The GTRI Connector

Did You Know...

In 1868 approximately 100,000 meteorites 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.

-- from *2210 Fascinating Facts* by David Louis

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GTRI Arlington Office Expands

Contributed by Arlington Office Staff

Now in its second year, the GTRI 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 Eagar, 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 GTRI 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.

GTRI also welcomed **John Olkowski**, 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. Olkowski earned a BS in mathematics from Barton College in North Carolina, and is a graduate of the Defense Systems Management College.

Continued on page 7

Employees at GTRI's Arlington Office are, front row left to right: Temporary employee Ellen Kennedy, Jim Allen, Ed Eagar, Anne Killea. Back row, left to right: Temporary employee Keith Gardner, Jim Bertoglio, Ken Haynes, Wayne Taylor, John Meeuwissen, Ray Whitehead, John Olkowski.

Charles Brown Discusses Goals As RSF Director

By Lea McLees, RCT

Big challenges lie ahead for Charles Brown, GTRI'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 GTRI 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 Shackelford'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 GTRI's enterprise planning.

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

- Improving processes — for example, setting up a process for for allocating space within GTRI which is both fair and responsive to all researchers' needs.
- Changing GTRI's culture over time so that processes such as space allocation, financial support, facilities support and others work well enough that all employees have confidence in them, and use them as primary modes of operation.
- Helping all of our research support groups enhance both effectiveness and efficiency of their key processes.
- Supporting and funding continuous, proactive facilities improvement programs so

Continued on page 3

Observed & Noted

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.*

■

CCRF's Research Security Department (RSD) is busy handling project security so researchers don't have to. *Turn to page 2 to find out who does what in RSD at CCRF.*

■

Want to know who brought in contracts during May? *See the chart of selected awards for that month on page 2.*

■

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 GTRI'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 GTRI researchers can participate in a special program.*

■

An article explaining the changes in the employee retirement contribution rate is included. *See page 6 for that information.*

■

Congratulations and thank you to our retirees! *Their names are listed on page 6.*

■

You can help a GTRI colleague who was injured in an auto accident. *See page 7 for tips on how to assist.*

■

Professional Activities fill the back page. *Don't forget to read the latest Personnel News and Personal Notes on page 7!*

News & Notes

Meet the Research Security Department at the Cobb County Research Facility (CCRF)

The Research Security Department (RSD) at Cobb County is an arm of RSD here on campus. RSDers at CCRF provide security as it relates to Department of Defense regulations and directives. They help CCRF 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 CCRF 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 CCRF is responsible for security relating to about 5,000 documents and 300 individuals.

Ray Kangas

Has worked in RSD at CCRF for three years. He is a classified document control specialist. His responsibilities include all classified document control for CCRF. He handles incoming and outgoing classified visitors and project supervision. Ray's main goal 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.

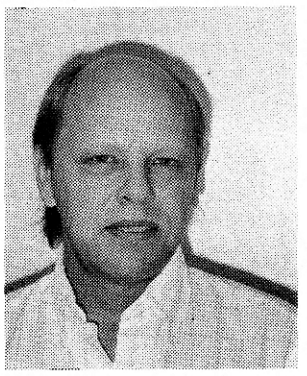
Jennie Tate

Has worked as administrative coordinator in RSD at CCRF 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 is contract special security officer for the Sensitive Compartmented Information Facility; is program security officer for a classified project; prepares personnel security questionnaires for new CCRF 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 CCRF, 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 CCRF 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 CCRF RSDer, and campus RSD employees.



