Lander, orbiter under study for Mars '03

In 2003, NASA may launch either a Mars scientific orbiter mission or a large scientific rover that will land using an airbag cocon, like that used on JPL's 1997 Mars Pathfinder mission. The two concepts were selected from dozens of options of water missions that had been under study. NASA will make a decision on the options, including whether or not to proceed to launch, in early July. Dr. Firooz Naderi, manager of the Mars Program Office at JPL, said "fast-track" Phase A studies are underway. David Lehman is leading a review for the orbiter concept, which is expected to be completed July 6 or 7. The lander concept study, led by Peter Theisinger, is expected to be completed July 10 or 11.

In the studies, the teams also will evaluate risk, cost, and readiness for flight, allowing 36 months of development leading to a May 2003 launch date. Reports will be submitted for review to Mars Program Director Scott Hubbard at NASA Headquarters. Dr. Ed Weiler, NASAs associate administrator for space science, will make the final decision of which mission—if any—to launch in the 2003 opportunity. If selected, the cost of the 2003 mission will be about the same as the Pathfinder mission (adjusted for inflation).

Naderi said that if the orbiter concept is selected, it would be developed by Lockheed Martin Astronautics in Denver. Should the lander be selected for the 2003 launch opportunity, JPL would develop it.

Naderi said he hopes for a decision by July 14 or shortly thereafter.

"We believe both mission concepts are doable," he noted, adding that it is unlikely that neither concept will be selected.

"Our budget will support only one of these two outstanding missions, and it will be a very tough decision to make," Weiler said.

The Mars Surveyor Orbiter is a multi-instrument spacecraft similar in size to the currently operating Mars Global Surveyor. It is designed to recapture all the lost science capability of the Mars Climate Orbiter mission as well as to seek new evidence of water-related missions. The orbiter's mission will be to study the Martian atmosphere and trace the signs of ancient and modern water. Its instruments potentially will include a very high-resolution imaging system, a moderate-to-wide-angle multispectral camera, an atmospheric infrared sounder, a visible-to-near-infrared imaging spectrometer, an ultraviolet spectrometer, and possibly a magnetometer and laser altimeter. Telecommunications relay equipment that could be used to support Mars missions for 10 years also would be included.

The rover is based on the Athena rover design, which already has been operated in field tests and previously was considered for the cancel-2001 lander mission. The concept being proposed for the 2003 mission involves packaging the 130-kilogram (286-pound) rover in a system similar to the 1997 Mars Pathfinder structure, which would be cushioned on landing by airbags. Unlike the 1997 mission, however, the four-petal, self-righting enclosure would serve only as a means to deliver the rover to the surface and not function as a science or support station.

After landing, the Mars Mobile Lander would serve as a self-contained mission, communicating directly with Earth or with an orbiting spacecraft as the rover traverses the Martian terrain. The rover would be capable of traveling up to 100 meters (109 yards) a day, providing unprecedented measurements of the mineralogy and geochemistry of the Martian surface, particularly of rocks, using a newly developed suite of instruments optimized to search for clues about ancient water on Mars.

The mobile surface-laboratory will be able to gain access to a broad diversity of rocks and fine-scale materials for the first time on the surface of Mars, in its search for evidence of water-related materials. The rover's mission would last for at least 30 days on the surface.

Stone to retire next year

Dr. Edward Stone, who has served as director of JPL since 1991, last week announced his intention to retire from the Laboratory sometime next year.

Caltech President Dr. David Baltimore has convened a committee to search for Stone's successor.

Stone, who will turn 65 next January, told JPL staff in a memo that his stepping down was "in keeping with the long-standing tradition of directors doing so during their 6-year term.

Concurrent to Stone's retirement from JPL, he will also leave his position as Caltech vice president. He plans to return to full-time teaching and research in Caltech's Physics, Mathematics and Astronomy Division.

During Stone's tenure, Baltimore said, the director "has faced an incredible array of difficult challenges. In his typically effective manner, Ed took on formidable tasks and successfully shepherded JPL through an era of tremendous change."

"I hope to appoint a new JPL director early enough to ensure a smooth transition of leadership and continued, effective operation of the Laboratory," Baltimore added.

"I want you to know that I will be fully engaged here at the Lab in the months ahead," Stone told employees. "There is exciting work before us all, and I look forward to those challenges with continuing enthusiasm."

