. More than 300 participants attended, participating in eight workshops on procurement topics.

- SBO took a lead role in developing the Northern New Mexico Supplier Alliance (NNMSA), created to increase business opportunities for members as suppliers to the Laboratory and other entities (federal, state, and local governments). Membership has grown to more than 300. The activities of the alliance are intended to promote "partnering" among members, to increase business skills, and to promote economic development.
- SBO initiated a construction-contractor development project. The objective is to design a program of instruction that will provide guidance to northern New Mexico construction firms on how to prequalify for Laboratory and prime-contractor contracts. The major components of the program are safety plan development, marketing, familiarization with UC terms and conditions, and familiarization with UC procurement policies and practices, lending sources, etc.
- It initiated a Web Mall for NNMSA that allows members to have their own home pages. Each member created its own home pages with the assistance of the Laboratory's SBO and Strategic Learning Services (SLS). A Web Mall programmer entered the pages. The web sites will include business information such as addresses and business descriptions. As a result of numerous workshops in northern New Mexico communities, more than 68 northern New Mexico businesses are participating. This Web Mall provides a broader business market for its members by linking to procurement organizations located at Los Alamos National Laboratory, Sandia National Laboratories, Argonne National Laboratory, the State of New Mexico, etc. In addition, links will be provided to procurement organizations in neighboring states, including Colorado.
- It developed an NNMSA Directory that lists all alliance members (more than 500) alphabetically and by business category. This directory will provide alliance business information to members who do not have computer access. Copies will be provided to Laboratory procurement staff members and posted on the Alliance Web Page.
- SBO initiated the "Buyer in Española" Program. It provides an opportunity for Española business people to meet with Laboratory procurement staff members every Friday afternoon in Española. This program has resulted in the issuance of more than $215,000 in purchase orders to Española businesses.
- It continued the mentor/protégé program. The first protégé, MCT Industries, has now completed its program. MCT Industries, a minority-owned business, received more than $100,000 for the fabrication and assembly of a prototype quadrupole magnet. A new firm, Zia Electric of Abiquiu, in Rio Arriba County, is the current protégé. The company has specifically requested assistance in safety plan development since the Laboratory's safety program is very complex. This safety plan development will serve as a model for other small businesses that experience the same difficulty. The company also will receive mentoring in

other areas such as marketing to Laboratory prime (general) contractors, understanding of procurement and invoicing policies and procedures, etc.

- It initiated—with SLS—a "Native American Track," with a focus on increasing Native American involvement and participation in northern New Mexico economic development initiatives. For example, a company in San Juan Pueblo, Native American Lighting, has been identified as a vendor that will provide specific types of lighting supplies to the Laboratory. Discussions are currently under way to define lighting specifications and requirements.
- It established a construction-plan room at the SLS office in Española. The plan room contains design and specification information pertaining to Laboratory (and prime contractor) construction projects. Previously, vendors visited the Laboratory or the general plan room in Albuquerque. In addition, SLS now announces construction and other procurement opportunities in the local newspaper.
- SBO participated in a program that targets the participation of local mechanical and metal fabrication shops. The War Reserve Parts Certification Program will provide quality-certified shops to produce parts and components for the Laboratory. The components will be utilized in the nuclear stockpile stewardship program. At this time, there are six fabrication shops located in northern New Mexico participating in this program. Program participants meet at the Laboratory at regular intervals.
- The SBO database, which is comprised of New Mexico businesses, currently lists 1,037 vendors throughout New Mexico. Included in this count are 359 vendors located in northern New Mexico. The database contains information pertaining to Standard Industrial Classification (SIC) codes, business descriptions, and business categories (for example, small, 8(a), woman-owned). It also includes Laboratory end-user information (Laboratory employee names and phone numbers) by product or service. This enables vendors to market to end users who have recently purchased a given product or service. Laboratory personnel—technical and procurement—as well as the vendors are encouraged to use this database.
- It participated in an initiative to introduce northern suppliers to Wal-Mart representatives in Española. Now several regional vendors are actively selling their products to Wal-Mart, and ongoing discussions and negotiations could increase vendor participation.
- It initiated an effort to develop consortia for Laboratory just-in-time subcontracts. The effort identified three northern New Mexico businesses able to team up and compete for a welding subcontract. Although the effort did not result in a contract, it did demonstrate such a consortium could be effective.
- It participated in UC outreach events in the tri-county area including Española Spirit Days and the Santa Fe Fiesta. It provided procurement information to event participants. Several businesses made follow-up contacts or visits to the SBO.

- It participated in the Rio Chama Gas Users Association, serving as a liaison between the association and the Laboratory. Laboratory prime contractors who have also participated in the ongoing initiative to establish a natural gas line are Johnson Controls Northern New Mexico, Morrison Knudsen, Jacobs Engineering, and Duke Power.
- It participated in the development of local radio spots to promote northern New Mexico initiatives and doing business with the Laboratory. The spots aired have included a discussion of the northern New Mexico procurement program, SBO resources (points of contact, accessibility by way of an 800 number and the web page), marketing tips, etc.
- It provided more than 20 formal briefings to interested parties about the northern New Mexico initiatives. Those briefed included: Laboratory management, DOE representatives, the Rio Grande Minority Purchasing Council, and Small Business Development Centers.
- It assisted the Española Valley Chamber of Commerce by providing administrative support for its annual awards banquet. Procurement personnel represented the Laboratory at this event, which was held to recognize outstanding small businesses.
- It participated in a meeting with a Mexican delegation whose objective was to establish commercial relations with northern New Mexico businesses.
- It joined with SLS and Protection Technology of Los Alamos (PTLA) to sponsor a trade fair at NNMCC that resulted in PTLA corporate buyers from Philadelphia placing orders with northern New Mexico businesses.
- And it sponsored numerous training and information sessions. The topics of these sessions, some of which have been presented several times, include the following:
  - An SBA 8(a) orientation
  - The Laboratory Purchase Card Program
  - JCNNM and Fluor Daniel procurement opportunities
  - Laboratory Appendix J information
  - How to respond to a Laboratory request for proposals
  - How to do business on the Internet
  - How to accept credit card payments on the Internet
  - How to do business with the government
  - How to get one’s own web page
  - Strategic planning for Y2K
  - Training the contact (the Laboratory)
  - Internal Revenue Service tax education
  - How to unravel the gross receipts tax
  - How to prepare a business plan
  - Unleashing the power of the Internet
  - Getting started in electronic commerce
  - And federal contracting on the information superhighway

Regional Small Business Development and Industrial Partnerships

As part of their outreach activities in northern New Mexico, the Laboratory and UC have long worked with small businesses to bring new products and processes to market. Diversification of the northern New Mexico business environment is critical to current outreach efforts, therefore UC and the Laboratory proactively help create and support Laboratory spin-off companies and other high-tech start-ups.

Established in October 1997, the Technology Commercialization Office (TCO) offers specific assistance to small businesses and entrepreneurs seeking to locate in northern New Mexico. Recognizing that aspiring entrepreneurs and technologists may have limited access to savvy business expertise and limited resources to obtain technical assistance or conduct in-house R&D, the TCO works diligently to address these issues. Programs include the following:

- technology maturation and development support,
- entrepreneurial training and networking programs,
- innovative internship programs,
- market and business-planning assistance, and
- a proactive community involvement initiative.