Ray Kangas

Jennie Tate

SELECTED MAY 1994 AWARDS

Title	PI/Laboratory	Sponsor	Funded Amount
Determination of Maximum Acceptable Background for Proposed Ford	Ahuja, K. (AERO)	Ford Motor Company	$118,433
Advanced Test Capability	Eagar, W. (ELSYS)	Air Force	674,996
Electronic Test Process Development	Rogers, W. (ELSYS)	Air Force	600,000
NIST Range Error Analysis Study Support	Lane, T. (SDL)	Air Force	24,862
Smoke Characterization Light Detection and Ranging	Gimmestad, G. (EOEML)	Air Force	58,179
Demonstration of Automated Dyebath Re-use in Carpet Manuf.	Clark, J. (EOEML)	Ga. Hazardous Waste Mgmt Auth.	407,340
Flight Simulation from Atlanta to the Ocoee River Valley	Faust, N. (EOEML)	Cherokee National Forest	20,000
Multi-Media in Manufacturing Education	Thompson, J. (EOEML)	Natl. Science Foundation	200,201
FY 94 7(C) (1) Consultation Cooperative Agreement	Middendorf, P. (EOEML)	U.S. Dept. of Labor	25,000
Force-on-Force Simulation and Analysis Support for Weapon System Integration	Strickland, M. (HRO)	Army	79,880
Calibration Automation	Pritchett, P. (HRO)	Army	103,333
Instrumentation - Testing	Moss, R. (ITL)	Army	405,703
UGA Vision & Control System	Gilmore, J. (ITL)	Army	95,653
Prime Carrier Support	Camp, S. (SDL)	Army	1,865,515
Phased-Array Antenna Support	Muzio, A. (SDL)	Army	2,189,755
Assessment of the Impact of Radar Aerosol Obscurants on U.S. Surveillance	Perry, B. (SEAL)	Army	217,620
Enhanced Signatures & Countermeasures Analysis for Corps Sam	Tate, D. (SEAL)	Army	299,999
ECIT Angle of Arrival Independent Assessment	Burns, C. (SEAL)	SAIC	53,064
EWVA of Unmanned Aerial Vehicle - Short Range	Cochrane, W. (SEAL)	Army	98,696
AN/TPQ-36 and AN/TPQ-37 Firefinder Radar Program Support	Vander Meer, W. (SEAL)	Army	99,932
Signatures & Countermeasures Analy. for Forward Area Air Def.	Tate, D. (SEAL)	Army	108,905
Localized Radio Frequency Measurements - Phase III	Kesler, M. (STL)	US Dept. of Defense	749,962

Overhead Rates Finalized for FY 94

By Lea McLees, 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;
- 45 percent for all other DOD and other federal projects;
- 55 percent for industrial projects where no federal funds are involved; and,
- 33 percent for state and local government-sponsored work and public service projects.

The provisional rate for all federal work during FY94 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).

"Retroactive 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 retroactive change allowing use of an "uncapped" rate for GTRI's DOD contracts awarded on or after November 30, 1993 is approximately $13,300 for FY94, based on a MAPS analysis. This figure is less than was anticipated — it is based on projects that ended in FY94.

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 overrun "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 researchers well," he said. "We must be good stewards 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 throughout 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 EOEML 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 Mattson at 894-0208 for more information.

Brown Bag Lunches: Truly Wants to Hear from You

By Lea McLees, 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 this 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@gtri. gatech.edu. If you do not have e-mail, you may drop a note in campus mail to Richard Truly, GTRI/CRB, 0800.

Topics employees discussed with Truly during the brown bag meetings included:

- Georgians' knowledge about GTRI
- working with EDI's regional offices to assist Georgia business and industry
- the status of sponsored funds for FY 94
- PMC rates
- opening doors with new contacts in growing research areas
- Georgia Tech's presidential search
- academic-side 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

News & Notes

Bobby Tucker, Gulfstream Aerospace's Corporate Director of Protection Services, center, accepts the Lois Nelson Memorial Safety Award from GTRI's Richard Truly. The annual corporate award is named for a former GTRI employee — Lois 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 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 (EOEML), far left; Gulfstream's Savannah Facility Safety Manager Ricky Johnson, to Tucker's right; and Ken Johnson (EOEML), far right. (Photo by Dayton Funk)

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TRI's
uture

Engineering Tomo

". . . whatever you do or dream you can, begin it. Boldness ha

GTRI's Strategic

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

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	GOALS
QUALITY To make customer-driven, process-oriented, continuous improvement an integral part of GTRI, including our work environment and administrative activities.	• 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.
HUMAN RESOURCES To provide a nurturing and effective environment and a research community of the highest quality.	• 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.
CAMPUS COLLABORATION To work jointly with the administration, academic schools, and interdisciplinary centers to achieve Georgia Tech's goals in education, research and service.	• 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.
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.	• 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 measurably stimulates innovation and product development to expand the economic base of Georgia industry.
RESEARCH To achieve internationally recognized excellence by focusing on innovative programs in basic and applied research.	• During 1994, create and implement methodologies for technology 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 civilian research. • Increase self-supporting international research programs to 10% of research volume by 1997.

An Integral Part of Georgia Tech . . .

GTRI enriches 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.

orrow's World

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

ic Plan

ne 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
e pressures resulting from rapidly changing defense needs, tightening global economic conditions,
into the 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 teams to improve key processes.

5. Forecast the outyear 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.
9. Publish a GTRI policies/procedures document.
10. By 1995, migrate the existing GTRI personnel data base to a relational data base 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.
13. During 1994, develop and implement an employee suggestion program.

