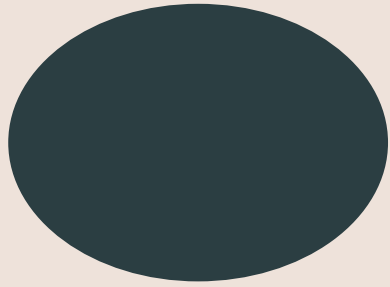




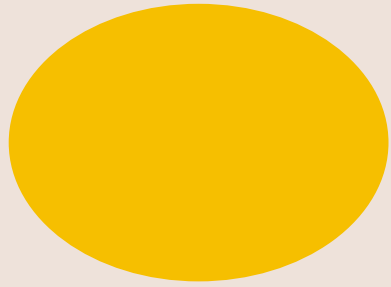
FSPA NOVEMBER UEC REPORT

SAMANTHA SWORD-FEHLBERG ON BEHALF OF FSPA

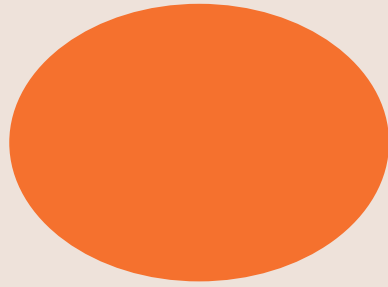
FSPA Happenings



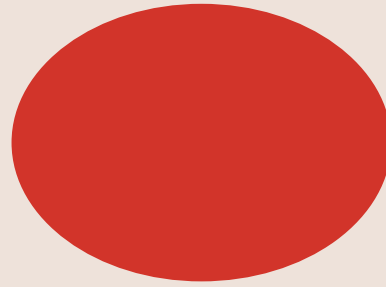
2019
Halloween
Party



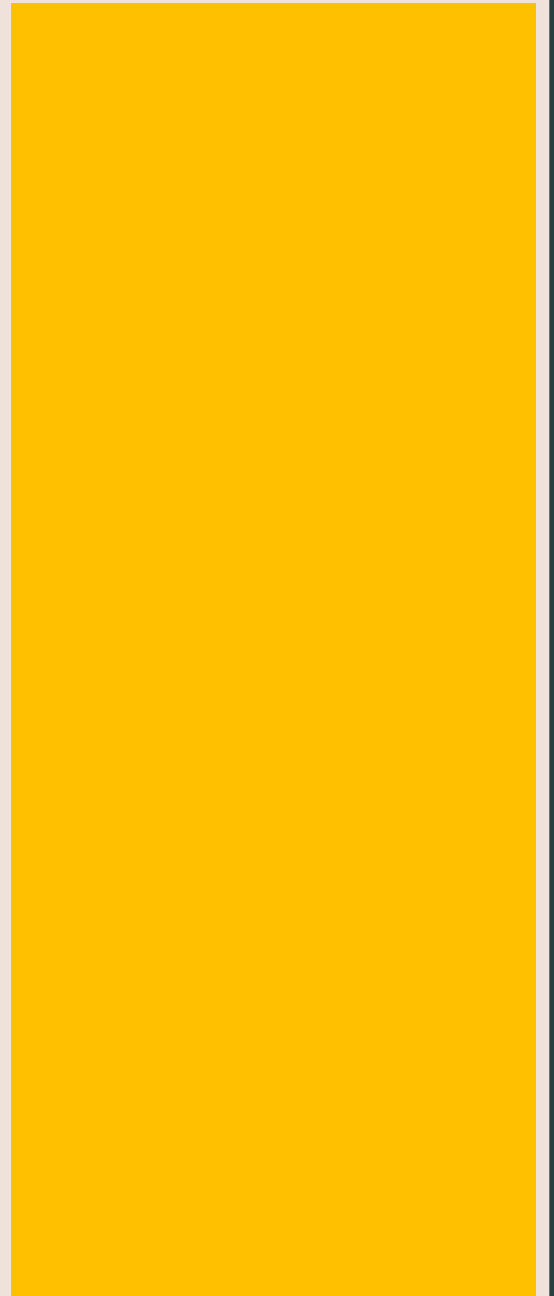
Community
Survey



NEW!
Bylaws



Upcoming
Events



FSPA Halloween Party

- Went for a Dia de los Muertos Theme
- ~200 People Attended
- 3 Adult Costume Awards
- 1 Pumpkin Carving Award
- Kid Costume Parade



FRIDAY NOVEMBER 1ST

FSPA Presents

HALLOWEEN



KUHN BARN

Join us 5:30pm

Food and beverages* will be served,
costume, pumpkin carving contest and more!

