GTI Arlington Office Expands

Contributed by Arlington Office Staff

Now in its second year, the GTI Arlington Office of the Electronic Systems Laboratory/Concepts Analysis Division has doubled its staff size and prepares to expand its office space this summer. The office's growth reflects a widening range of support activity for the Air Force.

The office has come a long way in 18 months, and will be celebrating with a ribbon-cutting ceremony in August when it moves to its expanded offices. The original team of Ed Eager, Jim Bertoglio, Ken Haynes, and Wayne Taylor began providing technical support to the Headquarters U.S. Air Force Directorate of Test and Evaluation in October 1992. Since then, the following technical and administrative personnel have joined the staff:

John Meeuwissen came to GTI Arlington in December following a 22-year Air Force career. He brings valuable experience in international research and development programs, international business activity, and procurement for the Department of Defense. Meeuwissen earned a BS in aerospace engineering and an MS in industrial relations from West Virginia University.

GTI also welcomed John Olsowski, a retired Marine Corps Officer. His 18 years of technical experience in the Navy and Department of Defense systems acquisition and electronic warfare operations have proved an important asset to the office. Olsowski earned a BS in mathematics from Barton College in North Carolina, and is a graduate of the Defense Systems Management College.

Charles Brown Discusses Goals As RSF Director

By Leo McLoes, RCT

Big challenges lie ahead for Charles Brown, GTI Arlington's new director of Research Support and Finance — new ones pop up every day. But he is already facing these challenges and looks at them as opportunities to improve existing systems and processes.

Brown came to Georgia Tech in 1981 and has worked in GTI as senior and principal research engineer, chief of the technology development division, lab group director, associate director, enterprise planning director, and acting RSF director since January 1994 following Bob Shackleford's death.

Brown served as interim executive director of Tech's Office of Information Technology during 1993. He also is currently the acting director of GTI's enterprise planning.

Among the challenges he sees and goals he's set are:

- Improving processes — for example, setting up a process for allocating space among researchers.
- Challenging GTI's culture over time so that researchers interact more effectively.
- Helping all of our research support groups work more effectively together.
- Supporting and funding continuous improvements to core systems.

Did You Know...

- In 1868 approximately 100,000 meteors fell on the Polish town of Pultusk in one night.
- A ten-gallon hat holds less than a gallon.
- The sound heard by a listener when holding a seashell to his ear does not come from the shell itself. It is the echo of the blood pulsing in the listener's own ear.


Richard truly wants your input on the brown bag lunches held in May and June. Find out how to share your thoughts, and what was discussed at the meetings, on page 3.

- GTI's Research Security Department (RSD) is busy hammering out new security guidelines. They will be in effect by the end of July.
- Overhead rates for FY94 have been finalized. To find out what they are, plus the provisional rates for FY95, look at page 3.
- A two-page spread of GTI's strategic plan covers pages 4 and 5. You can pull this out for easy reference.
- Interested in teaching a class part time? Turn to page 6 to find out how GTI researchers can participate.
- Congratulations and thank you to our retirees! Their names are listed on page 5.
- You can help a GTI colleague who was injured in an auto accident. See page 7 for tips on how to assist.
- Professional Activity fills the back page. Don't forget to read the latest Personal News and Personal Notes on page 7!
Meet the Research Security Department at the Cobb County Research Facility (CCRФ)

The Research Security Department (RSD) at Cobb County is an arm of RSD here on campus. RSDers at CCRФ provide security as it relates to Department of Defense regulations and directives. They help CCRФ researchers understand security regulations on classified projects, and how to comply with them. The group works with project directors to make security measures cost-effective, yet maintain required standards. RSD employees at CCRФ try to handle as much of classified project security as is possible, so that researchers can concentrate on technical matters. RSD also handles personnel security clearances and facility security clearances. RSD at CCRФ is responsible for security relating to about 5,000 documents and 300 individuals.

Ray Kangas

Has worked in RSD at CCRФ for three years. He is a classified document control specialist. His responsibilities include all classified document control for CCRФ. He handles incoming and outgoing classified visitors and project supervision. Ray's main job is flexibility, which allows him to help a researcher at a moment's notice. He says a good sense of humor is important in security-oriented jobs. Ray is developing a user-friendly manual for the Security Information Management System database. The manual will specifically address RSD's use of the system. After work he enjoys working on computers, metal detecting, driving power boats, drawing, and graphic design on computers.