"Search committee members include Admiral Bobby Inman, private investor (chair); Dr. Fred Culick, Caltech professor of mechanical engineering and professor of jet propulsion; Dr. William Jenkins, Caltech vice president for business and finance; Kent Kresa, chairman, president and chief executive officer, Northrop Grumman Corp.; Dr. John Ledgard, Caltech professor of economics and social sciences; Dr. Ruben Mettler, retired chairman and CEO, TRW Inc.; Dr. Amin Nersesian, Caltech professor of astronomy and director of Owens Valley Radio; Dr. Rochus Vogt, Caltech professor of physics; Dr. William Wattles, retired Caltech professor of physics and science; Dr. Albert Wheelon, member of the Caltech Board of Trustees; Gayle Wilson, nonprofit consultant; Thomas Schmitt, Caltech assistant vice president for human resources; and Mary Webster, executive assistant to the president and secretary, Board of Trustees.

In addition to Wheelon, other committee members from the Caltech Board of Trustees are Inman, Kresa, Mettler and Wilson.

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NASA bestows annual honor awards to JPLers

Nasa has presented its annual honor awards to JPL employees, contractors and partners.

JPL employee, contractors and partners were recognized by NASA for their outstanding work over the past year as the Laboratory held the annual Honor Awards Ceremony May 16.

JPL Director Dr. Edward Stone, Deputy Director Larry Duma, and NASA Deputy Associate Administrator for Space Science, Dr. Charles Bolden, presented 92 awards to teams and individuals.

The awards included a list of those receiving Honor Awards:

Public Service Group Achievement Award

Ongoing Support Group

Alcoholics Anonymous—Meeting at 11:30 a.m. Monday, Tuesdays, Thursdays, (women only) and Fridays. Call Occupational Health Services ext. 4-3319.

Codpendents Anonymous—Meeting at noon every Wednesday. Call Occupational Health Services ext. 4-3319.

Gay, Lesbian and Bisexual Support Group—Meets the first and third Thursdays of the month noon to 1 p.m. in Building 111-117. Call employee assistance counselor Cynthia Cooper at ext. 4-3880 or Randy Herrera at ext. 3-0664.

Parent Support Group—Meets the third Thursday of the month at noon in Building 3. Call Greg Hickey at ext. 4-0776.

Senior Caregivers Support Group—Meets the first Tuesday of each month in Building 167-111. For information call the Employee Assistance Program at ext. 4-3680.

Tuesday, June 6

JPL Gamers Club—Meeting at noon in Building 306-111.

JPL Genealogy Club—Meeting at noon in Building 306-227.

Wednesday, June 7

Associated Retirees of JPL/Caltex Board—Meeting at 10 a.m. at Caltex Credit Union, 528 Foothill Blvd., La Cañada.

Prostate Cancer Screening—The Cancer Detection Center will conduct screening for men 40 and over at JPL's Occupational Health Services, Building 310-202, at the corner of Surveys and Explorer Road. A limited number of screenings will be scheduled from 8:30 a.m. to 12:30 p.m. and 12:45 p.m. to 3:15 p.m., and will be given on a first-come, first-served basis. The screening will consist of a questionnaire, digital rectal examination and a prostate specific antigen, followed up with a letter explaining the results. The cost is $25, payable at the time of the screening. To schedule an appointment, call ext. 4-3220.
JPL's Diversity Program Office is responsible for administering the Laboratory's equal opportunity and affirmative action programs, which are mandated under a federal executive order covering government contractors. Employees have asked about the role of this office and JPL’s commitment to affirmative action. Ozell Grissom, the manager of the Diversity Program Office, and JPL Deputy Director Larry Dumas talk about these important issues with Universe.

Q: What are the trends in the employment of women and minorities at JPL?
Dumas: Currently the Lab population is about 28 percent women and 26 percent ethnic minorities, and those percentages have increased overall since we first began keeping records in the 1960s. This trend reflects the increased availability of women and minorities in the workforce from which we draw our employees, as well as the effect of the Lab’s affirmative action programs.

Q: What is affirmative action and what are the Lab’s affirmative action responsibilities?
Dumas: Various federal laws impose nondiscrimination and affirmative action obligations on federal contractors, such as the Lab. The Lab is legally obligated to not discriminate against employees or applicants because of race, color, religion, sex, national origin, disability and other protected categories; and to take affirmative action to ensure that applicants and employees are employed without regard to such factors. We do this not just because of legal requirements, but because it’s the right thing to do.

