



SAC weekly meeting

Frank Chlebana, Anne Schukraft, Bo Jayatilaka
July 19, 2021

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

Today's agenda

- Agenda for the next All-Scientist Meeting
- Update on Scientist Retreat Planning
- Climate Survey discussion
- Discussion of Scientific WG mandate
- Updates on on-going topics
 - *Library move*
- Topics for next SAC Meeting

Next All-Scientist Meeting

- Planning for a 4th (**and final**) All-Scientist Meeting during this SAC term
 - Suggested day & time: **July 28 or August 4, 3:30pm to 4:45pm**
 - Coordinate with Colloquium to make sure there will be no colloquium during that week
- Agenda:
 - **SAC News** (20 min)
 - Announce Scientist Retreat
 - Updates on on-going topics
 - **Call for SAC nominations**
 - Anything else?
 - **Report from the Detector Working Group** (35 min)
Juan Estrada, Angela Fava, Zoltan Gecse, Vadim Rusu
 - **Suggested: Booster Replacement** (20 min)
Similar to PAC talk by Luciano Ristori: <https://indico.fnal.gov/event/48767/>
Proposed speaker: Jeff Eldred (tbc)

We have not heard from the Detector Physics Group if they are available on either date.
We could hold a shorter meeting w/o Detector Physics group update if they are not available

Scientist Retreat Planning Update

- Settled for **Thursday, Sept 9 & Friday, Sept 10. 8:30am - 12:30pm**
 - Planning on virtual meeting, but have made room reservations just in case
 - **Plan to announce these dates in early August via email to All-Scientist mailing list, and at the All-Scientist Meeting**
 - We have started to contact plenary speakers to confirm their talks
 - We are in discussion with WDRS and EDI offices to select external facilitators/speakers for an EDI keynote speaker and session facilitator, and mental wellness training/session
 - We expect a small honorary and will present proposal to directorate for funds soon
 - We are looking for co-chairs for the following parallel sessions on Day 1:
 - EDI
 - Climate Survey
 - Future Work Environment
 - Career Progression
 - One Postdoc Session
 - One for everyone else
 - Mental Wellness
- Each session should have at least one SAC member to co-chair. Please volunteer!**
- The conveners of the Scientific Working groups have been contacted to save the date, and requested to chair the parallel sessions on Day 2.
 - We will submit a charge shortly (see next slide)

Scientist Retreat Charge (For Scientific WGs)

The Scientific WG convenors are charged with leading the discussions within their sessions

- Identify highest priority topics for FNAL scientists to be pursued
 - Most interesting experiments/technology
- Evaluate alignment of FNAL highest priorities with community interest
 - Eventual inclusion in P5 report
- Evaluation of resources needed to effectively lead the effort
- Identify synergies across the lab
- Provide a timeline
- Provide a summary and written report (to be discussed with the scientific community at a following all-scientist meeting)

Climate Survey

- History

- First lab climate survey took place in March/April 2019
- By June 2019, seven action teams were established to draft recommendation on the following areas:
Employee engagement, Trust, Communication, Individual goals and priorities, Career opportunities and promotions, Diversity, Inclusion.
Action team [recommendations](#) were presented to senior leadership in September 2019.
- Some divisions had their own initiatives to follow-up on the climate survey
- An implementation team formed with representatives from the action teams.
- *[... then the pandemic happened...]*

- Future plans

- It would be good for the SAC re-engages and supports the process.** Areas to get involved could be:
- Facilitate communication about actions taken resulting from the Climate Survey to Scientific Staff
 - Get involved in the implementation of some of the outstanding items
 - Dedicate time to discuss the climate survey at the Scientist Retreat
 - Get involved with developing the next Climate Survey
 - Surveys were intended to be a regular event, approx. every 3 years

Ongoing SAC topics

- Professional Development Leave (**Anne**)
- Web pages/profiles (**Robert**)
- Mentoring (**Bo, Minerba**)
- Overheads (**Andrew, Mattia, William, Patty**)
- Travel policies and impact (**Gordan, Peter**)
- DEI policy changes (**Doug, Tammy, Anne** via DEI Task Force)
- Winter break (**Frank** via working group)
- Communications policy (**Tammy, Gordan, Bo** via Task Force) (**complete**)
- Library Move (**Stefan**)
- Childcare vacation donation (**Doug**)
- Scientist Retreat Planning (**Tammy, Roberto, Frederique, Mattia, Bo, Frank, Anne**)
- Interface with Head of PPD Hiring Committee
- Climate survey implementation & planning of future survey -> *discussion following this presentation*
- Purchasing
- Performance Review/Compensation
- No-Meeting Pilot Program (**will collect feedback after some additional experience**)

Last all-scientist meeting for the year
Would like to get present a brief update
for each on-going topic

Provide summary/status in the *internal* sharepoint area for SAC related documentation

<https://fermipoint.fnal.gov/org/ood/sac/SitePages/Home.aspx>

SAC Scientific Working Groups Mandate

Snowmass planning

Identify interests and integrate into community Snowmass organization

Lab strategic planning

Contribute to Lab's annual strategic planning workshop (2-3 yr horizon)

Scientist retreat

Identify most promising experiments/technology

Discuss longer term strategic plan (>5 yr)

Clarify role of the SAC Scientific WGs after Snowmass...

Next meeting

- *We have adopted the bi-weekly (every two weeks) meeting schedule*
This is a special “off week meeting”
- **Next meeting: Monday, July 26, 9am - 10am**
- **Topics for upcoming meetings**
 - Progress reports for on-going topics
 - ...