



Joint Appointments Policy

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Some history and a proposal

- Presentation from Tara Turner on revised joint appointments policy
 - Developed to address concerns of the DOE FSO: handling of intellectual property rights, conflict of interests, reception and documentation of reimbursements to DOE
 - Policy is available at <https://hr.fnal.gov/employment/compensation/joint-appointments/>
(Although I believe the link is broken)
- WDRS revision focused on important business and legal aspects of the policy
- May be the SAC should take the opportunity to revisit the policy from the perspective of its scientific outcome
- Daniel volunteered, had conversations with SAC chairs and Mike Lindgren
- Proposal of a survey to be filled out by (at least) the joint appointees
 - Employment, teaching, resources and funding, benefits to the physics program and institutions

The survey and some questions

- Survey for Fermilab joint appointees
 - Survey draft (google doc – follow the link and comment)
https://docs.google.com/document/d/1b2LVOpZySY1u7FFFXx-ZuTJz-ug_hYqpa3jqP5tWDw4/edit
- Questions to be answers before launching survey
 - Anonymous, identified by name, optional?
 - Who will receive the survey? Only the official joint appointees? Also scientists who “work for others” teaching at universities? HR should have a list of both groups
 - Who should see the results? E.g. Members of the SAC and lab senior management
 - Who will analyze the results and eventually make a list of action items for different sectors of the lab to address? E.g. Small group of SAC members and the lab management