Since the inception of TCO in 1997, 33 new businesses have started up in the region—17 in Los Alamos County, three in Rio Arriba County, one in San Juan County, one in Sandoval County, and 11 in Santa Fe County. Six of those companies were established in the first nine months of 1999. Within these 33 firms, 120 jobs have been created in the region. Product and service offerings range from bioinformatic software used in the pharmaceutical industry to data-mining tools for the financial sector. Over the past two years, $13.5 million has been invested in northern New Mexico start-up companies. Sources of the funding include angel, private, corporate, and government-sponsored investors. Valley Ventures became the sixth New Mexico seed-venture firm. Also during FY99, the region saw the first venture capital-backed investment in northern New Mexico of approximately $1 million.

Technology Maturation and Development Support

The TCO is interested in the success of all the entrepreneurs in northern New Mexico and works with them to provide access to the funds, knowledge, skills, and business connections necessary to succeed.

The Small Business Initiative (SBI), funded by DOE Defense Programs and the TCO, provides small businesses access to the technical expertise of DOE national laboratories. Since FY96, the Laboratory has focused this program specifically on business development in northern New Mexico. In 1999, the Laboratory supported 12 SBI projects at approximately $1.5 million through regionally-focused, cooperative research-and-development agreements with northern New Mexico small businesses. By requiring that projects be strongly tied to the Laboratory's primary defense mission, this program is designed to enhance the ability of local companies to become regional suppliers to the Laboratory's defense programs.

The TCO also provides the opportunity for regional high-tech companies to vie for subcontracts to develop or commercialize their companies' technologies when the business or technology is not Laboratory-related. Created as a pilot program in 1998, the Technology Maturation and Commercialization program allows recipients to use these subcontracts to mature technology within their companies (with an approved technology maturation-commercialization plan) or to access Laboratory expertise and services, or both. It is not mandatory that Los Alamos-developed technology be involved. In 1999, eight regional companies received awards through this program at a dollar value of approximately $200,000.

Entrepreneurial Training and Networking Programs

A critical element in the creation of a high-tech business community in northern New Mexico is education. The TCO conducts a comprehensive set of entrepreneurial training programs consisting of full-day workshops on such topics as business plan fundamentals, marketing essentials, financing alternatives, and new venture management. These workshops are widely advertised throughout northern New Mexico and attract diverse participants from the Laboratory and its surrounding communities. In 1999, the TCO held two such workshops in Santa Fe—"Marketing Essentials for High-Tech Ventures" on February 25, and "NM2000: Age of the Entrepreneur" held on July 22.

Together these workshops attracted more than 450 participants. Attendance at the July workshop (314) exceeded all previous attendance records by 100%. "NM2000: Age of the Entrepreneur" featured keynote speaker Guy Kawasaki, who kicked off the meeting with an inspirational message. Kawasaki, formerly with Apple Computer, is the author of several high-tech marketing books. He is founder and chief executive officer of garage.com, an innovative matchmaking service for entrepreneurs and angel investors. While providing a solid framework of information for entrepreneurs on high-tech venture basics, the workshops also gave the New Mexico entrepreneurial community an opportunity to meet each other, investors and service providers. Since 1997, more than 1,000 people have attended workshops, seven of which have been held.

In conjunction with Sandia National Laboratories and the New Mexico Economic Development Department, TCO also sponsored a series of training courses to help companies become International Standards Organization (ISO) 9000 certified. ISO 9000 certification is quickly becoming a requirement for suppliers to major firms such as Intel and Boeing as well as government agencies such as the Department of Defense and the National Aeronautics and Space Administration. In its pilot year, the New Mexico 9000 series attracted 26 participants from across the state. Subsidized by NMEDD and others, the program provided New Mexico small companies access to NM 9000 training at a significantly reduced cost.

Innovative Internship Programs

Each summer the TCO's MBA (master's degree in business administration) Entrepreneurial Internship program attracts mid-term MBAs from top business schools from across the country, particularly in the southwest region. These students come to the Laboratory with one or more technical degrees and several years of industry experience. In its first three years, the program has attracted 14 participating MBAs. More than 200 technologies have been screened for start-up potential, and more than 60 regional companies and entrepreneurs have been assisted. The "Class of 1999" included people from the University of New Mexico, the University of Arizona, the University of Texas at Austin, and the University of Colorado at Boulder. Two existing companies were assisted in market assessments, sales projections, and financial analyses. In addition, four new start-up companies, three of which were Laboratory-based, were assisted with market evaluation and business plan formation.

The TCO also sponsors an undergraduate-student mentoring program that encourages students from Santa Fe, Rio Arriba, Taos, Los Alamos, and other northern New Mexico counties to learn about careers in marketing, business and entrepreneurship.

Developing Regional Infrastructure

The TCO has a full-time staff person dedicated to community outreach and involvement activities. These activities include working with other regional development organizations to enhance telecommunications infrastructure, identifying efficient transportation alternatives, providing broader Internet access to rural areas, and planning for the responsible use of natural resources in manufacturing.

TCO has been active in the enhancement of the northern New Mexico infrastructure, helping to define infrastructure requirements and becoming directly involved with creating or improving existing infrastructure elements that are business-friendly to a high-tech enterprise community.

UC and the Laboratory, through the efforts of TCO, have been involved in the upgrade of the region's telecommunications infrastructure. The Laboratory's strategy is to join with the local exchange carriers—GTE Telephone and U S West Communications—as well as the State of New Mexico Radio Communications Bureau and the New Mexico National Guard, to look for ways to leverage resources to bring more efficient telecommunication capabilities to the area. The objective is to spread Internet and electronic commerce capabilities throughout northern New Mexico, allowing new business development and expansion to flourish. To date, new capabilities have been deployed in several regional school districts, businesses, medical facilities, and government agencies. Plans are in place for the deployment of a regional optical fiber backbone that will further expand telecommunication capabilities in the region, including some rural areas.

Members of the TCO team sit on regional boards and committees that focus on area business and economic development. The role of TCO on these boards is to participate, support, and leverage the Laboratory's presence in the region so that actions taken by these entities create a more favorable and positive environment for business development activities. For example, a member of the TCO team represents the Laboratory on the Regional Development Corporation Board of Directors. This ex officio appointment places the Laboratory in close contact with regional leaders involved in area economic and business development activities and ensures coordination of RDC and LANL activities.

The TCO staff also participates in various regional development boards that are considering improvements to fresh water and wastewater systems and more efficient water conservation and planning efforts. A TCO representative is serving as cochairman of the Governor's Task Force on Water in New Mexico, a statewide water advisory board. Other activities include working with the Rio Chama Natural Gas Association to bring natural gas into rural northern New Mexico, and working with the regional electric cooperatives to bring clean and sufficient power needs to businesses and residences.

Los Alamos Research Park

Another major regional initiative includes the creation of the Los Alamos Research Park. The park will be located adjacent to the main technical area of the Laboratory and is designed to create or attract technology-based businesses that engage in primary research and development activities, either independently or in collaboration with the Laboratory. The Los Alamos Research Park will create new jobs at many different levels. The park site covers approximately 45 acres. The development plan calls for about 300,000 square feet of office and light laboratory space that will accommodate nearly 1,800 employees. A groundbreaking ceremony was held in April 1999. The first building is expected to be ready for occupancy by spring 2000.

Bridge to Employment Program

Acting through the Business Operations Division and Human Resources Division, the Laboratory introduced a pilot job-training program in support of the National Welfare Reform initiative. The program, Bridge to Employment, is a cooperative effort between the Laboratory and the state of New Mexico to provide work experience and training to prepare low-income participants in northern New Mexico for entry into the labor market. Nine trainees began working in the Business Operations Division in July 1997. Now, more than two years later, all nine are gainfully employed and report being off welfare. Because the nine have families, placing them in jobs has taken 27 people off the welfare rolls.