Jennie Tate

Has worked as administrative coordinator in RSD at CCRФ for four-and-a-half years. As information systems security officer for Georgia Tech, Jennie is responsible for classified computer security. She identifies systems that can be used, writes procedures for them, teaches employees how to use them/follow security procedures and oversees their proper use. She also contacts special security officers for the Sensitive Compartmented Information Facility; is program security officer for a classified project; prepares personnel security questionnaires for new CCRФ employees; provides security education to researchers; and briefs visiting agencies. Her goal for the year is to get caught up on her work, even for one day. After work she is a cheerleading coordinator for the eighth grade Harrison Hoyas, an avid traveler, and mother of three children.

Richard Tofani

Has worked at Georgia Tech for about five years as a security coordinator, assistant department manager, and now as administrative manager. His responsibilities are physical security for CCRФ, supervising the contracted guard staff, working with contractors for alarms and other services, and backing up other employees. He also investigates security violations and policy items if needed and provides defense courier service. Richard says he is proud of CCRФ RSD employees, all of whom are dedicated, take their jobs seriously, and spend time and energy doing things right. They work late or come in on weekends to help researchers access materials if needed, he said. His goal is for the office to become as close to paperless as possible. After hours he cooks at a Marietta seafood restaurant two nights a week to finance graduate study. He is working on a master's in religious education at Luther Rice Seminary in Lithonia. He prefers not to have his photo taken.

Next Month: Look for features on Norma Campbell, another CCRФ RSDer, and campus RSD employees.

Ray Kangas

Jennie Tate

SELECTED MAY 1994 AWARDS

<table>
<thead>
<tr>
<th>Title</th>
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<th>Sponsor</th>
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<td>Advanced Test Capability</td>
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<td>Cherokee National Forest</td>
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Overhead Rates Finalized for FY 94
By Lea Mcnees, RCT

The Office of Naval Research (ONR) has approved final FY94 overhead rates for Georgia Tech. The final rates for GTRI, set May 18, are:
• 49 percent for Department of Defense (DOD) contracts initiated after November 30, 1993, the date that President Bill Clinton signed the related appropriations bill into law;
• 85 percent for all other DOD and other federal projects;
• 95 percent for industrial projects, where no federal funds are involved; and,
• 53 percent for state and local government-sponsored work and public service projects.

The provisional rate for all federal work during FY93 was 45 percent. It applied to all projects until the final rates were set in May.

Overhead rates are calculated to recover expenses associated with conducting research, such as building maintenance, equipment and research administration. Changes in the rates are common, at least annually, said Barbara Walsh (Fiscal Services).

“Retractive changes are unusual, and we do try to make sure that there is not an adverse impact on the project,” she said.

The impact of the retractive change allowing use of an “uncapped” rate for GTRI’s DOD contracts awarded on or after November 30, 1993 is approximately $15,200 for FY94, based on a MAPS analysis.

This figure is less than was anticipated — it is based on projects that ended in FY93.

The impact represents three things, Walsh explained:
1. The amount that projects will be billed for overhead that was not billed before;
2. The amount of income that would result from those billings if all the projects had enough money to cover additional costs; and,
3. Since the majority of projects don’t have that money, the amount of overan “write-off” necessary.

GTRI will address the impact in FY95 by having lab and GTRI management review each case (i.e., affected projects) and determine appropriate action.

The provisional rates for FY95, established on June 30, are as follows:
• 44 percent for all federally funded contracts and grants (including subcontracts and subgrants) except DOD contracts; and,
• 47 percent for all DOD contracts (and contracts with industry that involve DOD funds) awarded on or after November 30, 1993.

FY95 rates for public service (33 percent) and industrial projects (55 percent) remain unchanged from FY94 final rates.

Although provisional rates are subject to change, the FY95 final rates are expected to be unchanged from the provisional rates, said J.W. Dees of the Office of Contract Administration. Final FY95 rates could be set by the end of December.

Brown
From page 1
that “problems are fixed before anyone even notices them.”

• Ensuring that GTRI pays a fair price for services on campus and has its needs met. If Georgia Tech uses inefficient processes to provide services across campus, or if GTRI pays more than a fair price for these services, we have not served our research well,” he said.

• Making sure we get good research in every area of GTRI’s financial transactions.

• Keeping the cost multiplier on research as low as possible.

• Increasing campus collaboration in service and support areas, as GTRI is already doing in research.

And Brown is looking for more challenges, as well. He plans to start a suggestion system to collect employees’ ideas on opportunities for improvement.

“I think it is really important that our people have the opportunity to suggest improvements for support operations through GTRI,” he said.

