















## All Scientist Quarterly Meeting with the SAC

Frank Chlebana, Anne Schukraft, Bo Jayatilaka (for the Scientist Advisory Council)  
August 4, 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

## 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)
  - All Scientist Retreat Announcement
  - Updates on ongoing topics
  - Call for SAC nominations
- **News from the Directorate** (10min)  
*Kevin Pitts*
- **SAC Working Group: Detector Frontier** (20 min)  
*Vadim Rusu*
- **Booster Replacement Plans** (25 min)  
*Jeff Eldred*
- **Discussion** (20 min)

# 2021 Scientist Retreat

- This year's Scientist Retreat will take place on **Thursday, Sept 9 and Friday, Sept 10**
  - 8:30am to 12:30pm both days (**virtual**)
- **Agenda Day 1:**
  - Plenary: Reports from the Directorate, EDI efforts, climate survey, ...
    - Keynote speaker
  - Parallel: Discussion sessions on Career Progression, Climate Survey, Mental Wellness, EDI, Future Work Environment
- **Agenda Day 2:**
  - Plenary: Summaries from Day 1 discussion sessions
  - Parallel: Working sessions for the Scientific Working Groups
  - Closeout: Snowmass Outlook

Summary of parallel sessions will be discussed in a following all-scientist meeting

**Please look out for an email with Indico and Registration link in the coming days**

# 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](mailto:precision-science@fnal.gov)  
Conveners: Chris Polly, Ron Ray
- **Energy Frontier:** [fermilab\\_ef@fnal.gov](mailto:fermilab_ef@fnal.gov)  
Conveners: Pushpa Bhat, Anadi Canepa, Paddy Fox, Sergo Jindariani, Sergei Nagaitsev
- **Cosmic Frontier:** [fcpa\\_general@fnal.gov](mailto:fcpa_general@fnal.gov)  
Conveners: Brad Benson, Gordan Krnjaic, Albert Stebbins, Alex Drlica-Wagner
- **Neutrino Frontier:** [sac\\_neutrinos@fnal.gov](mailto:sac_neutrinos@fnal.gov)  
Conveners: Minerba Betancourt, Zarko Pavlovic, Joseph Zennamo, Peter Shanahan
- **Detector Frontier:** [detectors@fnal.gov](mailto: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: **Mattia Checchin, Frederique Pellemoine, Arun Saini, Vladimir Shiltsev**, Tiziana Spina
- **Computing Frontier:** contact conveners  
Conveners: Chris Jones, Adam Lyon

**Welcomed new  
conveners to the  
Accelerator  
Frontier WG**



# Scientist Retreat: Working Group's Charge

The Scientific Working group conveners are asked to develop the agenda and lead the discussion within their sessions and prepare a summary and written report

The summary will be discussed in a future all-scientist meeting and should address the following points:

- Highest priority topics for FNAL scientists to be pursued within the Frontier.  
*For these topics, assessment of feasibility (technical, funding, international/community support)*
- Evaluate if the current FNAL Snowmass efforts are aligned with these priorities and what is needed to engage broader FNAL participation.
- Discuss how to ensure that the high interest topics are included in the P5 report.
- Evaluation of resources (expertise, people and facilities) needed to effectively lead the effort in the highest priority topics
- Develop synergies with other areas (SAC WGs) of expertise at the lab
- Provide a timeline outlining the remaining engagements for the FNAL Scientific Working Group between now and the conclusion of the P5 report.  
*This should include, planned events, submission deadlines, and indicate milestones for group work*

The formal charge will soon be sent to the WG conveners

# Snowmass Restart

- Full activity will resume from September 2021:  
<https://snowmass21.org/announcements>
- **Snowmass Day: September 24, 2021**
  - Review plans forward for all Frontiers
  - Virtual meeting
  - Plenary and breakout sessions
- Snowmass Community Summer Study (CSS) to be held the University of Washington-Seattle **July 17-27, 2022.**

# Scientist Profile Webpages

- Aim: to have a public page for every scientist
- FermiWorks part complete
  - Space to upload personal statement which can be published on the website
- Next steps
  - Need a sustainable way to review content on webpages.
  - Concern about PII appearing in webpages/CVs etc.
  - Possible move to forms/templates to avoid accidental sharing of this info

*This effort has stalled...*

Requires some development to extract Fermiworks content and format into standardized web page



# Professional Development Leave

- An initiative to introduce a Professional Leave Policy for Scientists was started a few years ago.
  - Fermilab currently has no such policy. Leave can only be covered under the Leave of Absence Policy.
  - Several other national labs have professional development leave policies for scientist and non-scientists.
- A draft policy was circulated with the SAC & HR partner.
  - In the process, a second policy draft was added for a Professional Development Leave policy for non-scientific staff
  - Both draft policies have been presented and discussed with the SAC, EAC, and EAG. All groups have been supportive of the idea and draft policies.
- Now working with HR to prepare a business plan & cost estimate

# Childcare/family sick leave benefits

We inquired with the benefits office if it would be possible to enable employees to donate family sick leave to one another.

- The way sick leave is distributed to Fermilab employees makes this difficult to implement.
- With the waning of the COVID pandemic, the business case for sick leave donation is significantly weakened.

Since the maximum number of vacation days Fermilab employees can accrue is being reduced, we asked if it would be possible to move those resources to a shared pool that employees can use when they exhaust their family sick leave?