The Laboratory sought state and federal funding to continue this successful program. Los Alamos submitted four funding proposals, two to the New Mexico Department of Human Services, and two to the Department of Labor. On March 25, 1999, the New Mexico Department of Labor (DOL) awarded a welfare-reform contract to the Laboratory to continue the Bridge program. Applicants are Temporary Aid to Needy Families (TANF) participants selected from the Rio Arriba TANF pool. The contract will provide on-the-job training to 48 participants over a 24-month period. The Laboratory program offers welfare recipients the opportunity to learn marketable skills, develop good work habits, and receive formal on-the-job training.

In August 1999, 20 members of the New Mexico Legislative Oversight Committee for Welfare Reform and many state dignitaries visited the Laboratory for a luncheon that highlighted the Bridge participants and their successes. The Legislative Oversight Committee asked that the Laboratory develop a blueprint on how other laboratories and private-sector companies might duplicate the Bridge program, and visit private-sector businesses and other laboratories to help them develop programs similar to the Bridge program.

Many private-sector companies located in Los Alamos County have agreed to join with the Laboratory in support of the Bridge program. The list includes Johnson Controls Northern New Mexico, IT Corporation, Merrick, Fisher Scientific, PLUS Group, Parsons Brinckerhoff, and Bechtel.

Northern New Mexico Jobs Website

The Laboratory created a Web site that enables northern New Mexico businesses to reach out to prospective employees, and helps jobs-seekers learn about opportunities in the area. The Northern New Mexico Jobs Web site—http:www.hr.lanl.gov/nnmjobs—which is free to

employers and employees alike, offers a number of helpful resources, including listings of companies in northern New Mexico and contacts for job listings. The Laboratory and UC created the site as a public service to the people and businesses that reside in the seven counties of northern New Mexico. When the pilot phase of the project is completed, future development and maintenance will be transferred to the private sector through a process of competitive bidding.

INVESTMENTS IN THE COMMUNITY

A SNAPSHOT OF INVESTMENTS

- Fifty-seven "Voice of the Customer" meetings were held with community leaders.
- A Community Leaders Summit was held to bring together community and Laboratory leaders to develop partnerships in addressing key community and Laboratory issues.
- The Laboratory's Community Outreach Managers were involved as board and/or committee members in more than 25 civic organizations, serving as resources in addressing key community issues.
- The Laboratory continued to develop employees as volunteers in the community.
- During the 1999 United Way campaign, Laboratory employees and the Laboratory Foundation donated more than $455,000.
- For the 1999 Holiday Drive, Laboratory employees donated more than $34,000 in food and toys.
- Laboratory employees gave more than $67,000 to the Los Alamos Employees Scholarship Fund.
- A total of $51,060 was awarded to 20 New Mexico-based educational institutions and programs through the Matching Gifts for Education Fund.
- More than $28,000 was donated to community organizations through the Laboratory/Foundation monthly small grant program.
- More than 90 Technical Assistance projects were documented in the region.
- The Laboratory held several public forums on environmental issues.
- More than 400 queries from the public were answered.
- More than 100,000 people visited the Bradbury Science Museum.

Stakeholder Relations

Community Outreach Managers (COMs) serve as the Laboratory focal point in communities and conduct a variety of outreach activities with community organizations. Santa Fe, Rio Arriba, Los Alamos, and Taos Counties each have a COM. These communities have the most Laboratory involvement because of their proximity to the Laboratory and the work force they supply to the Laboratory. The COMs are physically located at outreach centers in each of the communities except Taos.

The COMs interact frequently with community leaders and stakeholders to ensure that communication channels between the Laboratory and the communities are open. Fifty-seven "Voice of the Customer" (VOC) meetings were conducted in FY99 with many community leaders in the tri-county area. There were 21 meetings in Santa Fe, 28 meetings in Española/Rio Arriba County, and seven meetings in Los Alamos County.

The purpose of the VOC meetings was to provide an opportunity for community leaders to discuss issues of importance with Laboratory officials and to identify areas where the Laboratory might improve its community outreach efforts. Following are some of the key issues that were raised at the meetings:

- appreciation of the Los Alamos National Laboratory Foundation;
- the need for Laboratory technical assistance, particularly in the areas of water quality, telecommunications, and education;
- the fact that substance abuse continues to be a significant concern; and
- the belief that education is the key to economic development.

Officials from DOE and UC participated in many of these meetings.

In addition to the VOC meetings, the Laboratory sponsored a Community Leaders Summit on June 25, 1999. The purpose of this summit was to bring together community and Laboratory leaders to develop partnerships for addressing key community and Laboratory issues. Focus groups were conducted on economic development, education, and quality of life (social). Each of these focus groups identified follow-up issues, which continue to be addressed. Laboratory Director John Browne gave a "state of the Laboratory" address at the summit. Community leaders ranked the summit at 3.93 on a scale of 1 to 5, where 5 was "liked it very much." Laboratory leaders scored the summit at 4.04.

Civic Partnerships

The Community Outreach Managers serve as board and/or committee members for many community nonprofit organizations. By serving on these boards, the COMs take an active role in addressing community issues and offering appropriate Laboratory resources. Below is a list of the organizations in which COMs participate.

Los Alamos County

- Northern Neighbors Network Lunch Buddies
- Los Alamos Noontime Kiwanis
- Los Alamos County Chamber of Commerce
- HELP
- Los Alamos Housing Board

- Los Alamos County Labor Relations Board
- Lodgers' Tax Advisory Board
- Los Alamos Coordinating Council
- Afternoon Adventures Program

Santa Fe County

- Santa Fe County Chamber of Commerce
- Partners in Education
- Santa Fe Economic Development, Inc.
- Santa Fe Business Incubator
- Santa Fe Rotary Club

Rio Arriba County

- Española City Council
- Española MainStreet
- City of Española Economic Commission
- Job Service Employer Council
- Department of Labor—Local Work Force Development Center
- Española Lunch Buddies
- Española Hospital Foundation
- Española Library Commission
- Hands Across Cultures
- Habitat for Humanity

Taos

- Taos Office of Economic Development
- Taos County Intergovernmental Council

Regional

- New Mexico Municipal League
- Tri-Area Association for Economic Development
- Northern Rio Grande Intergovernmental Council

Workplace Giving Programs

The Laboratory has a variety of programs in place that allow employees the opportunity to participate in community involvement activities. These programs are described below.

Volunteer Program

The Laboratory Volunteer Program spent its first year finding its niche. Recruitment seminars were held for a variety of tutoring and mentoring programs in Santa Fe and Rio Arriba Counties. Some volunteers were placed through these recruitment efforts, but it became clear that because of the time and travel commitments involved in tutoring and mentoring programs, it was very difficult to place a large number of volunteers. The program therefore switched its focus to emphasize assisting employee volunteers on an individual basis, as well as recruiting volunteers for one-time events.