GTRIers Help Community — You Can Join Them

The AIST and MAPS groups recently joined forces on a community service project supporting the Ronald McDonald House. The house is a “home away from home” for families with children being treated at nearby Atlanta hospitals such as Emory and Scottish Rite Medical Center.

In April these groups provided a home-cooked spaghetti dinner to the families in residence; in May, a pizza dinner, and in June, a picnic of hot dogs, beans, chips and ice cream. This month EOMIL is donating a lasagna dinner — and based on the interest expressed by employees of this lab, they hope to provide a meal for each of the next several months, as well.

If your lab or support group is interested in participating in this project, you may call Sharon Matson at 894-0286 for more information.

Brown Bag Lunches: Truly Wants to Hear from You
By Lea Mcnees, RCT

If you have ideas, suggestions or comments on the May and June “Brown Bag with the Boss” lunches, GTRI Director Richard Truly would like to hear from you.

Approximately 180 employees attended the five town hall meetings at which Truly shared his thoughts about GTRI communication, organization, strategy and accomplishments.

“I thoroughly enjoyed my five ‘Brown Bag’ discussions,” Truly said at the month, “I think it would be a good thing to do periodically and I’m waiting for some employee feedback on the sessions. I learned several things, most importantly that GTRI definitely needs more open communication to achieve a better connection between the overall strategies of Georgia Tech and GTRI, and the needs and ideas of the individual researcher or support person. We all must insist on this.”

To share your thoughts, just send e-mail to richard.truly@gatech.edu. If you do not have e-mail, you may drop a note in campus mail to Richard Truly, GTRI/GRB, 0800.

Topics employees discussed with Truly during the brown bag meetings included:
• Georgians’ knowledge about GTRI
• working with EOMIL’s regional offices to assist Georgia business and industry
• the EOMIL sponsored funds for FY94
• PMO rates
• opening doors with new contacts in growing research areas
• Georgia Tech’s presidential search
• academic activity related to GTRI’s goals and visions
• energy efficiency and conservation in GTRI buildings
• increasing sponsored Ph.D. dissertations within GTRI
• promoting stronger interaction between GTRI and the resident instruction faculty
• GTRI problem-solving processes
• focusing research on technology areas
• making internal research funds available year-round
• attracting junior researchers
• facilities improvements

Bobby Tucker, Aerospace’s Corporate Director of Protection Services, center, accepts the Louis Nelson Memorial Safety Award from GTRI’s Richard Truly. The annual corporate award is named for a former GTRI employee — Louis Nelson helped establish the Southeastern Safety and Health conference as the region’s premier gathering of safety and health professionals. The Nelson award recognizes a U.S. company for its excellent employee safety record. Gulfstream has logged four million working hours without an employee injury. The company holds the aerospace industry record for number of hours worked without a disabling injury. Also attending the presentation were: Bob Hyde (EOMIL), far left; Gulfstream’s Savannah Facility Safety Manager Richy Johnson, to Tucker’s right; and Ken Johnson (EOMIL), far right. (Photo by Dayton Funk)
Engineering Tomorrow

"... whatever you do or dream you can, begin it. Boldness has its Saying."

GTRI’s Strategic Plan

The research conducted by the Georgia Tech Research Institute (GTRI) reaches back to the first half of the twentieth century, and the discipline and integrity that have played an important role in bringing the Cold War to a close. Early in 1994, the leadership of GTRI came together to review the lessons evolving as the twenty-first century becomes a reality. A series of meetings resulted that addressed issues as diverse as worldwide economic competition, societal crises, and new directions of emerging technologies. The result is this updated strategic plan—a roadmap to guide GTRI into the future.

**MISSION**
The Georgia Tech Research Institute will plan and conduct focused programs of innovative research, education, and economic development that advance the global competitiveness and security of Georgia, the region and the nation.

**OBJECTIVES**

**QUALITY**
To make customer-driven, process-oriented, continuous improvement an integral part of GTRI, including our work environment and administrative activities.

**HUMAN RESOURCES**
To provide an environment and a research community of the highest quality.

**CAMPUS COLLABORATION**
To work jointly with the administration, academic schools, and interdisciplinary centers to achieve Georgia Tech’s goals in education, research and service.

**ECONOMIC DEVELOPMENT & TECHNOLOGY TRANSFER**
To improve the economic vitality and industrial competitiveness of Georgia, the region and the nation through technological innovation and practical application.

**RESEARCH**
To achieve internationally recognized excellence by focusing on innovative programs in basic and applied research.