Q: Who is responsible for ensuring that the Lab complies with these requirements?
Dumas: It’s everyone’s responsibility to ensure that discrimination does not occur in our workplace. Ed Stone and I hold managers responsible for ensuring nondiscrimination and taking affirmative action. All the direct reports to the director and me have as part of their Employee Contribution and Planning (ECAP) performance evaluation how they’re doing on diversity in their organizations. We expect that kind of performance evaluation to be carried out at all levels of management.

Grissom: We recommend that managers communicate to their organization the importance of affirmative action and that we must comply with it, the same as we are required to do in the areas of safety, health, security and other contractual requirements.

Q: “Diversity” seems to go beyond affirmative action. What’s that all about?
Grissom: As the Lab’s manager of diversity, my major goals are to foster an inclusive environment where differences and similarities of individuals are valued and respected, so that the talents and capabilities of our diverse workforce are fully utilized. The Diversity Office works to create an environment where effective communication, cooperation and collaboration among all employees allow them to contribute productively to JPL’s missions.

The Management Oversight Group for Affirmative Action (MOGAA), which is chaired by Larry Dumas and includes other Executive Council members, looks at the Lab’s affirmative action efforts and tries to increase diversity awareness on Lab. A good example of our efforts to improve management’s commitment to diversity is through discussion at section managers’ and group supervisors’ workshops.

Lab management can only do so much. Groups such as the Advisory Council for Women (ACW) and the Advisory Council for Minority Affairs (ACMA) have also helped. People are being informed about educational reimbursement programs, courses offered on Lab, and other things employees can take advantage of to make themselves more marketable for internal promotions.

Dumas: The input and assistance of these groups in the area of diversity has been very helpful to the director and me. These organizations have a longstanding record of accomplishment, and have helped the Executive Council and senior management to understand the needs and concerns of the women and minority communities at JPL. I would like to acknowledge and thank them for their assistance.

Equally important, I personally have found that the things that are helpful for women and minority employees are also helpful for everybody else here, and in that way these organizations have been helpful in improving the quality of life generally here at JPL.

Q: What does JPL do to increase its diversity in recruitment efforts?
Grissom: For new hires, supervisors working in conjunction with human resources recruiters can ensure that job searches cover a wide variety of sources for qualified applicants. Frequently, managers are aware of specialty groups that the recruiter may not know about, but which would be a good source of candidates. The recruiter will ensure that these groups are included in recruitment efforts. We also now have an automated resume scanning system, which automatically reviews resumes and provides recruiters with resumes that may meet a job’s particular requirements. After an initial computer search, the recruiter reviews the resumes to ensure candidates meet job requirements. This process has helped us to identify qualified candidates who otherwise might not have come to our attention.

Dumas: But we don’t just wait until a position is open. The Lab supports a variety of programs to increase representation of women and minorities in the engineering and science fields. We also maintain extensive college recruitment programs to identify well-qualified candidates available for positions that we fill from schools. It’s efforts such as these that have helped improve representation of minorities and women.

Q: Does JPL use a quota system to hire or employ minorities?
Dumas: No. Federal regulations that govern JPL do not allow quotas. The only time you see quotas is when there are court-imposed sanctions against an employer.

Q: What about the passage of Proposition 209 in California, which some believe has allowed organizations to stop recruiting minorities?
Grissom: Some people think that as a result of the passage of Prop 209, affirmative action died. But in fact, because we are governed by federal laws relating to affirmative action, Prop 209 has had no impact on our requirements or our activities.

Dumas: The Lab is committed to conducting all its activities in a way that does not discriminate. Our recruitment and selection efforts are geared to finding a diverse applicant pool and hiring and promoting the best-qualified candidates. We take our affirmative action efforts seriously and are committed to working towards a truly representative workforce.

Q: How can interested employees get more information, or help out?
Dumas: They can speak with Ozell or Alicia Gary in his office, or with any of the members of ACW, ACMA, or the minority affinity groups sponsored by ACMA. The chairpersons of these groups are: Tom May, ACMA; Pat Westerlund; ACW; James Black, African American Resource Team; Toby Solorzano, Amigos Unidos; and Regina Sakurai, Asian American Council.