Here are some other highlights of the program:

- In an effort to help Dixon Elementary School rebuild its library after the library was destroyed in a fire, Laboratory employees donated $1,000 in cash and 30 boxes of new and used books. In addition, as part of the Laboratory's United Way campaign, more than $2,300 was collected and distributed to the school.
- The Lunch Buddies Program, initiated by Northern Neighbors Network and cosponsored by the Laboratory's Community Relations Office, was developed to provide Laboratory employees with the opportunity to volunteer their time in their respective communities. Their efforts support students in need of additional adult attention, those who are have difficulty making friends, and those who are doing poorly in school. Forty-five Laboratory employees make up about half of the total number of volunteers in the program. In addition to volunteers, the Laboratory provides computer equipment to track and schedule students and adult volunteers in area schools. This program is expected to continue to expand into the Española Valley and eventually reach out to Santa Fe.
- More than 40 Laboratory employees attended a recruitment seminar for Habitat for Humanity. Many of them are now active volunteers with Habitat.
- The Laboratory placed volunteers through the Success At Work (SAW) Program, Los Sabios Mentoring Program, the Help One Student to Succeed (HOSTS) Program, the American Cancer Society, and Lunch and Breakfast Buddies.
- And the Laboratory used a variety of approaches to inform employees about volunteer opportunities, including a web site, a volunteer organization portfolio, e-mail lists, and information fairs.

United Way

Laboratory employees and the Foundation donated more than $455,000 to the United Way of Northern New Mexico/Los Alamos, and more than $12,000 to United Way of Santa Fe County. More than 15 agencies in Los Alamos and Rio Arriba Counties received funding through United Way Northern New Mexico/Los Alamos. More than $2,300 in proceeds was raised through the

United Way kick-off celebration and book fair; this money was donated to the Dixon Elementary School to help rebuild its library.

Holiday Drive

During the 1999 Holiday Drive, Lab employees donated $34,000 in food and toys. More than 600 new toys and hundreds of cans and boxes of nonperishable food were collected and distributed to five agencies: Esperanza Battered Women's Shelter and the Salvation Army in Santa Fe, St. Francis Academy and the Police Department in Española, and Holy Family Church in Cordova. A number of Laboratory organizations also collected food, clothing and toys for "adopted" families in northern New Mexico.

Los Alamos Employees Scholarship Fund

Created in 1998, the Los Alamos Employees' Scholarship Fund provides an opportunity for Laboratory employees to support academic scholarships for northern New Mexico students. The fund provides scholarships to students who demonstrate outstanding academic achievement as well as leadership potential. The scholarship fund is jointly managed by the Laboratory's Community Relations Office and the Los Alamos National Laboratory Foundation.

In 1999, 36 scholarships were awarded. There were recipients in all seven counties of northern New Mexico. The awards were based on a review of each student's standardized test scores, academic transcripts, recommendations, and personal essay. Awards in 1999 came from nearly $53,000 donated by Laboratory employees. In 2000, awards to students will be based on the $67,000 generated from employee contributions.

Matching Gifts for Education Fund

Full-time University and subcontractor employees at the Laboratory may have their contributions matched on a dollar-for-dollar basis when they give to select New Mexico-based education programs. This Matching Gifts for Education Fund, managed through a partnership between the Laboratory and the LANL Foundation, gave $51,060 to 20 New Mexico-based, IRS-recognized, 501(c)(3), kindergarten- through undergraduate-level institutions in FY99.

Clearing House Grants

The Laboratory and the Foundation work together to issue small monthly grants of up to $1,000 to non-profit organizations in the region. To date, more than $28,000 has been distributed for educational and social service projects classified under this program.

Community Technical Assistance

The Laboratory provides scientific and technical expertise to assist community projects and non-profit groups that could not find or afford such help otherwise. Almost 90 projects were listed in the Laboratory's Technical Assistance database for FY99. These projects were categorized as economic development, environmental, or educational projects. Of these projects:

- Thirty-one were in Rio Arriba County.
- Sixteen were in Santa Fe County.
- Ten were in Los Alamos County.
- And 13 were in the Eight Northern Indian Pueblos.

Below are some highlights from the technical assistance projects.

City of Santa Fe Y2K Summit

The city conducted a session for businesses, utility providers, schools, and city government to assess readiness for the arrival of the year 2000. Laboratory staff members helped plan the event, and the Laboratory Y2K program manager and members of her staff provided approximately 300 hours of technical support.

Alcalde Elementary

In September 1999, the Laboratory Community Relations Office initiated a technical assistance project designed to help students and teachers in Alcalde Elementary School gain knowledge and understanding of the Internet and its applications. So far, the Community Relations Office has conducted 40 hours of on-site training for teachers and students. This hands-on training included instruction in the use of Microsoft Office, the use of World Book Encyclopedia, and the applications of the Internet, as well as basic assistance designed to promote understanding of computers in general. Future efforts will include training of staff members in how to network computers, printers, and scanners within the school.

Los Alamos-Sarov Medical Partnership

The Laboratory is a partner in this medical exchange program linking Los Alamos and Sarov, Sister Cities in New Mexico and Russia. Acting in partnership with local and state, public and private health care providers in northern New Mexico, the Laboratory has loaned equipment—such as a computer, printer, scanner, and related software—to support an effort to develop and expand public health programs in Sarov. A specific program objective is the telemedicine technology project. Shared technology will be developed and utilized in Sarov. The Laboratory will gain valuable experience in applying this technology while, at the same time, helping to improve health care in northern New Mexico and Sarov.

Environmental

The Laboratory conducts a variety of public meetings relating to environmental issues. In FY99, the following forums were among those held:

- An Environmental Restoration Project update;
- A land transfer briefing;
- A meeting on environmental monitoring;
- And a presentation on cancer trends in Los Alamos.

The Laboratory has been assisting in the development of a regional water plan for an area roughly from Embudo to Cerrillos and from the Jemez Mountains to the Sangre de Cristo range. This assistance has included providing database organization, and water budget and flow rate modeling.

A Laboratory staff member chairs the Governor's Blue Ribbon Task Force on Water—a high-level policy group making significant policy recommendations relating to water management for the state.

The Laboratory's Environmental Restoration Project Office has continued to play a key supportive role in land-transfer activities involving the Department of Energy, Los Alamos County, and San Ildefonso Pueblo.

Communications/Public Involvement

Publications

The Laboratory issues a variety of publications to community stakeholders, notably the *Annual Report of Regional Involvement* and *For the Seventh Generation* (an annual environment, safety, and health report). In addition, community fact sheets are developed on demographic data and outreach activities. The Community Relations Office maintains a list of more than 1,600 internal and external stakeholders for DOE and Laboratory mailings.

Radio Contracts

The Laboratory signed contracts with three local radio stations during the summer of 1999 to provide factual information to the general public about Laboratory activities and programs. Sixty-second spots are aired three times a day, and a 30-minute interview is scheduled each month.

Laboratory Public Reading Room and Queries

The Laboratory Public Reading Room is a repository for official LANL documents available to the public, including documents pertaining to the Environmental Restoration (ER) Project.

Early in FY99, the Laboratory Public Reading Room moved to the Community Relations Office at 1619 Central Avenue in Los Alamos. There were more than a hundred visitors to the new Reading Room and close to 400 queries related to the Reading Room during FY99.

Environmental surveillance and cleanup were the areas of most interest for the visitors. The proposed DOE land transfer, the Waste Isolation Pilot Plant (WIPP) opening, and the Conceptual Design Reports for the Strategic Computing Complex and the Non-Proliferation and International Security (NIS) Building prompted considerable interest as well. Many visitors to the reading room also sought information on the history of Los Alamos or general information about the Laboratory.

Tours

The Laboratory sponsored a variety of tours for community stakeholders to areas such as: Environmental Restoration Project sites; the R-25 monitoring well; the TA-21 Material Disposal Area; and TA-54 Area G.