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 center of excellence and block-funded opportunities.
29. Identify and support candidates for professional society, White House, and Congressional Fellow nominations.
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.

Focus on GTRI's Future

News & Notes

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

By Lea McLees, RCT

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

The Research Faculty Teaching Program sets aside $300,000 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 GTRI research faculty who have wanted to teach classes 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 GTRI," said chief scientist Devon Crowe before his resignation in July. "I would hope that not only will this budget improve Georgia Tech's student-to-faculty ratio, but also increase research collaboration between schools and GTRI through more faculty interaction."

In addition to teaching, the GTRI- and OIP-based instructors would be available to students after class and would possibly attend faculty meetings, serve on committees, advise students, and develop team-taught courses.

Partial coverage of salaries and fringe benefits will be accomplished through shared appointments and covered by institutional funding administered by OIP 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 assignment, explained Barbara Walsh of GTRI Fiscal Services. Fringe benefits are covered by the teaching funding. Sick leave can be accumulated 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 student interaction, and up to 10 percent more to cover other academic unit interactions. Proposals should include the name of the research faculty member applying; a description of instruction to be provided; the names of the academic unit and any academic faculty to be involved; recommendation signatures from the academic unit director and either Richard Truly (for GTRI employees) or Gary Poehlein (for OIP employees); and a completed budget form for the program.

Final approvals are based on availability of these limited funds. Proposals may be turned in throughout FY95 and will be considered until all funds are obligated. Interested researchers should apply as early as possible, at least six weeks before the start of the quarter in which the courses they propose to teach would be offered.

Change Made in Employee Retirement Contribution Rate

By Lea McLees, RCT

University system employees' required contribution to Georgia Tech retirement plans was reduced from 6 to 5 percent starting July 1.

The change in employee contribution rates for both the Teachers' Retirement System (TRS) and the Optional Retirement Plan (ORP) is based on Georgia General Assembly action earlier this year. The Assembly authorized the 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 Dark, associate vice president/Human Resources (OHR); John Grovenstein, benefits manager/ OHR; Betsy 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**. Benefits at retirement are calculated by using a percentage of salary formula. Simply stated, 2 percent is multiplied by the number of years of credible service times the average of the highest 24 consecutive months' salary. The resulting product is the monthly retirement benefit under the maximum plan of retirement. TRS 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 1990, is the plan of choice for the remaining half of the state universities' teaching and research faculty.

Couldn't the Assembly lower the employee contribution to ORP and not reduce ORP benefits? The Board of Regents contributes additional money to both TRP and ORP to cover unfunded liability — for ORP, that amount is 5.6 percent. It has been suggested that 1 percent of that money become part of the employer contribution, making it 5 percent instead of 4 percent — that move would replace the 1 percent employees will no longer contribute. However, not enough time remained in this year's legislative session to determine whether that was a fiscally sound idea.

Why can't employees choose individually whether to contribute 5 or 6 percent? The Board of Regents feels TRS and ORP are complementary plans and the employee contribution should be the same for both. Many of the university system's payroll systems are not able to handle individual selection options.

Will that 1 percent be taxed differently? If you take no action, it will become part of, and be taxed as, ordinary income.

What if I still want to tax shelter that extra one percent? You may be able to deposit it in a tax deferred annuity (TDA) if you have not met your TDA annual contribution limit. About 95 percent of ORP participants have not met their limits. To find out about TDAs available through Tech, you may call Betsy Williams (OHR) at 894-3299.

What if I would like the 5 percent decision reconsidered or changed? Harris agreed to provide a list of legislative contacts for distribution around campus

Continued on page 7

FY 94 Retirees

Thank you to these retired employees for their years of service to GTRI:

Name	Department	Employed	Retired
Milton Bennett	MAPS	07/01/56	12/01/93
Don Blue	EOEML	11/01/74	09/01/93
Robert Cash	SSD	04/01/68	07/01/94
Robert Crowe	SSD	01/02/73	04/01/94
George Ewell	SDL	06/22/64	07/01/94
William Howard	RSF	10/03/66	11/01/93
Marie Hubbell	SEAL	09/23/81	06/01/94
Thomas Jones	SSD	06/01/65	02/01/94
Virginia Jory	SEAL	09/29/80	04/01/94
Donald Lewinski	ELSYS	06/28/76	01/01/94
Billy Livesay	EOEML	03/24/58	07/01/93
Josh Nessmith	SEAL	08/01/83	08/01/93
Yalcin Peker	MAPS	10/07/80	08/01/93
Kenneth Smith	EOEML	12/01/78	04/01/94
Roland Stebbins	SEAL	10/18/83	10/01/93

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 GTRI Cobb County employee) for dinner. The children were examined and released at Kennestone Hospital in Marietta. At our deadline Jim remained at Kennestone 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, said 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 resume 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. GTRI employees have already donated at least $1,500 to the fund.

