



All Scientist Quarterly Meeting with the SAC













Frank Chlebana, Anne Schukraft, Bo Jayatilaka (for the Scientist Advisory Committee)
April 2, 2021

Meeting ground rules

- Please mute when you are not speaking
- Please don't interrupt the speakers. We will take questions at the end of the talks.
- Please use the "raise hand" feature and the moderators will try to recognize people in order

This meeting is being recorded. The recording will be uploaded to the password protected Indico Meeting page afterwards.

We are one Fermilab

-  Everyone is worthy of respect
-  Encourage discussion
-  Genuinely listen
-  Collaborate
-  Respect the messenger
-  Have courage
-  Own your voice
-  Be kind
-  Fresh perspectives lead to innovation
-  Encourage others to speak
-  Own it, mistakes happen
-  Share the air

Today's Agenda

- News from the SAC (10 min)
Frank Chlebana, Anne Schukraft, Bo Jayatilaka for the SAC
- Organizational Changes (30 min)
Joe Lykken for the Directorate
- Updates from the **Energy Frontier Working Group** (40min)
Pushpa Bhat, Anadi Canepa, Patrick Fox, Sergo Jindariani, Sergei Nagaitsev
- Questions & Discussion (10 min)

Future Meeting Plans

- All-Scientist Meetings
 - Plan to cycle through the Scientific Working Groups + additional topics
 - Discuss Fermilab's interests, make sure we are well represented in community planning efforts
 - *Next meeting targeted for May/June*
- 2021 Scientist Retreat
 - People expressed an interest to have a (virtual) retreat in 2021
 - *Shortly after the restart of the Snowmass process (~late summer/fall)*
 - Likely split the agenda over two half days
 - Format: Small breakout sessions to collect thoughts, summaries in plenary
 - Topics:
 - Day 1: Lab's EDI efforts, code of conduct and accountability (social justice), community statements, returning to work / future work environment (telework program, office space, impact of remote working on career development)
 - Day 2: Science planning efforts in the context of Snowmass / P5

SAC Efforts

Policy Review and Feedback

<https://news.fnal.gov/fermilab-at-work/policies/>

- Communication (ongoing)
- Professional Development Leave (ongoing)
- Tuition (completed)
- Retiree (completed)
- Recreation (completed)
- Vacation Donation for Childcare
- Winter break program



Programs

- Mentoring (ongoing)

Other

- Climate Survey Implementation (ongoing)
- Scientific Profiles Webpage (ongoing)
- Travel (ongoing)
- Performance review & compensation
- Library Move



We will discuss status reports on these topics at future All Scientist Meetings.

Recent Policy Updates

- Communication

- Triggered by the 2020 [communications policy changes](#), that raised concerns among scientists/staff/users
- Task force formed and met with Communications Office Personnel, DOE representation and FNAL staff impacted by the policy
- A report with findings and recommendations is being prepared - expect update at a future meeting.

- Professional Development Leave

- Scientific leave policy draft was created that covers leave for research, similar to a University Sabbatical
- Team is working on additional policy to broaden availability of Professional Development Leave for all staff

- Tuition

- The program was reviewed and found to be well utilized (more so by non-scientific personnel than scientists)
- Encouraging greater communication about the availability of the program

- Scientific Profiles Webpage

- Working to streamline the process to generate Scientist Profile pages with a unified look and feel using FermiWorks as the content interface

We will discuss status reports on these topics at future All Scientist Meetings.

Winter Break Survey Results

- A survey for the Winter Break was conducted by the Winter Break Pilot Task Force, led by Chris Polly and Deanne Randich
- Feedback was generally positive
 - More people said they took time off in this period than in regular years
 - Appreciated knowing most people were taking time off and work was pausing
- Most employees (90%) would consider taking a winter break again
- The majority (67%) objected to having the break being mandatory.
- Going forward, the plan is to keep the Winter Break as voluntary and to encourage participation. The task force is looking into ways to accommodate people who do not have sufficient vacation days to cover this period.

New Initiatives

Childcare Vacation Donation

The Users Executive Committee's Quality of Life SubCommittee started an initiative to explore options to allow donation of family leave between employees

Evaluating options and legal requirements for federally mandated policies

Performance Review and Compensation

Address feedback from employee's performance review and recent Climate Survey

Lab periodically reviews policy and procedures, would like to provide input to that discussion

Library Move

Discussion on reconfiguring the library for office space, and removing books from the lab

Review office space requirements...

Some Departments expressed an interest to host subsets of the library collection

Scientific Working Groups - Charge

Started to discuss the longer term role/mandate of the Scientific Working Groups and how we can provide input to developing the scientific program

Near term focus: Snowmass / P5 planning:

- Coordinate FNAL's contributions to the Snowmass process
- Help prioritize resources to support topics of interest for the lab in Snowmass / P5

Longer term:

- Provide a forum for FNAL scientists to discuss future scientific programs, future experiments, physics community needs from the lab
- Engage with FNAL scientists through group meetings, All-Scientist meetings, Scientist retreats
- Interface with the lab's strategic planning process

Please provide your input....

Scientific Working Groups

Conveners & Contact information

Please subscribe to the following e-mail list(s) or contact conveners for information and meeting announcements of the FNAL working groups:

- **Precision Frontier:** precision-science@fnal.gov
Conveners: Chris Polly, Ron Ray
- **Energy Frontier:** fermilab_ef@fnal.gov
Conveners: Pushpa Bhat, Anadi Canepa, Paddy Fox, Sergo Jindariani, Sergei Nagaitsev
- **Cosmic Frontier:** fcpa_general@fnal.gov
Conveners: Brad Benson, Gordan Krnjaic, Albert Stebbins, Alex Drlica-Wagner
- **Neutrino Frontier:** sac_neutrinos@fnal.gov
Conveners: Minerba Betancourt, Zarko Pavlovic, Joseph Zennamo, Peter Shanahan
- **Detector Frontier:** detectors@fnal.gov
Conveners: Juan Estrada, Angela Fava, Zoltan Gecse, Vadim Rusu
- **Quantum Frontier:** contact conveners
Conveners: Roni Harnik (outgoing), Panagiotis Spentzouris (outgoing)
- **Accelerator Frontier:** contact conveners
Conveners: Jonathan Jarvis (outgoing), Nikolay Solyak (outgoing), Sasha Valishev (outgoing), Sam Posen (outgoing),
Tiziana Spina
- **Computing Frontier:** contact conveners
Conveners: Chris Jones, Adam Lyon