Bradbury Science Museum

The Bradbury Science Museum's primary missions are:

- to interpret Laboratory research, activities, and history to official visitors, the general public, and Laboratory employees;
- to promote greater public understanding of the Laboratory's role in national security programs;
- to assist the taxpaying public in making informed judgments in these matters; and
- to contribute to visitors' knowledge of science and technology and improve the quality of math and science education in northern New Mexico.

More than 40 high-tech, interactive exhibits within five galleries at the museum explain the Laboratory's defense, technology, and basic research projects, as well as the history of the Manhattan Project. Many of the exhibits incorporate computer programs, learning activities, and videos. A 20-minute film on the history of the race to build the atomic bomb is shown throughout the day. More than 100,000 people visited the museum in calendar year 1998.

UNIVERSITY OF CALIFORNIA INVOLVEMENT

A SNAPSHOT OF INVESTMENTS

- Data collection and modeling scenarios for step one of the UC Davis Consortium Demonstration Project in Rio Arriba County were completed, providing the equivalent of about $167,000 in UC support.
- Continuation of the project will result in a $465,375 investment in land-use collaborations between UC Davis and the city of Española.
- UC has devoted 850 hours since January 1998 to economic development planning in the region.
- UC San Francisco has been working with Rio Arriba County to address heroin addiction and treatment needs.
- UC is leading an effort to implement use of a "Kids Around the University" book at McCurdy School.
- The UC Alumni Group of New Mexico (created last year by the UC Northern New Mexico Office) has a current membership of 300 alumni.
- UC has continued its active participation in the Community Health Care Roundtable in Los Alamos.
- The University has engaged its Academic Affairs staff in exploring educational assistance opportunities.
- The Laboratory Retiree Group has been active in utilizing the services available to the group at the UC Northern New Mexico Office.

Investments in the Economy

UC Davis Consortium Demonstration Project *(Regional)*

Responding to regional community requests to explore potential University contributions in the area of economic development planning, the UC Office of the President (UCOP) engaged the assistance of the UC Davis Sustainable Communities Consortium (SCC) in the fall of 1998. The consortium is a multidisciplinary unit of professional staff members, faculty members, and student interns involved in applied research, urban- and rural-issues problem solving, design, planning, and information dissemination.

After an exploratory visit to the region and several interactions between UCOP and UC Davis, the SCC agreed to a two-step strategy: a short-term demonstration project to apply SCC's community-planning and modeling expertise to the city of Española and Rio Arriba County, and

a longer-term effort that might result in coordinated regional information systems, regional modeling studies, and the use of modeling tools by participants.

The data-collection and modeling scenarios for step one of the demonstration project are now complete. They address activities that initiate the Española/Rio Arriba project and the preliminary regional coordination tasks. Step-one tasks, encompassing Geographic Information System (GIS) data collection for a land-use optimization model, began in October 1998. Step-one activities that were fully funded by UCOP and UC Davis equate to approximately $167,000 in labor and expenses, in-kind assistance, and sharing of UC Davis urbanization model-development costs.

In early August 1999, UC conducted demonstrations of the work for the city of Española and outlying areas, and engaged the interest of representatives from the tri-county area in applying it to their needs on a local and regional level. The current model study area includes portions of Rio Arriba, Santa Fe, and Los Alamos counties. It draws on very detailed land use information for the area within Española's city limits. The demonstration model is designed to test numerous demographic assumptions, development scenarios, and land-use policy alternatives in the study area. At the demonstrations, UC Davis illustrated what the model can do. The model is designed to be used by community members, so the demonstrations included real-time modeling runs based on community comments during the presentations. The model met with extreme enthusiasm at all three demonstrations, and that enthusiasm led to a renewed commitment by UCOP and UC Davis to widen the effort toward a broader regional phase. The Española-specific model was particularly well received by city officials because it could apply to their current and urgent need to update their General Plan. The assistant city manager noted that launching of the model "exceeded any expectations."

The SCC staff is working closely with the University of New Mexico to assure integration of regional GIS data, interests, and results, and to ensure a long-term repository for data.

Step-two efforts are now under way. They will address additional data collection to shape a tri-county modeling unit that can be used individually or collectively by each county and municipal organization. The data collection also will address issues specific to the near-term needs of Los Alamos and Santa Fe Counties in their land-use optimization efforts.

UC Davis/Española EPA Grant *(Rio Arriba County)*

As a direct result of the land-use optimization collaborations between UC Davis and the city of Española, the key partners applied for, and were awarded, a federal grant for a project designed to help shape the future growth and economic vitality of northern New Mexico’s Española

Valley. A $199,940 “challenge grant” from the U.S. Environmental Protection Agency (EPA) will complement the ongoing land-use optimization modeling collaboration between UC and Española.

The grant includes an in-kind match in services of $265,435 from partners located in northern New Mexico and northern California, for a total project amount of $465,375. The funds will be used for a three-year initiative in northern New Mexico and California’s Sacramento Valley entitled “The Urban Village Initiative: Achieving Community Based Sustainable Urbanization.” Matching partners in northern New Mexico include the city of Española Planning Department and the UC Northern New Mexico Office.

UC Davis proposed the project based on the demonstrated concept that studying and suggesting compact, mixed-use “urban villages” has value in helping communities plan for the future. As envisioned by the project’s developers, villages can effectively combine and address a multitude of community-based development concerns—not only using land efficiently, but also conserving energy, enabling a pedestrian-oriented environment while reducing automobile dependency, and developing a more sustainable transit system throughout the community. The project will also study how villages can be planned to serve young people, assure privacy and safety, and provide outstanding public space environments. The project will test different growth scenarios and help develop community-based, urban-village plans.

An urban village guidebook, tool kit, and software will also be developed. The project will have broad transferability to almost all communities struggling with issues involving growth and sprawl. Ultimately, the project will generate living, sustainable community plans—interactive tools that can help evaluate the impacts and predict the outcomes of ongoing issues and changing local opportunities over time. The three-year effort will incorporate critical community comment through yearly evaluations and an established Community Advisory Committee to provide feedback and help UC Davis and its partners evaluate progress.

Corporate Alliances *(Regional)*

In FY99, UC, the Laboratory and their major subcontractors continued to hold periodic meetings to develop and build upon their collective impact on the region. The Association of Laboratory/University Major Subcontractors (ALUMS) continued to narrow its focus on, and implementation of, five initial goals:

- improving mechanisms for leveraging corporate citizenship funds,
- creating regular sharing sessions,
- improving information tools for regional involvement activities,
- increasing efficiencies in Laboratory and subcontractor contracting activities, and

- initiating special projects to implement joint regional involvement/corporate citizenship activities.

ALUMS decided that the matrix developed earlier (which detailed individual procurements, job establishment, and other corporate citizenship and economic development commitments and progress) would no longer be maintained as a working tool. Instead, the group decided that the contractually-required reports to the Laboratory by the various subcontractors would be collected and shared among members as an internal-only tool, to optimize contributions and reduce overlaps.

The Laboratory Foundation has developed a Corporate Giving Clearinghouse Project, which identifies smaller requests for community assistance (of $1,000 or less) that it cannot always fund. ALUMS, as a collective group involved in corporate giving, agreed to become the recipient of an organized, monthly distribution of such requests from the Laboratory Foundation, and to consider, review, and assess the capability for deliverables. This centralized process has worked well to eliminate overlap, yet provide community contributions where the Laboratory Foundation is unable to do so.

