



Accelerator Division All-hands meeting

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Using Zoom

- Thanks to everyone for joining today.
- These slides are posted on indico:
 - <https://indico.fnal.gov/event/44444/>
- There are a lot of us on the line, so if you can please mute your device when you are not talking it helps everyone else hear.
- If you would like to ask a question, please use the “Raise Hand” feature on zoom - Mary will be moderating and will aim to flag raised hands in order.
 - If you are joining by phone and not using the Zoom app, please email convery@fnal.gov to raise your hand.

Agenda for today

- Office of Communications Policy news – Leah Hesla
- Shutdown work - Cons
- Safety - Eric
- News - Mike

Division News

- The Muon and external beams departments will be combining Oct. 1
 - Mu2e commissioning (resonant extraction) is not expected to be easy
 - EB personnel already helping with Muon beamline optics, Mu2e solenoids, and Mu2e target test plans
- FY21 LDRD calls for proposals issued June
 - <https://fermipoint.fnal.gov/project/LDRD/SitePages/Home.aspx>
 - Contact Bill Pellico if you have ideas, he will help
- Fermilab received two ECA awards in our area – congrats to:
 - Jonathan Jarvis - *for the development of next-generation particle beam cooling and control with optical stochastic cooling*
 - Rob Ainsworth - *to study different ways to ensure stability in high-intensity proton beams*
- Advancing ACORN project – hope to have CD-0 in August

Welcome to New Colleagues

- Renee Adkins – Instrumentation
 - Karl Amjad-Ali – Operations
 - John Dusatko - RF
 - Dali Georgobiani – Target Systems
 - Ashley Getsie – Operations
 - Jake Harper – Operations
 - Kenneth Klotz – Mechanical Support
 - George Maniatis – Target Systems
 - Frederique Pellemoine – Target Systems
 - Freddy Roman – Mechanical Support
 - Paul Schild – Target Systems
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- Thanks to these folks for joining our Fermilab team!
 - We are actively recruiting for a large number of positions that the lab has approved.

Return to on-site work status

- The lab is in “limited operations”, and started Round 6 this morning
 - Another ~40 AD personnel cleared to return to site on a daily basis
 - Likely 2-4 more rounds of ~100 people cleared every couple of weeks. Some of these are AD people.
 - Being added to list does not mean you are here full-time every day
 - We still want to telework whenever possible – it’s the first line of defense
 - As you come in, watch the density – keeping our distance and limiting the number of people we come in contact with is the norm
 - If there is a density issue, stop work safely and disperse, so we can figure out what to do.
- The work that people are doing is really impressive.

Where we are today - shutdown

- Cons went over the work plan – we have done well so far
 - Want to emphasize continued use of:
 - Teleworking where possible
 - Distancing when on site
 - PPE use
 - As the number of people on site increases, we have to work harder to avoid infection or transmission of COVID
- I expect efficiency in shutdown work will not be as high as normal
 - Still doing a lot of work with equipment that can injure
 - Revised work plans won't be perfect
 - Stay within them, unless you see a problem – if you do, back away and escalate so we can figure out some way to do the job
 - Better to lose a little time making sure we are doing things right than to rush and risk injury to ourselves or our team.

People working off-site - reminder

- With more of us on-site, keeping track of what each of us is working on, and where we are working continues to be important. In some ways its even harder to function as a team with many on-site and many working remotely.
- With less personal contact with each other and with others in the division, we stepped up communication efforts well, and we need to continue to do so.
 - I would like every person or group in the division to continue to have some contact by phone or zoom with their leadership every working day.
 - The governor’s lifting of the stay at home order makes it easier to get out, but loneliness and isolation continues to be something to watch out for, especially if case rates rise and additional steps need to be taken.
 - I encourage you to use Zoom, Slack, etc., as much as you like. Have a zoom coffee break with your colleagues every day, or a Zoom lunch. Some groups are doing this, and it helps.
- Bottom line - My impression is that most of you initially thought hard about this, came up with plans, and have been doing an excellent job.
 - I think we definitely need to think longer term, and have daily routines that are sustainable, ergonomic, and productive.
 - Both for being connected, and in making sure our home work settings are sustainable.

Diversity, Equity, Inclusion

- This summer, the weeks of protests that followed the killing of George Floyd by Minneapolis police officers have prompted a national and lab-wide conversation about race and diversity.
- We all want the lab to be a welcoming and equitable place for everyone engaged in our mission of scientific discovery
 - It does not always feel that way for our Black colleagues
- The lab leadership, LRG's, and others are working to figure out a path forward to expand the diversity of the lab through hiring and other actions that make it a more welcoming and inclusive environment.
 - Over the next decade about half of us will leave the lab.
 - We all want really good people to carry on the mission, so we are going to reach out and recruit a lot of people to do that, including groups we have tended to overlook in the past.
 - We know the ability to contribute to our science mission is not dependent on race or gender.
 - Building pipelines to the Black community and others who have not had as much opportunity to work at and be a part of the lab is an important part of ensuring we have great people to continue the science mission.

Question - #1