**GOALS**

- During 1994, identify executive ownership for all GTRI key processes and activate selected process action teams.
- During 1994, define a Quality Intern Program in association with industrial academic partners.
- Develop GTRI Quality Plan during 1994, with key milestones and required resources.

- During 1994, design and implement a proactive personnel diversity plan which anticipates demographic trends in the national research community.
- During 1994, support and augment Georgia Tech’s Human Resource activities with a personnel administrative plan that focuses on recruitment, retention, training and career paths unique to GTRI.
- By 1995, institute an integrated performance management process that ties individual and team contributions to rewards, recognition and career growth.
- Significantly improve communication among all GTRI employees.

- During 1994, create a plan, jointly with academic faculty, to encourage and increase sponsored Ph.D. dissertations within GTRI.
- Increase collaborative programs with academic units and interdisciplinary centers.
- During 1994, implement a communications program to publicize and routinely track goals relating to campus-wide collaboration.

- By 1995, form partnerships with industry to develop and insert technology supported by federal funds such as Defense Conversion.
- Continue to develop nationally recognized programs with industry/university partners, in collaboration with initiatives such as the Georgia Research Alliance, having major economic impact on the state.
- By 1996, create a “Technology Transfer Program” that meaningfully stimulates innovation and product development to expand the economic base of Georgia industry.

- During 1994, create and implement methodologies for forecasting and research market analysis to include self-assessment and customer surveys.
- By 1995, through increased efficiencies and additional funding, increase discretionary investment for targeted research focused on emerging technologies, laboratory equipment and facilities to 7% of total annual expenditures.
- Develop an expanded research program that addresses the emerging technological needs of society (such as advanced transportation, the environment, telecommunications, etc.) resulting in programs that reach 33% of total volume by 1997.
- During 1994, jointly with responsible campus units, review and improve processes for non-government contracting.
- Increase Georgia Tech’s influence on national research directions through GTRI participation on key national councils and boards in government, industry, and professional societies, and through visiting executive appointments to and from government organizations.
- By 1996, establish at least one block-funded national program in defense-related research (preferably dual-use), and by 1998, establish at least one block-funded national center of excellence in civil engineering research.
- Increase self-supporting international research programs to 10% of research volume by 1997.

An Integral Part of Georgia Tech...

GTRI enrich the Georgia Tech research environment for faculty and students by conducting externally sponsored, applications-oriented research programs that benefit the state, region and nation. These programs, led by full-time research faculty, have resulted in major technological advances for national defense, civilian needs and industrial competitiveness, and have provided students with valuable career experiences. The integral role of GTRI in the Georgia Tech community includes collaborative research with academic faculty, courses originated by GTRI faculty, and joint service efforts.
Tomorrow’s World

"The world has genius, power and magic in it." —Goethe

Specific Plan

The discoveries and practical applications of GTRI technologies have helped to define today’s world. View the organization’s strategic plan, particularly as it applies to the directions of research that are pressures resulting from rapidly changing defense needs, tightening global economic conditions, and new century.

STRATEGIES

1. Demonstrate top-down leadership commitment to quality.
2. Establish customer focus, including customer feedback.
3. During 1994, develop a process for periodically assessing the GTRI quality program.
4. Activate and empower staff to reduce key processes.

5. Forecast the annual research community demographics through 2010.
6. Include recruiting and retention goals at all experience levels in the personnel diversity plan.
7. Periodically inform Georgia Tech students, especially minorities and women, about GTRI opportunities.
8. Encourage GTRI employees to participate in public outreach programs in math/science.
10. By 1995, migrate the existing GTRI personnel database to a relational database to support research activities.
11. Develop a proactive plan to upgrade the working environment for all GTRI employees.
12. Support career advancement activities for all GTRI employees.

14. Working with other campus units, improve administrative and fiscal processes to facilitate educational and research collaborations.
15. Enhance collaborative activities by obtaining joint program development funds and an academic interaction budget.
16. Substantially increase academically active shared appointments, through activities such as joint recruiting and curriculum development.
17. Work with interdisciplinary Centers and Schools to jointly acquire and use research facilities/equipment.
18. Create an integrated plan for the best use of the Robert G. Shackelford Fellows within GTRI.
19. Arrange periodic technical interchange briefings and seminars among laboratories and schools.

20. Encourage technology transfer as an expected research product in every GTRI laboratory.
21. Develop a Technology Transfer Partnership program with industry/government participants.

