Welcome to the Muon Department Retreat

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Where we are

- At the June 4th department meeting we had a long discussion about the current climate in the Department and at the end of that meeting we said improving D&I is now a Department priority

- On June 10, in conjunction with the Strike for Black Lives, we met to perform the departmental self assessment in the appendix of the AIP Team Up report.

- At the July 2 department meeting we presented 9 action items based on the self assessment (next slide)
  - Improve the climate on 9 for residents and visitors
  - Help us communicate with each other
  - Help us recruit a more diverse workforce

- Following that, we formed 5 committees to begin executing the action items. Each group reported at the August and September department meetings.
  - https://indico.fnal.gov/event/45171/
  - https://indico.fnal.gov/event/45784/

- A lot of progress to date on all fronts. Most on participating in identity-based conferences.
  - On track this year to have participation in all the conferences we know about by a large fraction of the department

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Team Up Assessment Action Items

1. Have a retreat to write a Statement of Values for the Department

2. Restart Journal club/seminar series

3. Revamp the vestibule area in front of the elevators as a 'Welcome to the Muon Department' area

4. Revamp common space on the southwest side of 9E

5. Update the department's web page

6. Increase participation in existing public engagement and intern programs

7. Increase participation in identity-based conferences

8. Rewrite job advertisement for the next department hire

9. Evaluate current mentor program

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What we are doing today

- We want to gain a consensus about what we value
  - Qualities we value in department members
  - Types of tasks/jobs/work that we value
  - Aspects of our climate that we value

- We want to discuss how we plan on using these values
  - In hiring? In performance evaluation? In promotions?

- We would like to be specific
  - Do these values inform job qualifications? Are they used in hiring rubrics?
  - Do you need to espouse multiple values to receive the highest performance evaluation and thus the highest raise? Or to be considered for promotion?
  - what fraction of our time should we be spending on different tasks averaged over department members?
    - If we all spent 100% of our time on muon research, we wouldn't have a muon department
    - If our fraction of time on muon research gets too low, we won't have a muon department

- We want to document this, share it with the Division and the lab, and share it with the public.

- Alternatively, we could have asked the question 'what does the ideal department look like?'
  - Part of this process is envisioning what that looks like so we can map out a path from where we are now to where we want to be in ~5 years.

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How will we use this?

- My intention is to use this as a management document
    - In hiring:
        - Advertise this on our (new) web page
        - Use it to generate qualifications and rubrics for the next department hires following what was outlined by Jesus Pano in the D&I lecture series
            - https://vms.fnal.gov/asset/detail?recid=1956022&recid=1956022
        - Ask candidates if their values are aligned with the department values

    - In performance:
        - Reserving the highest ratings for people who excel in multiple areas of our values and not putting people up for promotion unless they excel in multiple areas of our values
        - Evaluating how we are doing as a department on spending our time on different tasks

    - In developing a theory of change for the department
        - This should help us understand where we want to be

- Please take the process seriously and please speak up if you have other or different suggestions for how we will use this

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