ALUMS members continue to be interested in northern New Mexico regional procurement approaches, future plans, industrial parks, gross receipts tax amounts, and related issues. ALUMS meetings focus on these issues when it is appropriate, and Laboratory staff members make themselves available to address questions and interests.

ALUMS members identified these future high-impact initiatives to pursue as a group: contributing to the Lab's annual Regional Involvement Report; pursuing ways to enhance contributions and eliminate overlaps in corporate giving campaigns; contributing to the planning and implementation of an Española Valley youth leadership conference; and sharing whatever employee or organizational resources are available for northern New Mexico's Habitat for Humanity initiatives.

Special Assessments Clause *(Regional)*

One of the contractual obligations in the 1997-2002 contract between the University and DOE specified that 500 hours of professional UC (non-Laboratory) staff time would be devoted to economic development planning for northern New Mexico. That clause within the contract was effectively met and closed out in April 1998, when 896 hours were reported for the period from January 1996 through December 1997. The staff time reported then related only to UCOP time devoted to activities such as regional procurement, technology commercialization, and other economic diversification efforts. The hours reported did not include travel time by UCOP staff,

nor did it include the time of two full-time UCNNM staff members that was devoted to these initiatives. Although the requirement had been met, UC committed to continued reporting of related hours to DOE. A cumulative 704 hours was reported for the period from January 1998 through March 1999, and an additional 146 hours was reported for the quarter from April through June 1999. The total UCOP professional-staff time that has been reported now stands at 1,746. Utilizing a ratio of comparable Laboratory/UC rates for this level of expertise, this effort equals approximately $160,000 in UCOP technical assistance provided to the region in this area of focus alone.

Investments In Community

UC San Francisco Substance Abuse Treatment *(Rio Arriba County)*

UC has been closely following Rio Arriba County's heroin addiction concerns since regional media and Congress exposed this issue in fall 1998. In early 1999, UC San Francisco researchers paid an exploratory visit to the area to assess what they might be able to do to meet Rio Arriba County's heroin addiction treatment needs. The visit drew excellent community-based interest and participation. NNMCC and most service providers in the area had contact with the UC San Francisco researchers during the visit.

At the conclusion of the exploratory visit, local parties agreed that northern New Mexico should be included in a proposal to the National Institute on Drug Abuse (NIDA) Clinical Trials Network. NIDA planned to make four awards in FY99 totaling $10 million. The Rio Arriba County portion of the proposal would have involved work with detox-enrollees through behavioral modification approaches and exit-skills counseling. UC San Francisco has been successful with this approach elsewhere. These programs were considered a high priority for Rio Arriba County, and the community college could have been involved in the effort. UC San Francisco researchers met with their University of New Mexico counterparts during the visit, holding substantive discussions. Although UNM researchers indicated they would like to stay in the loop on progress in UC San Francisco's new partnership with the region, they did not want to engage in specific initiatives. The UC San Francisco efforts in helping to address this quality-of-life concern met with great support and optimism during the Laboratory's "Voice of the Customer" meetings in May, June and July.

The NIDA proposal incorporating Rio Arriba County did not rate among the top few selected for a site visit. Nevertheless, all parties felt that the initial submittal strengthened the opportunity for resubmittal in the next review cycle, and certainly strengthened relationships between the University and Rio Arriba County in searching for mutual collaborations and successes in addressing this critical community dilemma.

As a result of the newly established UC San Francisco and Rio Arriba County interactions on substance abuse issues, UC Northern New Mexico has been closely engaged in regional congressional hearings on these matters and will continue to be.

Future collaborations with UC San Francisco (or other universities within the UC system) may include exploring alternative treatment therapies, developing regional research protocols, or replicating established and successful health care curricula at NNMCC. UC Northern New Mexico is developing a proposal seeking quarterly UC San Francisco technical assistance to Rio Arriba County to enhance treatment provider skills, develop provider research skills, and base treatment evaluations on best-practice models.

UC Santa Cruz/Española Bilingual Book Project *(Rio Arriba County)*

UC made good progress in FY99 in pursuing and adapting in northern New Mexico an educational initiative it identified in 1998, then developed and applied at UC Santa Cruz.

"Kids Around the University" (KATU) is a full-color book written in English and Spanish by fourth graders from the Pajaro Valley near Santa Cruz. Published by UC Santa Cruz, the book exposes young readers to the academic and social values of attending college and gives children information about how to prepare for college. The idea for "Kids Around the University" ("Niños Alrededor de la Universidad") came from the children themselves. When teachers were planning a field trip to UC Santa Cruz, they tried to find a children's book about college life. When the teachers learned there were no books about college available for children, the children decided to write their own.

UC Santa Cruz produced a 40-page teacher's guide and curriculum to help other teachers replicate the Pajaro Valley project with their own students. The guide helps develop students' skills in math by focusing on the financial benefits of attending college, helps build children's reading comprehension skills, and emphasizes writing skills by helping teachers create their own research project at a local college. With the assistance of Day & Zimmerman, McCurdy Elementary School in Española was chosen to replicate the project in the Española Valley. The school's superintendent has approved, and the book's original collaborator and UC Santa Cruz have committed their support.

UC Santa Cruz researchers paid an exploratory visit to McCurdy in early 1999, and the result was establishment of a regional leadership team to move the book project forward. The leadership team includes people from UC, Day & Zimmerman, the Laboratory, McCurdy, Northern New Mexico Community College, and the University of New Mexico. Funding and

assistance opportunities are being investigated, and the team has laid out a systematic plan for implementation of the project, based upon UC Santa Cruz successes.

A subcommittee agreed to begin the KATU northern New Mexico project by having McCurdy's students tour local colleges and then begin in-class exercises. Simultaneously, the students will begin an e-mail pen pal activity with the original KATU students.

A published product could be in hand by the spring of 2000. UC Northern New Mexico is exploring opportunities for outside funding, as well as assisting in dissemination of information on this project to area school districts and other interested parties.

All-UC Alumni Organization *(Regional)*

In FY99, progress toward establishing a UC alumni support group in northern New Mexico continued. During a May general membership meeting, alumni formally identified themselves as the "University of California Alumni Group of New Mexico" (UCAGNM), choosing to be open to UC graduates in the state as a whole. UCAGNM will promote community service, networking opportunities, and University ambassadorship. An initial call for all-campus UC alumni in the region yielded almost 200 prospective members. The current mailing list has nearly 300 members, thanks to recruitment efforts by existing members.

During the May general membership meeting, organized by UC, subcommittees were established for community service and member social events. Officers were elected; a charter was developed and accepted; and a budget was proposed to the UCOP director of alumni affairs. Although budget considerations and discussions are still under way, UCAGNM, in concert with the UC Northern New Mexico staff, is actively engaged in planning the following items and events:

- a newsletter,
- an August picnic with Laboratory students,
- a KNME-TV pledge night using UCAGNM volunteers
- And a Rendezvous Night at the Albuquerque Zoo.

UC Alumni volunteers were present at the May Santa Fe Community Day UC/ Laboratory booth, and will continue to participate in similar outreach events. And the Laboratory Retiree Group's *Maingate* newsletter featured a full-page article on the UCAGNM organizational and recruiting efforts in its spring edition. Both efforts have helped to bolster signup for the alumni group.