22. Establish an improved annual GTRI process, which includes laboratory director participation, to establish research directions and allocate resources.
23. Develop new investment and fundraising strategies, jointly with the Georgia Tech administration, to ensure the achievement of GTRI’s strategic goals.
24. Establish a process for periodic external evaluation of GTRI research directions.
25. Utilize the GTRI Fellows Council to recommend technology directions.
26. Improve the cost-effectiveness of research support throughout GTRI to include administrative information technology.
27. Provide internal resources to encourage and support new research efforts into targeted areas of benefit to society.
28. Identify and pursue selected centers of excellence and block-funded opportunities.
29. Identify and support candidates for professional society, White House, and Congressional fellow programs.
30. Develop a capture and implementation plan, working with the assets of the Georgia Tech community — including alumni — to exploit international research opportunities.

Our Vision

Working closely with the academic colleges and interdisciplinary centers in areas of research, education, and service, GTRI will be a vital force in establishing Georgia Tech as the premier technological university of the twenty-first century. GTRI will be the most respected university-based applied research institute in the nation.
News & Notes

Do You Yearn to Help Students Learn? Research Faculty Teaching Program May Be For You

By Lea McLees, RCT

Researchers in GTIR and the Office of Interdisciplinary Programs (ORP) who are interested in teaching classes at Georgia Tech can apply for limited funding to help them do so.

The Research Faculty Teaching Program awards $5000 for FY95 to assist researchers who wish to teach part time. The program is designed to promote closer relationships among academic faculty members and research faculty who work outside the academic units. It also will help Georgia Tech expand its instructional staff without additional start-up costs, space requirements or long-term commitments.

"Many of the GTIR research faculty who have wanted to teach courses over the years have found that academic budgets were committed without room for supporting additional staff, even though increased teaching staff would have been of benefit to students, academic schools and GTIR," said chief scientist Devon Grove before his resignation in July. "I would hope that not only will this budget improve Georgia Tech's students-to-faculty ratio, but also increase research collaboration between schools and GTIR through more faculty interaction."

In addition to teaching, the GTIR- and ORP-based instructors would be available to students after class and would possibly attend faculty meetings, serve on committees, advise students, and develop course-related course materials. Partial coverage of salaries and fringe benefits will be accomplished through shared appointments and coverage by institutional funding administered by ORP is available, and is approved on an individual basis. No indirect costs are covered.

Faculty on shared appointments must take vacation earned during resident instruction assignments while they are on the assignments, explained Barbara Walsh of GTIR Fiscal Services. Fringe benefits are covered by the teaching funding. Sick leave can be accumulated as part of the average of the highest 24 consecutive months' salary. The resulting product is the monthly retirement benefit under the maximum plan of retirement. ORP participants must work for the university system for 10 years to be fully vested in their retirement plans.

ORP participants are fully vested in their retirement as soon as they begin work for the university system. However, ORP is a defined contribution plan -- benefits are based on the amount an employee contributes to the plan. If ORP participants contribute less to the plan now, they will receive less in retirement benefits. ORP, begun in 1950, is the plan of choice for the remaining half of the state universities' teaching and research faculty.

Could ORP participants participate in the Employee Retirement System (TRS) Board of Trustees -- which oversees both TRS and ORP -- to set employee contributions between 5 and 6 percent. The TRS Board approved a 5 percent rate during its May meeting. The employee contribution will continue to be met with a 4 percent employer contribution for ORP and an 11.81 percent employer contribution for TRS.

Following are some questions/answers from Jerry Darby, associate vice president/Human Resources (OHR), John Grovenstein, benefits manager/OHR, Reny Williams, benefits counselor/OHR and Andrew Harris, Tech's legislative liaison.

What prompted the change? Gov. Zell Miller sent a Fall 1993 letter to the TRS Board requesting the 1 percent reduction for TRS participants. Because TRS is fiscally sound, a reduction in employee contributions would not reduce the benefits paid to TRS participants. On this plan are the state's public school teachers, all university system classified employees, and about half the teaching and research faculty at the state's major universities.

Why does the change have different results for TRS and ORP participants? TRS is a defined benefits plan and ORP is a defined contribution plan. Benefits at retirement are calculated by using a percentage of salary formula. Simply stated, 2 percent is multiplied by the number of years of credited service and "brought back" when the teaching term is completed. MAPS and Research Accounting colleagues can help any researcher who needs assistance filling out time sheets for less than 100 percent time.

