



## Initial Thoughts on Travel Policy

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- Focus on actual hindrance to Science mission and competitiveness.
  - Merely annoying features of our particular corporate practices are probably not within the purview of SAC.
  - We also do not want to overdo the “effect on talent acquisition” concern, but there is a sense that Fermilab travel constraints are well-known within our collaborations, and do effect how Fermilab is seen as a place to work
    - E.g. ability of non-presenting postdocs to attend conferences from Fermilab vs. universities.
- Impact on science?
  - Fatigue and stress impact performance at conferences & meetings, but is there an actual effect due to policy?
  - Despite huge improvement in TA process over last several years, does the approval chain lead to increased costs?
  - Approval for remote attendance at foreign-hosted conferences: is this causing lost opportunities, other costs to the mission?
- We all have our favorite stories, but is there a coherent picture of costs from our Travel Policy to be addressed?
  - Survey focused on costs to mission and competitiveness?