Health Care *(Los Alamos County)*

Michelle French, UCOP health and welfare director, held several meetings in Los Alamos in FY99 to discuss current employee and retiree health care and benefits issues. During her visit to Los Alamos, she met with the Los Alamos Medical Center Task Force and Board, Laboratory Health Care Study Group and Benefits staff, Laboratory Health Advisory Committee, the Community Health Care Roundtable, and the Laboratory Retiree Group Board. Discussion topics included the continuing overall increase in cost for health care, the disproportionate increase in the cost of pharmaceuticals, and issues surrounding managed care—subjects that are not unique to Los Alamos, but are consistent with national health care trends and concerns. Discussion specific to Los Alamos centered on access to quality health care, access to specialist health care, the ability of Los Alamos to sustain several pharmacies, the limited insurance vendor pool in New Mexico, and general issues surrounding the local medical center.

UC continues to support the concept of an ongoing roundtable for regional health care interests. The Community Health Care Roundtable (CHCR), comprised of local medical and health business interests, county representatives, Laboratory employee health care and benefits interests, and UC human resources officials, has met regularly since January 1998. UC provided initial consultation to the CHCR by securing the consulting expertise of UC Irvine's Health Promotion Center. UC Irvine provided the CHCR with a resource guide to develop and improve CHCR initiatives in community-based health care promotion. After a year of bimonthly meetings, the roundtable agreed to refocus its efforts on obtainable and specific goals.

By late l998, the agreed-upon, near-term tasks and questions for the roundtable included establishing a demographic profile (present and projected); calculating total health care costs; and identifying what realistic options exist for organizing, delivering and paying for health care services to the Los Alamos community. UC continues to be interested although not actively engaged in the roundtable's initiatives.

Tribal Interactions *(Regional)*

In response to Santa Clara Pueblo's request for information on UC tribal-student preparation and enrollment programs and scholarship opportunities, UC engaged its Academic Affairs staff in visits to Santa Clara and four other Accord pueblos to explore educational assistance opportunities. The visits and interactions, which continue to take place, have met with optimism and appreciation by tribal governors and staff members. Santa Clara and UC staff members have discussed the potential for a memorandum of understanding (MOU) with UCOP which would further delineate the cooperative agreement items spelled out in the initial UC/DOE/Pueblo Accord agreement of 1994. Discussions will continue.

Meanwhile, more substantive and near-term UC initiatives under way include exploring available opportunities at the nine UC campuses for tribal-student enrollment, special programs, and scholarship initiatives. UC has also offered the assistance of UC enrollment and recruitment experts in providing technical assistance and advice to tribal staff members, and in holding a pueblo-specific college preparation session at NNMCC. As a result of these new UC/tribal interactions, representatives of the Accord pueblos visited UC in September, meeting with President Richard Atkinson, and touring the Berkeley and Davis campuses.

Retiree Interactions *(Los Alamos County)*

A permanent workstation was made available for the Laboratory Retiree Group, Inc. (LRG), and LRG board members are utilizing the services available for them at the UC Northern New Mexico office.

The announcement of the availability of retiree identification cards in the spring/summer 1999 *Maingate* issue continues to attract retiree participation in the program. The cards enable retiree access to research library documents on a check-out basis, as well as discounts at the Lab's Otowi Cafeteria, discounts at the Albuquerque Airport Fast Park, discounts at Budget Rent-A-Car in Los Alamos, Santa Fe, and Albuquerque, and discounts at the Los Alamos Family YMCA. An announcement of card availability made by the Public Employees Retirement System (PERS) also increased interest in card disbursements. Almost 300 cards have been issued so far.

UC Northern New Mexico has made its video-teleconference room available to LRG needs, and, as a result, worked with the LRG to cosponsor the Los Alamos Computer Expo 99 showcase. An interactive video networking demonstration was explored extensively, but was ruled out because of technical challenges.

UC Northern New Mexico office operations were featured in two recent *Maingate* issues. The first issue announced the office space and computer access made available for LRG Board needs, and next announced the UC alumni group organizational efforts. LRG Board members also honored UCNNM staff members, presenting them with a Certificate of Award for their efforts on behalf of retirees and a commemorative Los Alamos County 50th anniversary coin.

UCOP Presence *(Regional)*

A strongly-voiced community request during 1997 contract renewal discussions and subsequent establishment of UC Northern New Mexico operations was that UCOP staff members be present in the region on a continuing and visible basis. This community expectation—and UC

commitment—continues to this day. UC has strengthened its presence and visibility through numerous, notable visits including those by groups and individuals listed below.

- The President's Council and ESH Panel,
- Pat Small, UC treasurer,
- Judson King, provost and senior vice president for academic affairs,
- Wayne Kennedy, senior vice president, business and finance,
- Robert Van Ness, assistant vice president, Laboratory administration,
- Velma Montoya, regent and UC Oversight Committee,
- Irene Miura, alumni regent and president of the Alumni Associations of the University of California,
- Michelle French, director, UCOP health and welfare,
- Bruce Darling, vice president, external university and external relations, National Association of State and Land Grant Colleges,
- James Stofan, director, UC alumni affairs, and
- Gayle Cieszkiewicz, UC labor relations associate director.

UC had informational booths at Española Spirit Days, Festival Los Alamos, Fiestas de Santa Fe, Fiestas del Valle de Española, the Hispanic Diversity Fair, Los Alamos Chamberfest, Los Alamos Computer Expo, the New Mexico Legislature's "Lab Day," the New Mexico Municipal League Annual Conference, the Quality New Mexico conference, Safety Days in the Community, Santa Fe Community Day, and Take Our Children to Work Day. And UCOP continued to be involved in important ongoing and emerging issues in northern New Mexico through daily and weekly visits by Laboratory Administration Office Operations, Contracts Management, Public Affairs, Functional Managers, and Office of Research staff members.

Community forums and events continue to be an area of key interest for UC and UC/ Laboratory collaborative engagements. UC will continue to seek partnerships with the Laboratory and major subcontractors in these activities to enhance corporate and Laboratory information-sharing opportunities within neighboring communities. These engagements have proved to be important avenues to engage community feedback on UC corporate involvement and participation in regional efforts.

TRIBAL RELATIONS

A SNAPSHOT OF INVESTMENTS

- ESH issues such as high explosives residues and emergency response were addressed with tribal leaders and environmental staff members in several briefings and meetings in FY99.
- The seventh annual Executive Meeting with the four Accord Pueblos was held in March.
- The Eight Northern Indian Pueblo Council visited the Laboratory in April.
- The UC ESH Panel visited with tribal leaders in August.
- Two tribal officials successfully served their respective pueblos under the new tribal-leave policy implemented at the Laboratory.
- A variety of technical-assistance projects were provided to the pueblos.
- Educational outreach to the tribes included enhancing math and science teaching at the Santa Fe Indian School and recruiting 48 students to work in student employment programs at the Laboratory.
- Technical assistance provided to the Navajo Nation resulted in a National Science Foundation five-year grant for $10 million focusing on science and math education.
- Economic development initiatives included signing a memo of understanding with Pojoaque Pueblo in February and promoting employment opportunities with the Laboratory and its subcontractors.
- Laboratory Foundation awards to Indian-affiliated entities totaled more than $100,000.