Interested applicants should base funding requests on 25 to 30 percent salary support covering course preparation, teaching time and starting point, and up to 10 percent support to cover other academic unit interactions. Proposals should include the name of the research faculty member applying a description of institutional funding administered by ORP is available, and is approved on an individual basis. No indirect costs are covered. Faculty on shared appointments must take vacation earned during resident instruction assignments while they are on the assignments, explained Barbara Walsh of GTIR Fiscal Services. Fringe benefits are covered by the teaching funding. Sick leave can be accumulated as part of the average of the highest 24 consecutive months' salary. The resulting product is the monthly retirement benefit under the maximum plan of retirement. ORP participants must work for the university system for 10 years to be fully vested in their retirement plans.

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Following are some questions/answers from Jerry Darby, associate vice president/Human Resources (OHR), John Grovenstein, benefits manager/OHR, Reny Williams, benefits counselor/OHR and Andrew Harris, Tech's legislative liaison.

What prompted the change? Gov. Zell Miller sent a Fall 1993 letter to the TRS Board requesting the 1 percent reduction for TRS participants. Because TRS is fiscally sound, a reduction in employee contributions would not reduce the benefits paid to TRS participants. On this plan are the state's public school teachers, all university system classified employees, and about half the teaching and research faculty at the state's major universities.

Why does the change have different results for TRS and ORP participants? TRS is a defined benefits plan and ORP is a defined contribution plan. Benefits at retirement are calculated by using a percentage of salary formula. Simply stated, 2 percent is multiplied by the number of years of credited service and "brought back" when the teaching term is completed. MAPS and Research Accounting colleagues can help any researcher who needs assistance filling out time sheets for less than 100 percent time.

Interested applicants should base funding requests on 25 to 30 percent salary support covering course preparation, teaching time and starting point, and up to 10 percent support to cover other academic unit interactions. Proposals should include the name of the research faculty member applying a description of institutional funding administered by ORP is available, and is approved on an individual basis. No indirect costs are covered.

Faculty on shared appointments must take vacation earned during resident instruction assignments while they are on the assignments, explained Barbara Walsh of GTIR Fiscal Services. Fringe benefits are covered by the teaching funding. Sick leave can be accumulated as part of the average of the highest 24 consecutive months' salary. The resulting product is the monthly retirement benefit under the maximum plan of retirement. ORP participants must work for the university system for 10 years to be fully vested in their retirement plans.

ORP participants are fully vested in their retirement as soon as they begin work for the university system. However, ORP is a defined contribution plan — benefits are based on the amount an employee contributes to the plan. If ORP participants contribute less to the plan now, they will receive less in retirement benefits. ORP, begun in 1950, is the plan of choice for the remaining half of the state universities' teaching and research faculty.
You Can Help A GTRI Colleague...

Jim Page, who recently transferred from SDL to ELSYS, was seriously injured in a June 24 auto accident while taking his four children to meet his wife Pat (a former GTB employee) at a friend's house. The children were examined and released at Kennesaw Hospital in Marietta. At our deadline Jim remained at Kennesaw Hospital with a broken pelvis, ribs and hip socket, a small puncture to a lung, a mild concussion, and other internal injuries.

As of mid-July Jim was expected to remain in traction for a month more, and Lee Edwards (ELSYS) Jim might not be able to return to campus for two or three months.

Jim had almost no sick leave or vacation leave and minimal savings at the time of the accident. He and his family could use some help making ends meet until he is well enough to return to work. In addition to regular monthly expenses, they face an insurance co-payment and other accident-related costs, including the need for an inexpensive, used car to drive.

A fund for tax-deductible donations has been set up by his church, Cherokee Presbyterian. GTB employees have already donated at least $1,500 to the fund. If you would like to contribute, you may make your check to Cherokee Presbyterian Church with "Page family" written on the for line. You may send your donations to the church via Lee Edwards or Dot Basham on campus, or Wayne Cassady at Cobb County.

You may also send donations directly to the church.

Cherokee Presbyterian Church
P.O. Box 913
Woodstock, GA 30188
or, you may send cards, letters or non-tax-deductible donations directly to the Pages
Mr. and Mrs. James A. Page
337 Theodore Cove Circle
Canton, GA 30114

Personnel News

Walter Addison (ELSYS) has moved to Washington, D.C. and is working out of GTRI's Arlington Office.

George Ewell (SDL) has retired.

Dwayne Mills has terminated.

Kaye Barley (SDL) has transferred to the School of Aerospave Engineering.

AIST welcomes three students: coops Danny Pasepman and Ely Shih, and student assistant John Elmore.

Amy Mannino and Jennifer Skedd have begun co-op work in the Vice President/ Director's office. Amy works a summer/winter schedule and Jennifer works fall/spring.