*bar opens at 6:30pm

FSPA
Fermilab Student & Postdoc Association

 **Fermilab**
50 Years of Discovery

Halloween Photos!



Mark Ross-Lonergan decided
to let GOOSE, I mean Loose!



FSPA Community Survey

Sent to the FSPA Community in an effort to identify the following:

- 1) Methods of Communication i.e. how they are hearing about FSPA and FSPA Events
- 2) What events they like/don't like and what they want to see more of
- 3) Why they are unable to attend events

Also wanted to identify how to engage with a larger community:

- Neutrino vs. Non-Neutrino
 - How to get more diverse FSPA officers
- Onsite vs. Offsite Members
 - How to reach offsite researchers



FSPA Survey Questions

- 1) Are you a member of a neutrino experiment?
- 2) How did you hear about FSPA?
- 3) How many FSPA events have you attended over the past year?
- 4) What type(s) of current FSPA events do you prefer?
- 5) What type(s) of events would you like to see more of?
- 6) If you are unable to attend an FSPA event, what is the typical reason?
- 7) How would you rate the amount of FSPA events over the past year?
- 8) What do you think are the most valuable outcomes of FSPA?
- 9) Are you a member of the fnalgrad mailing list?
- 10) If you have any comments, questions, suggestions, or feedback, please type them here.

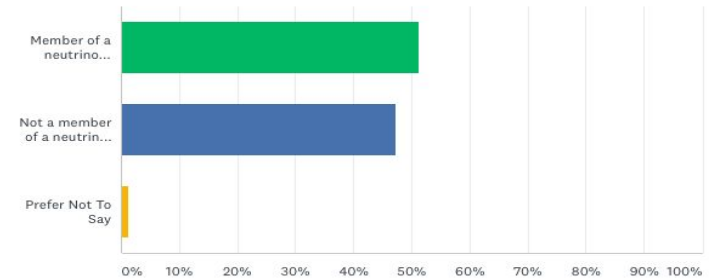


FSPA Survey Results

- Had 76 total Responses:
 - 39 Neutrino
 - 36 Non-Neutrino
 - 1 Prefer Not to Say
- ~45% have attended an FSPA event within the past year
- Respondents think that the most valuable outcomes of FSPA are:
 - Meeting new people at the lab (68%)
 - Connecting with other areas of the lab (58%)
 - Gaining personal/professional skills (40%)
- 22 more FNALGRAD listserv signups after survey was sent (yay!)

Are you a member of a neutrino experiment (ex. NOvA, DUNE, SBN/MicroBooNE, etc.)?

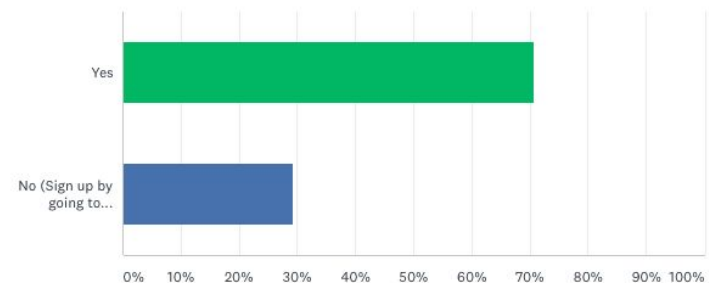
Answered: 76 Skipped: 0



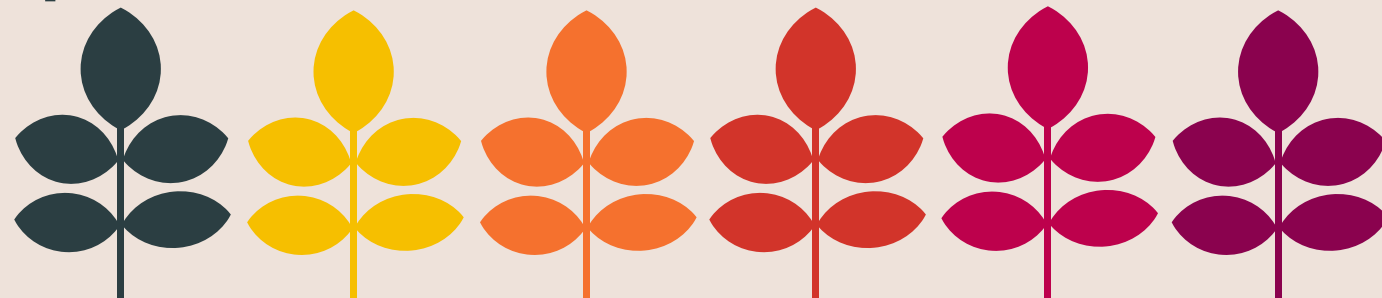
ANSWER CHOICES	RESPONSES
Member of a neutrino experiment	51.32% 39
Not a member of a neutrino experiment	47.37% 36
Prefer Not To Say	1.32% 1
TOTAL	76

Are you a member of the fnalgrad mailing list (fnalgrad@fnal.gov)?