Official relations between the University of California-Los Alamos National Laboratory (UC-LANL) and the American Indian Tribes are maintained as government-to-government relations as defined in the Accords signed in 1992 by the Department of Energy (DOE) and the Cooperative Agreements subsequently signed by UC-LANL with the Indian Pueblos of Cochiti, Jemez, San Ildefonso, and Santa Clara. The Laboratory works with these pueblos and other regional American Indian tribal governments to address issues of concern, to implement initiatives to resolve environmental, safety, health and other Laboratory-related issues, and to develop initiatives of mutual interest regarding economic and educational opportunities. The Community Relations Office and its Tribal Relations Team coordinate, monitor, and oversee implementation of tribal relations activities and initiatives through interaction with Laboratory organizations in the work with regional Indian tribes.

Current ESH Activities

Issues of primary concern for the four area pueblos—Cochiti, Jemez, San Ildefonso, and Santa Clara—and for other regional tribes are: environment, safety, and health issues; potential effects from Laboratory operations on air, water, biota, crops, soils, sediments, and, especially, on the pueblos' culturally-used natural resources and cultural sites; hazardous material transportation through pueblo lands; and emergency management and preparedness. These issues are addressed through briefings and meetings coordinated by the Tribal Relations Team with current tribal leaders and with the pueblos' environmental department staff members.

High Explosives Residues

Laboratory technical staff members gave tribal officials and environmental staff members a briefing and a site tour in March 1999 to provide information about traces of high explosives residues in deep groundwater found in the R-25 Monitoring Well beneath the southwest edge of the Laboratory.

Emergency Response

The Laboratory is providing briefings about facility operations and tours of storage sites to address tribal concerns related to Waste Isolation Pilot Plant (WIPP) and other hazardous material shipments to and from Los Alamos through pueblo land. The Laboratory is providing technical assistance to help develop emergency management plans and to improve incident-notification procedures to address concerns about lack of tribal preparedness for incidents involving hazardous materials.

Bacteria Detection Field Tests

Laboratory researchers briefed pueblo representatives in June 1999 about planned field tests of technology that is intended to aid rapid detection of biological agents in the air. The tests were of concern to the tribes, and they requested preliminary modeling, and background and baseline information that they planned to compare against post-test data. The Laboratory, however, subsequently canceled the tests.

Government-to-Government Relations Activities

Executive Meeting

The Laboratory director, DOE managers, UC officials, and governors from the four pueblos—Cochiti, Jemez, San Ildefonso and Santa Clara—participated in the seventh annual Executive Meeting in March 1999. The main items of business were discussion of the high

explosives residues in the R-25 Monitoring Well and a report by pueblo representatives on review of the classified part of the Laboratory Sitewide Environmental Impact Statement.

UC ESH Panel

On Aug. 4, 1999, a former Cochiti Pueblo governor, Joseph Suina, gave a presentation to the UC President's Panel on Environment Safety and Health to help panel members attain a better understanding of tribal concerns about environmental impacts on cultural resources. Panel members also visited Santa Clara Pueblo to witness the Santa Clara Feast Day, the Pueblo's main annual cultural event.

Eight Northern Indian Pueblo Council (ENIPC)

Representatives of the Eight Northern Indian Pueblo Council (ENIPC) visited the Laboratory in September 1998 and April 1999 and were briefed about the Laboratory and its mission, role, responsibilities, and operations.

Laboratory Policy for Tribal Government Service Leave

In 1998, the Laboratory implemented a "Tribal Leave" policy for Laboratory employees who are selected or appointed to serve as governors, lieutenant governors, or other high-level tribal officials. The policy allows for partial salary and benefits such as continued earning of retirement service credit. Two tribal officials from two pueblos successfully served their respective communities under this policy in 1998.

Consultation on a Sensitive Cultural Issue

Restoration plans for a prehistoric burial site on Laboratory property were successfully implemented in April 1999 in consultation with San Ildefonso Pueblo.

Technical Assistance

In FY99, the Laboratory undertook a variety of projects involving technical assistance to the pueblos, including:

- helping San Ildefonso Pueblo with hazard assessment on an asbestos-contaminated site on pueblo land; and
- helping San Juan Pueblo with development of a complex tribal-specific financial management and accounting system. The financial-management assistance is being provided by the Community Relations Office's Tribal Relations Team. A model is being developed that could be applicable to other tribal governments with similar needs. This assistance enabled San Juan to meet important goals. For example, a new chart of accounts was created, and all accounting modules have been implemented. In addition, accurate and reliable

financial statements and consolidated month-end reports that meet all generally accepted accounting standards and legal requirements will be generated from the system.

Educational Outreach

Educational outreach to regional Indian communities, educational entities, schools, and colleges is provided and coordinated by the Tribal Relations Team's educational outreach coordinator in cooperation with the Laboratory Science Education Office. Educational outreach is a key component for the success of long-term tribal-Laboratory relations. Below are some examples of educational outreach activities.

Santa Fe Indian School project

The Laboratory is working in partnership with the Santa Fe Indian School in a DOE-funded Community Based Education model program to enhance mathematics and science teaching, and to improve learning experiences for American Indian students and their teachers. The project involves students, teachers, and environmental program staff members from Santa Clara, Jemez, and Cochiti Pueblos. The 1999 six-week summer institute provided an opportunity for participants to join in tours, lectures, and demonstrations about nuclear science and related research at the Laboratory.

University of California-Pueblo Educational Initiatives

Discussions about educational initiatives between UC and regional Indian Pueblos resulted in a visit to Oakland, California, by pueblo leaders, who met with UC officials to define initiatives that may be possible. This effort, coordinated by CRO's Tribal Relations Team, demonstrates a further strengthening of UC-Pueblo relations.

Student Recruitment

Forty-eight American Indian students were recruited for the Undergraduate, and Graduate Research Assistant, and other special student programs through special efforts coordinated by the Tribal Relations Team's educational outreach coordinator in cooperation with the Human Resources Division and University Programs Office. The students were provided assistance with application placement process, housing and transportation assistance, and informal job counseling.

Education Initiatives for the Navajo Nation

Technical assistance provided to the Navajo Nation resulted in a National Science Foundation $10 million, five-year, kindergarten through 12th grade, science and mathematics education award. A Laboratory American Indian physicist serves on the advisory board for the NSF-funded

Rural Systemic Initiative Project. Proceedings of the Radiation Effects Workshop held in 1998 in the Navajo Nation area are being compiled and edited for publication and will be used to develop lesson plans on nuclear science and technology issues.

Regional Economic Development, Diversity and Corporate Citizenship

The Laboratory's commitment to regional economic development and diversity has resulted in initiatives involving several pueblos:

Santa Clara initiative
Santa Clara Pueblo is developing a cleaning services business under the mentorship of a Laboratory-Johnson Controls subcontractor, "Kleen Tech."

MOU with Pojoaque Pueblo
A memorandum of understanding was signed by DOE, the Laboratory, and Pojoaque Pueblo in February 1999 that states the parties' mutual interests in the region's economic development and diversity.

Employment opportunities with Laboratory contractors
Employment assistance is being provided by the Tribal Relations Team to promote Indian employment opportunities not only at the Laboratory but also with its contractors. In a recent initiative by Protective Technology-Los Alamos, five American Indian candidates were hired as trainees for the company's security force.

Los Alamos National Laboratory Foundation Allocations
The Foundation has allocated about $107,430 through educational and community assistance grants to Indian-affiliated entities. This total includes funds for scholarships in the amount of $1,000 per pueblo which were presented to the Eight Northern Indian Pueblo Council governors in April 1999, and scholarships for Cochiti and Jemez Pueblos as well.

In addition, the Los Alamos Employees' Scholarship Fund recently awarded three $1,000, one-year, renewable scholarships to American Indian students.