GTRI Greetings

Welcome to one of GTRI's newest employees!

Ten Good Things We Know About John Butler

1. John is a winter/summer co-op student in his second quarter of work for AIST.
2. He is studying for a bachelor's degree in computer engineering here at Tech.
3. Among John's duties are hardware troubleshooting and maintenance.
4. He also helps set standards for new computer systems used by MAPS and AIST employees.
5. He helps ensure that employee have easy access to the Internet, World Wide Web, Gopher servers and all the information Tech offers electronically.
6. John enjoys building new computer systems for the most, because the configurations he specifies are always getting better.
7. The biggest challenge of this PC fan's job thus far has been working on some newly arrived Macintosh computers.
8. John chose computer engineering as his major because he has played with computers since he was 10, and gets along very well with them.
9. When he's not at work, in class or studying, John is the newsletter editor for the Georgia Tech College Republicans.
10. He also goes to Atlanta Juggling Club meetings and rides a unicycle for fun and relaxation.

Personal Notes

Cradle Roll

Lynn and Kirk Mahan (EOEML) welcomed a son, Tyler Kirk, on May 19. Tyler is their first child.

Elizabeth and Andre Lovaas (SDL) welcomed a son, James Davis, born July 12.

Tim and Ellen Barrett (AIST) welcomed a daughter, Laura Elizabeth, on May 2.

Our Sympathy

To Judy Parks (SDL), whose father passed away on June 19.

Wedding Bells

Bill Kirch (AIST) married Chele Chernault on June 9.

Friends Elsewhere

Wendy and John Hanajtisky (ELSYS) welcomed a son, Jack Andrew, born June 10. Wendy was formerly ELSYS lab secretary and John was a researcher in EDO/ML.

After Hours

Maggi Harrison (AIST) traveled to Vietnam in June with the Friendship Force International. WXXA Channel 11 presented a special about the trip on July 4.

Arlington

Jonathan Baliff is working part-time at GTRI while pursuing an MS in foreign service at Georgetown University. He has served as an Air Force fighter pilot and worked in electronic warfare for several years. Baliff graduated cum laude from Georgia Tech in 1985 with a BS in aerospace engineering.

Ray Whitehead joined the staff after eight years in the Air Force, where he gained administrative experience that has been invaluable in keeping the office and projects running smoothly. Whitehead received his BA in American Studies from Penn State University and an MS in management from Webster Uni-
Focus on Folks

Professional Activities

Electro-optics, Environment and Materials Laboratory
Paul Schumper moderated a lifting workshop at the Ergonomics for the Construction Industry Conference in Atlanta on June 2. He also gave a presentation on OSHA Record-keeping at the June 10 Poultry Safety Workshop held at Georgia Tech. Schumper presided over a "kick-off" meeting for the pollution prevention action grant project awarded to Rayloc, Inc. A grant was awarded to Rayloc by the Pollution Prevention Assistance Division to pursue a project reducing hazardous waste.

Catherine Bodurov Joseph made a presentation on bloodborne pathogens at the American Industrial Hygiene Conference and Expo held in Anaheim, Calif., on May 27. Her talk addressed information collected through Georgia's On-Site Health and Safety Consultation Program and was titled: "Compliance with OSHA's Bloodborne Pathogens Standard in HealthCare-Related Businesses."

Art Wickman presented a talk on worker personal protective equipment at a training seminar conducted by the Georgia Turf Grass Association on June 8 in Suwanee, Ga.

On June 22, Leigh McFerney and Rochie Tsichristant presented "Using Communication Technologies to Meet Industry's Increasing Demand for Timely Environmental Information" at the 18th Annual Technology Transfer Society Meeting in Huntsville, Ala. The following day, Tsichristant presented a paper co-authored with Claudia H. Huff, entitled "Training with Partners: Georgia Tech's Experience with Developing an Underground Storage Tank Course."

Dan Campbell was a co-author of "Bioensors for Rapid Microbial Detection in Food." The presentation was made March 1 by Nile Hartman at the inaugural meeting of the Food Safety, Quality and Enhancement Center at the University of Georgia. Other co-authors included Craig Wylly and Paul Edmonds (Biology).

Bob Schmitter passed Part I of the examination program for registration as a Professional Geologist in Georgia, and hopes to take Part II in December. On June 9 he presented "The Necessity of a Comprehensive Abatement Survey" to approximately 100 people from all over the country attending an Environmental Workshop conducted by the Resolution Trust Corporation.

