



## 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

# Recap of the All-Scientist Meeting on Friday

- See agenda:
- Main feedback:
  - Several individuals share concerns about the library move and not having a central location for the books  
*-> will continue to discuss options with library move group, directorate, divisions*
  - Concerns were raised that some employees did not have the option to take time off during the winter break  
*-> encouraged dialog with the Winter Break Pilot Group to discuss options*
  - Question on the scope of the PPD Hiring Committee: Is the committee charged with determining the future direction for PPD/FNAL?  
*-> needs clarification & ensure input is taken into account*

# Next All-Scientist Meeting(s)

- **Time frame: late May/early June?**

Possibly Friday May 14, May 21 (DUNE collaboration meeting), May 28 (Memorial day weekend), June 4?

- **Agenda suggestions**

- More details on “completed” topics
- Communications policy task force report
- Introduction of new FNAL staff (new CRO, new head of communications, new head of WDRS)?
- Introduction of SQMS center (requested)
- Updates from Scientific working groups
  - Which group(s) should we approach next?  
Depending on several factors, we may be able to cover 1-2 per meeting.

# Scientist Retreat - Format

- Time frame: few months after the re-start of the Snowmass process
  - August/September (before October-rotation of the SAC)
- Use two consecutive  $\frac{1}{2}$  days
  - Virtual only
  - Max. 5 hours per day

Day 1: EDI, code of conduct & accountability, future work environment

Day 2: Snowmass planning work in Scientific working groups

# Day 1

- **Plenary**

Possible topics:

- Introduction from the Directorate
- Report on EDI efforts (Sandra Charles, or EDI task force/SLEDIC, ...)
- Return to work (who?)
  - Results from recent survey, plans for telework going forward, office space, equal opportunities in a hybrid work environment

- **Parallel**

- Offer several parallel sessions (see next slide)
- People can choose which session to join
- 2 conveners per session: organize the discussion, summarize findings, comments, recommendations, report back to plenary at the end of the day or to SAC
- Each parallel session:
  - Starts with joint meeting to introduce topic & task
  - Breakout rooms of 4-5 people with ample time for discussion
  - Re-convene within the parallel session to summarize breakout discussions

- **Plenary** at the end of Day 1 to hear from all parallel session conveners

- If this is too timely for the conveners to report, we can decide about a different way to summarize

# Day 1 - Parallel sessions

Ideas for parallel session topics:

- **Telework productivity**

*Assessment of problems & lessons learned, recommendations for improvement to the environment to better support telework going forward  
Challenges that could arise from a mixed work force (some telework/some onsite)? Equal opportunities for everyone  
How could an increase of telework going forward affect EDI of the work force?*

- **Career progression for postdocs**

*Open to everyone, not only postdocs*

*LISTEN to the concerns and needs of the postdocs*

*How can the lab support? (conditions for contract extensions, (job search) networking, visibility in the community while working remote)*

- **Mental wellness**

*Present the offers available to employees and supervisors (possibly presentation through WDRS)*

*Discussion: what else is needed? What can supervisors do better?*

- **Code of conduct & accountability & statements**

*Introduction of lab code of conduct; what do various experiments do?*

*What is the reporting system? How are people being held accountable? Is it working?*

*What is the lab's training program? And is it sufficient?*

*When and how should/can we make statements (publicly or to our employees) commenting on national events and supporting our URM colleagues?*

- **Pandemic lessons learned for policy updates**

*What policy updates could have been really useful during the pandemic (and going forward)?*

*Vacation donation for childcare, international telework, paid or unpaid leave for new employees...*

Your ideas???

# Day 2

- **Plenary**

- Outline of the remainder of the Snowmass process & timeline as intro
- Short intro to scientific working groups as kickoff to parallel

- **Parallel**

- Working time for each of the Scientific Working Groups  
Working group conveners set the agenda and decide about further breakout
- Dedicated time for several groups to meet jointly to discuss synergies  
Will discuss ahead of time with WG conveners where this would be useful

- **Plenary**

- One presentation per Scientific Working Group to summarize status