Every division-level organization has an affirmative action representative, and they would also be a good source of information. Supervisors or managers are another source of information or names of persons to contact.
Letters

I want to thank the wonderful people in Division 180 for the deep concern, especially the huge. The plant from EPCXI to JPL that we all appreciate when my grandmother went to be with the Lord on April 28. She was a wonderful, faithful member that will live on with my family and me.

Thank you for the ERC for the plant sent for the passing of my father. And thanks to all of our friends at the EP and for the support on the passing of my mother. The ERC plant, your cards, and genuine sorrow in my family’s time of grief are greatly appreciated.

Charles O. Neri

Passings

LARRY GOODWIN, 47, a security officer in Section 665, died of natural causes May 9 at his home in Pomona. Goodwin had worked at JPL for eight years. He is survived by his wife, Teresa, and his parents, Mario and Maria Goodwin. Services and burial were held May 20 in Menifee, Tenn.

Classifieds

Advertisements continued from page 2

Excellence in Communication Award

Awarded for unusually significant scientific contri-

bution toward the mission of the NASA mission.

This award may be given for individual efforts or
groups that have resulted in a contribution of funda-

mental importance in this field or have significantly

advanced the field.

Joan Feymann

Excellence in Service Award

Awarded for significant, sustained performance

characterized by unusual initiative or sheer ability

that clearly demonstrates substantial in-

provements or other contributions influence,

aeronautics, space flight, administration, support, or

space-related endeavors that contribute to the

NASA mission.

Phillip Barello, Gary Beaner, Richard Benson,

Karen Bang, Steve Chien, Cynthia Cooper, Dr. Scott

Dundar, Linda Thomas, Francisco Ruiz, Bruce Goddard,

Cecilia Giudici, Karen Westmeier (Hl), Ul Israelsen, Dr. Robert J. Jemers, Dr. Jeremy Jones,

Charles Kaczninski, Sunday Morning, Timothy Hampton,

Herbert Pickett, Mary Raves, David Risgatd,

Robert Ryan, John J., Robert R. Smith, Julie Webster, and Darlene Whalin.

Excellence in Achievement Award

Award for significant, specific accomplishment or

the contribution clearly characterized by a substan-

tial and significant improvement in efficiency, effec-

tiveness, service, financial savings, science or technology

to the NASA mission.

Arthur Amador, Rachel Bajil, Leo Bister, James

J. Bock, James Bester, N. Talbot Brad, John Casoni,

Mark Carlucci, Brian Carter, Artur Chmielewski, Zane

Collins, Z. Nagin Cox, Richard Delany, William Curt

Eggemeyer, Daniel Endler, Suzanne Frank, Tim

Gough, James Hunsaker, Kent Kellogg, Satish

Kshama, P. Douglas Lusan, Earl Maize, Anthony Marin,

 limp to the NASA mission. Tracy Nelson, Stephen Prosha,

Laurence Romant, Dr. Edward Jodl, Robert S. Klise,

Tony J. Kly, Alana F. Klise, Eileen Theilig, Wyñ-Tai Tsai, Glen Tuyt, Barbara Wilson,

Carolyn Well.

Outstanding Leadership Award

Awarded for notably outstanding leadership that has

had a pronounced effect upon NASA technical or

management programs. The award may be given

for an act of leadership or for sustain-

tained contributions and/or leadership that

has had a pronounced effect as a leaderess

the personal attributes of the individual, or demonstrated ability to develop

and/or enhance professional and technical skills of the

other employees.

Jarmo Graf, David Hapsin.

Distinguished Public Service Award

Awarded to any individual who was a member of

an employee of the federal government or was not an employee of

the government during the period in which the

services were performed, and who contributed

in a extraordinary degree to the personal attributes

of the individual's program, or demonstrated ability to develop

and/or enhance technical and professional skills of the

other employees.

Jarmo Graf, David Hapsin.

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CJNS), J. R. Koply (Cornell University)

Vacation Rentals

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Small 2 bd. beachfront home, near San
Francisco, Nob Hill honeymoon suite
for 8, $125/night. $750/wk.,

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LA CANADA house, 2 bd, 2 ba,

$1,200, 3-lb. home ushers master suite, fic.

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exc. phone lines, 2-yr. old.

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