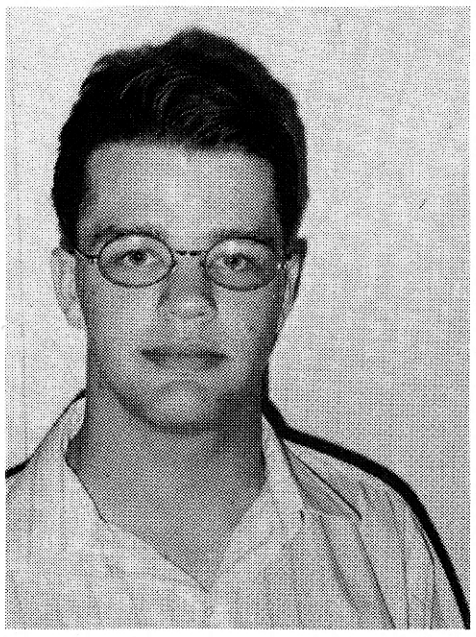
If you would like to contribute, you may make your check to Cherokee Presbyterian Church with "Page family" written on the "For" line. You may send your donations to the church via Lee Edwards or Dot Baskin on campus, or Wayne Cassaday at Cobb County.

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 Cox Circle
Canton, Ga. 30114



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 the most, because the configurations his group sets up 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.

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 Aerospace Engineering.

AIST welcomes three students: co-ops **Danny Fesperman** and **Ely Shih,** and student assistant **John Elmore**.

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

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 Lovas** (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** (SD), whose father passed away on June 19.

Wedding Bells

Bill Kirsch (AIST) married Chele Chenault on June 9.

Friends Elsewhere

Wendy and **John Hanigofsky** welcomed a son, Jack Andrew, born June 16. Wendy was formerly ELSYS lab secretary and John was a researcher in EOEML.

After Hours

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

Contribution ***from page 6***

this summer. Employees who want to propose change will get best results if they organize a system wide request with other institutions, Harris advises. To offer input you may contact GTRI colleagues Margaret Horst (STL), chairperson of Tech's faculty benefits committee, via e-mail at margaret.horst@gtri.gatech.edu. The Tech Office of Human Resources will work with employees and the committee to effect positive change, Dark said.

Arlington ***From page 1***

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 University in St. Louis.

Ann Killea arrived at GTRI in January. She brings several years of experience with the Department of State, both in Washington and overseas, to the field office as it prepares to support GTRI in the global market. Killea holds a BA in English from the University of Virginia in Charlottesville.

In addition to the Concepts Analysis Division activities of ELSYS, the office also houses **Jim Allen**. His activities are directed at business and contract development across the entire spectrum of GTRI activities.

As always, GTRI visitors to the Washington, D.C. area are encouraged to contact the office and coordinate activities as appropriate. The facility is located directly above the Rosslyn Metro station and is a short Metro ride from National Airport. The office phone is (703) 528-0883, and the fax number is (703) 528-8419.

Focus on Folks

See page 7 for Personnel News and Personal Notes.

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Professional Activities

Electro-optics, Environment and Materials Laboratory

Paul Schlumper 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. Schlumper 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 Bodurow Joseph made a presentation on bloodborne pathogens at the American Industrial Hygiene Conference and Exposition 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 McElvaney** and **Rochie Tschirhart** 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, Tschirhart 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 "Biosensors 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 Wyvill 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 Asbestos 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, SC. She presented a Hazard Communication session on "MSDSs on Multi-Employer Worksites" 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 Wyvill 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 cmputer vision system to automatically track visual quality. Wyvill also gave a presentation of the Fifth National Poultry Congress in Maraoaibo, 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. Deans 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. Filipe Luyands 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, quasioptic techniques, and radiometers, 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 work 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-range area coverage uplink system for the MILST communication satellite. Dupree was granted a patent on the methodology for implementing the system in 1992.

Aerospace Sciences Laboratory

Robert Roglin presented "Adaptive Airfoils for Helicopters" at the AIAA Structures, Structural Dynamics and Materials Conference in Hilton Head, S.C. on April 21.

Sensors and Electromagnetic Applications Laboratory

Scott Goldstein presented "Adaptive Space-Time Processing for Radar Receive 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** (ECE). 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 (ECE) 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 23-26.

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.

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