COMING EVENTS

✓ Nov 27/Dec 2 '95: **MRS Fall Meeting.** (Materials Research Society). Boston, MA. (412)367-3003, Fax: (412)367-4373.

✓ Nov 28/Dec 1 '95: **34th Annual Conference of the Electron Microscopy Society of Southern Africa (EMSSA '95).** Prof. Mike Lee, EM Unit, Univ. of the North, Private Bag X1106, Sovenga 0727, South Africa. email: qemssa95@uninl.north.ac.za

✓ Jan 3/5 '96: College Park, Md
Jan 10/12 '96: New Haven, CT
Jan 25/27 '96: San Diego, CA
March 5/7 '96: St. Louis, MO
July 1/3 '96: Hmilton, MT
Aug 7/9 '96: Madison, WI
Microwave Workshop - Tissue Processing for TEM. (Ted Pella, Inc.) Kathy Stangenberg: (800)237-3526 (not CA), (800)637-3526 (CA only).

✓ Jan 3/6 '96: **Winter Workshop on Electron Diffraction and Imaging of Surfaces.** (AZ State Univ). Scottsdale, AZ. Sharon Willison, Arizona State Univ, Ctr for Solid State Sci, Box 871704, Tempe AZ 85287.

✓ Feb 5/9 '96: **14th Australian Conference on Electron Microscopy (ACEM-14) & 1st Meeting of the International Union of Microbream Analysis Societies (IUMAS).** Sydney, Australia. Maret Vesk: 61-2-351-2351, Fax: 61-2-552-1967, eMail: maret@emu.su.oz.au

✓ March 3/8 '96: **Pittcon '96.** Chicago, IL (412)825-3220, Fax: (412)825-3224.

✓ March 18/22 & March 25/29 "96: **Practical Aspects of Scanning Electron Microscopy (PASEM 96).** (Univ of MD). Tim Maugel: (301)405-6896, Fax: (301)314-9358.

✓ April 8/12 '96: **MRA Spring Meeting** (Material Research Society). San Francisco, CA. (412)367-3003, Fax: (412)367-4373.

✓ April 9/12 '96: **SCANNING '96.** (Foundation for Advances in Medicine and Science, Inc.) Monterey, CA. Mary K. Sullivan: ((201)818-1010, Fax: (201)818-0086, eMail: fams@holonet.net

✓ April 21/25 '96: **18th International Conference on Cement Microscopy.** (ICMA) Houston, TX. Louis A. Jany: (610)926-1024, Fax: (610)926-1906/

✓ May 11/16 '96: **Scanning Microscopy, Cells and Materials, and food Structure 1996 Meeting** (Scanning Microscopy International). Bethesda, MD. (708)529-6677, Fax: (708)980-6698.

✓ June 4/7 '96: **Protocols in Microscopic Imaging, Immunocytochemistry and Image Analysis.** (Geo. Washington Univ.) Washington, D.C. Fred G. Lightfoot: (202)994-2881, Fax: (202)994-8885.

✓ **Lehigh University Microscopy Short Coppurses.** Bethlehem, PA. Prof. David Williams: (610)758-5133, Fax: (610)758-4244, eMail: interSEM@lehigh.edu
June 10/14 '96: **Scanning Electron Microscopy and X-ray Microanalysis.**
June 17/20 '96:
Advanced Scanning Electron Microscopy with Digital Image Processing.
Quantitative X-ray Microanalysis of Bulk Specimens and Particles.
Analytical Electron Microscopy, Analysis of TEM Specimens.
June 18/20 '96: **Atomic Force Microscopy and Other Scanned Probe Microscopies.**

✓ June 24/28 '96: **12th Annual Short Course on Molecular Microspectroscopy.** (Miami Universtiy). Miami University: (513)529-2874, Fax: (513)529-7284

✓ July 2/4 '96: **MICRO '96** (RMS), London, U.K. 44 1865 248768, Fax: 44 1865 791237

✓ July 4/19 '96: **43rd International Field Emission Symposium.** Moscow, Russia. Prof. Alesander L. Suvorov: (095)125 96 91/(095)125 34 39, Fax: (095)34 39, eMail: surorov@cl.itep.ru

✓ July 27/August 4 '96: **3D Microscopy of Living Cells** (Univ. of British Columbia). Vancouver, BC, Canada. Dr. James Pawley: (608)263-3147, Fax: (608)265-5315, eMail: JPAWLEY@macc.wisc.edu

✓ Aug '96: **6th Asia-Pacific Conference on Electron Microscopy, APEM 6.** Hong Kong. Dr. E.C. Chew: 852 609 6845, Fax: 852 603 5031.

✓ 8/17 August '96: **17th Congress and General Assembly of the International Union for Crystallography.** Seattle, WA. Prof. R.F. Bryan, Univ of VA.

✓ 11/15 August '96: **MSA/MAS/MSC Joint Annual Meeting.** Minneapolis, MN MSA Business Office: (508)540-5594/(800)538-3672, Fax: (508)548-9053.

✓ 26/30 August '96: **EUREM '96.** University College, Dublin, Ireland. Prof. Martin Steer: 353-1-7062254

✓ 26 Sept/2 Oct. '98: **14th International**

Readers:
Our objective is to list all microscopy events (meetings, schools, etc.) in North America - and the major related international events.
Your help in keeping the list current would be appreciated.
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projects or clients.

Some instruments are ill suited to service work, being limited by such things as operational complexity, slow specimen through-put, excessive downtime, or limited capabilities. In some cases possibilities for back-up equipment or personnel may be required.

Major additional funds may be needed to acquire and maintain more instruments and equipment to meet an expanded client base, obtain training with new methods and unique materials, build an increased supplies inventory, and/or recruit personnel. A service must also be abreast of new techniques, instruments, and applications in many fields of endeavor. It's a trap to believe a service facility can survive if budget limitations preclude spending enough money to assure a diversity of quality services.

Responsible service laboratory managers/service providers have very different job descriptions than do the directors/workers in labs dedicated to research programs. New skills and new attitudes become requisite throughout the administrative chain of command. Lab employees and agency administrators need to accept, support, and diligently nurture the service concept. Poor, inconsistent, or indifferent support by labor or administration is a serious trap.

Part of the manager's job is to set and enforce performance standards. Quality service, quality assurance, public and client relations, budget and account management, extensive recordkeeping and documentation, good data return time, cost effective work, accommodation to diverse needs, and constant in-depth attention to every detail are service demands that might be less emphasized or treated informally in dedicated research facilities. A failure to appreciate the attentive, detailed management which an excellent and productive service demands is perhaps the biggest trap transforming laboratories may encounter.

Finally, it's useful to realize that one can do everything right, avoid all the traps, and still not survive. Looking and planning as far ahead as possible and remaining alert to the impacts of change, small mistakes, competition, or potential enemies are helpful factors in staying alive. ■