



SAC weekly meeting

Frank Chlebana, Anne Schukraft, Bo Jayatilaka
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Meeting ground rules

Continuing from last term:

- Please mute when you are not speaking
- Please use the “raise hand” feature and the moderators will try to recognize people in order
- If we are moving on to another topic and your follow-up comment was on the current issue, please speak up. It is important to have timely and efficient conversations

Upcoming All-Scientist Meeting

- Date
 - Received most support for **April 2, 2-3:30pm** (would like to fix this date)
- Agenda
 - Updates from the SAC (presented by chairs)
 - Energy Frontier Working Group (plan to cycle through each WGs at future meetings)
 - Will discuss content with the Energy Working Group Conveners
 - Identify which topics we would like to have emerge from the Snowmass discussions and be included in the P5 report
 - Introduce new “Future Collider” group
 - There may be room on the agenda for another topic
 - E.g. introduction of new personnel (e.g. head of communications?)
 - Conclusion of tuition topic? (we should be trying to conclude the SAC topical WGs)
 - Plan to invite the Energy WG conveners to a future SAC meeting between now and All-Scientist Meeting to discuss content.

Future of Scientific Working Groups

Near term: Snowmass

- Near term task for the working groups seems defined by Snowmass
 - Engaging lab scientists with the Snowmass process
 - Support the representation of FNAL-relevant topics in the discussion
- Asked all WG conveners if they are available to continue serving in their roles through the remainder of this Snowmass cycle.

Beyond Snowmass

- What should be the role of the WGs beyond Snowmass?
 - At a minimum, the groups provide a forum for lab scientists to discuss ideas for future experiments and community developments.
- How do we ensure their work can be useful input to the lab's planning process?

Scientist Retreat

- A main task of the scientific WGs has been their involvement in the Scientist Retreat
- No scientist retreat in 2020, we hosted the Snowmass Community Planning Meeting instead
- For 2021, originally assumed the year would be filled with plenty of Snowmass-related events.

Given delay of the Snowmass process, should we have a retreat this year?

Planning to continue the discussion of the Scientific WG scope / plans with the WG leads

Should we develop a more formal mandate for the groups?

Performance Review/Compensation

- Topical sub-group being formed

Have reached out a few people.. will finalize the team shortly

Kickoff meeting will be scheduled once the team is confirmed:

Define mandate, plan, establish communication with directorate / HR, and specify timeline

- Discussion topics:

- Current policy essentially imposes a quota on the number of outstanding ratings each dept can give
- The number of grades for scientists is limited and there is no mechanism for promotion within a grade
- Pay compression

The working group would identify issues with the current policies for the annual review and compensation, write a report on their findings with recommendation, and provide the report for input to discussions on refining the policies

Today's agenda

- Organizational updates (**Joe Lykken**)
- Survey Results from Winter Break Pilot (**Chris Polly**)
- Future of the library (**Stefan**)