Chris Summers has been appointed chairperson of the Academic Committee of the Society for Information Display (SID) in San Jose, Calif.

Steve Hays was a guest lecturer at the Southern College of Technology on May 2 in their construction safety course. He spoke on fall protection.

On May 11, Claudia Huff served on a panel of judges representing the Society for Technical Communication. The panel selected a special prize winner for the STC Award for Excellence in Communication at the 1994 International Science and Engineering Fair held in Birmingham, Ala.

Mike Harris was an invited panelist at a workshop on "Circuit Level Design and Modeling of Quasi-Optical Circuits and Systems." This workshop was held in conjunction with the IEEE Microwave Theory and Techniques Society International Microwave Symposium May 23-27 in San Diego, Calif. He also served on the technical program committee for the symposium.

Steve Hays and Margie Brown were exhibitors at the Regional Conference on Ergonomics, Safety, and Health in Construction's "Creating a Coalition," held at the Atlanta Sheraton Gateway June 1-2.

On May 18, Toni Hurley presented an informational lead seminar to the Environmental Professional group in Charleston, S.C. She presented a Hazard Communication session on "MSDSs on Multi-Employer Worksite" at the Regional Conference on Ergonomics, Safety, and Health in Construction in Atlanta, on June 1.

On June 1, Mike Lowish and David Jacobi presented a "Confined Space Workshop" as part of the Regional Conference on Ergonomics, Safety and Health in Construction, held in Atlanta June 1-2. The conference was sponsored by The Center to Protect Worker's Rights and the North Georgia Building and Construction Trades Council.

Craig Wylly testified on May 5 in Washington, D.C. before the U.S. House Committee on Science, Space, and Technology regarding the Role of Modern Technology in food inspection. His testimony discussed Tech's Agricultural Technology Research Program. Research efforts to develop a biosensor for rapid microbial detection, and a computer vision system to automatically track visual quality. Wylly also gave a presentation of the Fifth National Poultry Congress in Maracaibo, Venezuela on Tech's Agricultural Technology Research Program and its relationship with the poultry industry. He was one of two special invitees giving presentations on how U.S. universities interact with this industry. Debris from Venezuela's major universities and key representatives from its poultry industry were in attendance. To prepare for his talk, Craig had to have a written copy of his presentation and his overheads translated into Spanish. Felipe Luysands helped translate his materials and Nancy Kelley turned his translation into typed copy.

Systems Development Laboratory
Nick Currie and Bob McMillan taught the first week of the MMW and IR Systems Training Course at Picatinny Arsenal, N.J., May 3-6. Topics included MMW radar, quasi-optic techniques, and radiometer, along with a radiometer demonstration. Ted Lane and Tracy Wallace taught the second week of the MMW and IR Systems Training Course at Picatinny Arsenal, June 7-10. Topics included MMW subsystems and components, along with a MMW component measurement laboratory. These programs are part of an 8-month course taught at the arsenal; a one-week course is taught each month.

Research Security Department
Bob Lang was the keynote speaker at a seminar sponsored by the Chartered Property Casualty Underwriters Association, addressing "Olympic Plans for Security in 1996." The seminar was held June 22 at the Castlegate Hotel.

Signatures Technology Laboratory
James Dupree did talk that laid the foundation for building and recent successful testing of the world's First Extremely High Frequency nuller. This device rejects interference in the medium data-rate area coverage uplink system for the MILSTAR communication satellite. Dupree was granted a patent on the methodology for implementing the system in 1992.

Aerospace Sciences Laboratory

Sensors and Electromagnetic Applications Laboratory
Scott Goldstein presented "Adaptive Space-Time Processing for Radar Receiver Arrays with Two-Dimensional Subband Decompositions" at the IEEE National Radar Conference in Atlanta, Ga., March 29-31. Co-authors were Jeff Holder and Mary Ann Ingram (ECFCE). Goldstein also presented "Adaptive Subspace Selection Using Subband Decompositions for Sensor Array Processing" at the IEEE International Conference on Acoustics, Speech and Signal Processing (ICASSP), in Adelaide, South Australia, April 19-22. Co-authors were Holder, Ingram (ECFCE) and R. Smith (USAF). In addition, Goldstein was chairman of the IEEE Dual-Use Technologies and Applications Conference session titled "Image Processing and Statistical Communications Theory," in Rome, N.Y., May 25-26.

Chris Barnes and Scott Goldstein presented the invited paper "Stochastic Successive Quantization of Image Subbands" at the Symposium on Applications of Subbands and Wavelets in Newark, N.J., on March 18.