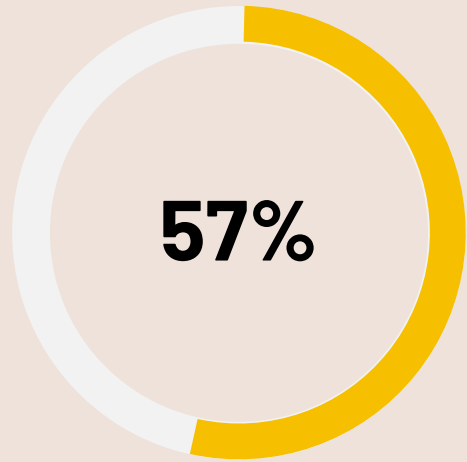
Answered: 75 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	70.67% 53
No (Sign up by going to https://listserv.fnal.gov/scripts/wa.exe?SUBED1=FNALGRAD&A=1)	29.33% 22
TOTAL	75

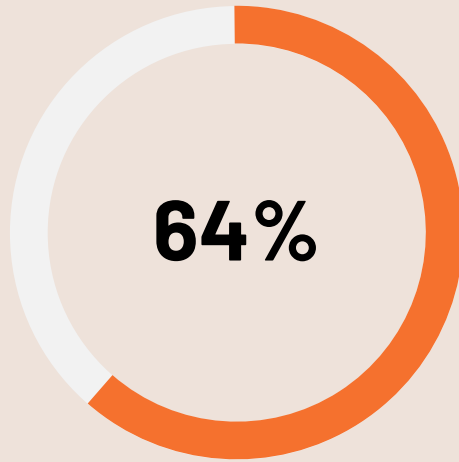


FSPA Survey Results



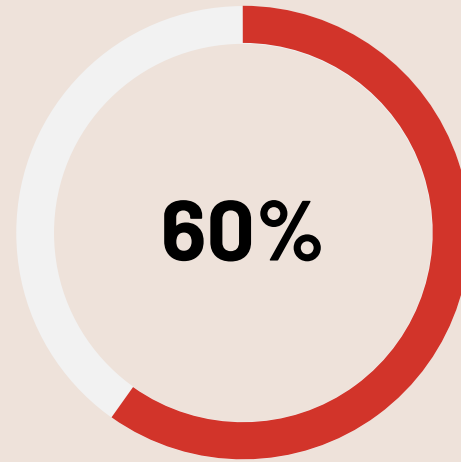
**Hear about
FSPA through
Email**

39% from a friend
31% Poster for an
Event



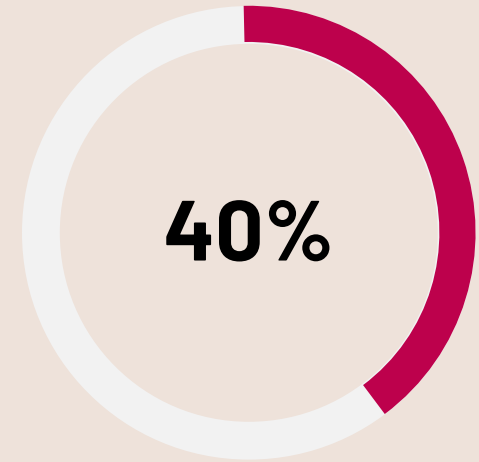
**Prefer
Social/Networking
Events**

56% Career
Workshops
27% EDI Series



**Want to See more
Social/Networking
Events and Career
Workshops**

34% Volunteer/Give
back to the
Community



**Can't Attend
Events because of
Other
Commitments,
Not Enough Time,
or Not Interested
in the Event**

FSPA Bylaws

Shiny new and enacted hopefully today!

Bylaws

Fermilab Student and Postdoc Association

Preamble: We, the officers of the Fermilab Student and Postdoc Association (FSPA), in order to foster community and improve the student, postdoc, and early career researcher experience at the Fermi National Accelerator Laboratory (Fermilab), as well as identify and resolve issues that affect the aforementioned community at Fermilab, do hereby establish these bylaws.

Article I: Affiliation with Other Groups

FSPA is guided and stewarded by the Fermilab Directorate. We are a subset of the User's community and represent this community to the User's Executive Committee (UEC).

Article II: Officers

Section 1. Officers:

FSPA officers shall be elected members of the FSPA community. The terms and procedure for their election is discussed in Article IV, Section 2. In addition, the following requirements are necessary to constitute active officership:

1. Sufficient attendance in person or remotely at officer meetings, except in extenuating circumstances, including traveling for research.
2. Sufficient participation in organized events.

Section 2. Number of Officers:

Though the number of officers is not fixed, initially there will be 6 active officers at ratification.

Section 3. Returning Officers:

One officer from the current year should continue on to the next year to ensure continuity and maintain institutional knowledge. This officer shall be decided by an internal vote following the voting procedure in proceeding articles.

Section 4. Election Process:

Elections will be held at the beginning of September every year. A week-long nomination process will include self- as well as open nominations by any form of contact with current FSPA officers. Nominees will be notified of their nomination. The nominees will be given three days to accept or reject the nomination. Any member of the FSPA community is eligible to vote and up to 5 candidates per election with the most votes will become FSPA officers. In case of a tie, the current officers may decide how to resolve the issue, such as a revote. Voting will be conducted via an online form.

Section 5. Term of Officership:

Officers will serve for a one year term, which may be extended for only one additional one-year term the subsequent year as per Section 3 above.

Section 6: Removal of Officership:

Any officer of FSPA in violation of FSPA's purpose, bylaws, or who fails to meet the officership requirements as outlined in Article V, Section 1, may be removed through the following process:

1. An anonymous vote to impeach will be conducted among the active FSPA officers. 2/3 is required to impeach.
2. If impeached, the officers will hold a discussion and then an anonymous vote. 5/6 is required to remove. The vote shall be conducted by someone external to FSPA, i.e. the Users Office contact

Section 7. Withdrawal:

An officer may voluntarily withdraw from the organization by notifying the other FSPA officers. Officers will automatically be withdrawn if they are no longer Fermilab users or employees.

Article VI: Non-Discrimination Policy

FSPA adopts the Fermilab Statement of Community Standards for all events and day-to-day operations.

Article VII: Operations

Section 1. Voting: All officers have voting privileges. All votes require a simple majority unless otherwise specified. The returning member's vote will break all ties. Voting may be conducted in person at meetings or electronically.

Section 2. Meetings: All meetings will occur at a time and frequency agreed upon unanimously.

Article VIII: Finances

FSPA will finance all activities with funds provided by the Fermilab Directorate. FSPA will propose a budget each fiscal year to be approved by the Chief Operating Officer of Fermilab.

Article IX: Quorum

Two-thirds (2/3) of the officers must be present, physically or electronically to constitute a quorum for voting purposes.

Article X: Amendments

Section 1. Amendments can be proposed by a simple majority vote.

Section 2. Proposed amendments will immediately become effective following approval by two-thirds (2/3) vote of all officers.

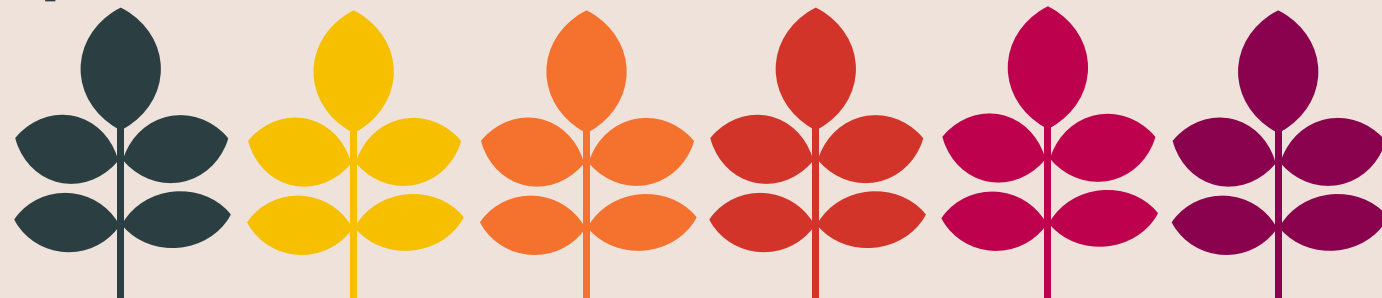
Article XI: Ratification

These bylaws must be ratified unanimously by all officers to take effect.

Article XII: Fermilab Policies

FSPA has read and agrees to fully comply with Fermilab's policies. We understand that the organization's registration is contingent on acceptance of these policies.

Amendments



Upcoming Events

Holiday Party

Dec. 6

Career Workshop
Volunteering Event
Tour of a Lab Facility

Early 2020

FSPA Community
Newsletter

Monthly

Nov. 28

Thanksgiving Party



Jan. 24

Chinese New Year Party
(Joint with FYP!)

THANK YOU

FSPA

Fermilab Student &
Postdoc Association