- A vacation bank concept was investigated and was eliminated as an option because of financial cost.

We inquired if the 9 day cap on family sick leave could be removed.

- An announcement is being developed and, when it's approved by the DOE, it will be distributed to the whole lab.

Any changes to benefits policy has to be justified by an employee survey and focus group, it needs to be benchmarked, and it has to be reviewed by the COO office, the senior lab leadership, the DOE FSO, and the DOE Washington office.

Two surveys have been performed in the recent past and both of them did not indicate the need for additional time off for child care.

# Scientific Staff Mentoring

## *Starting with the postdocs...*

Division heads were asked if the divisions/departments are interested in expanding any existing post-doc mentoring initiatives with the vision of having a lab-wide standards for a mentoring program. We got positive feedback from every division.

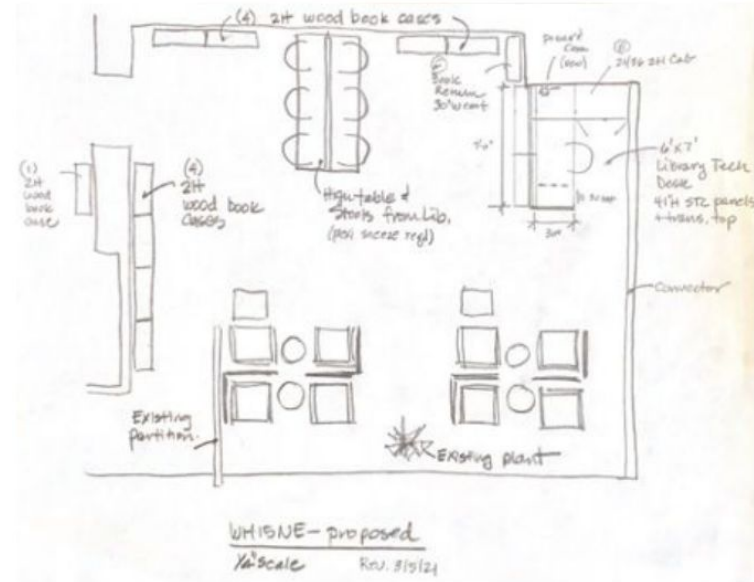
**At the coming retreat, we would like to develop a draft for lab-wide mentoring guidelines and best practices.**

Established programs that are running successfully are not expected to change, but for the divisions that do not have any mentoring program, we would like to recommend mentoring guidelines and share best practices.

After the retreat we would like to send the recommendations to the directorate

# Library Move

- Plans for the new 15th floor library were presented at the last All-Scientist Meeting (<https://indico.fnal.gov/event/49193/>)
- The Theory Division is planning to host a large fraction of books that won't be moved to the 15th floor



Looking for additional storage space for books (mostly engineering topics).

Please contact Heath O'Connell [hoc@fnal.gov](mailto:hoc@fnal.gov)

# Travel policies



Picking up on on past investigations by SAC, and looking ahead to the resumption of travel over the coming year

Fermilab travel policy is an implementation of DOE and other requirements, with input from the DOE Fermi site office

Whatever the constraints of the policy, aspects of the procedure has become more efficient in recent years

We would like to better understand the impact of Fermilab Travel policy on our scientific mission

- Does Fermilab staff have adequate and fair opportunities to attend conferences and other meetings?
- Is there a hindrance to full engagement in cases where travel is allowed?
- Does our policy sufficiently support career development, particularly as compared to other institutions?

We intend to kick off a survey of scientific staff in the near future

- What is your experience with the impact of Fermilab travel policy?
- Considering near term with Covid restrictions and hopeful “back to normal” future, where would improvements to policy or its implementation help you in your pursuit of the science mission of the Lab?

# Climate Survey

Survey conducted in early 2019

~75 questions, several from the climate survey committee

Executed by third-party subcontractor

Significant lab participation; over 70% of lab employees took part

Exceptional engagement for survey of this kind

Actions taken in January 2020 to form teams to focus on action items

COVID disruption in March 2020 stalled efforts

Work continued in decentralized manner thru individuals, D/S/P initiatives, and SLEDIC and EDIT

## Work is in progress

As of today: 51 items in some stage of completion (including Climate Survey recommendations and some related initiatives)

Lab-wide communication is expected in the next couple of weeks (Fermilab Today, etc.).

Plans are to conduct lab-wide climate surveys every three years (based on funding availability)

# Climate Survey - Completed Actions

**Employee feedback:** Created online/telephonic Employee Concerns Reporting tool, oversight processes, reports, metrics, and accountability system; updated Spot Award program

**Equity, Diversity and Inclusion:** Established Chief, EDI Officer position and office; Senior Leader EDI Council (SLEDIC); leveraged InclusionMatters21 series for FY21 Users Meeting; identified funding to support employee effort on EDI initiatives

**Manager capabilities:** Increased training course publicization, added manager training content (team building, inclusive communication); implemented senior leader training program on general lab operations; developed reports to ensure manager training participation/accountability

**Awareness:** Implemented new Code of Business Standards and Ethics and related training; introduced online harassment and discrimination training for individual contributors and managers/leaders

**Communication:** Restructured senior leadership and senior management meetings; established process to improve policy access; filled Head of Office of Communications position; created Internal Communications Manager position with focus on engagement and culture

# Climate Survey - In Progress

**Goal setting:** Revising lab strategic planning and objective/goal setting processes for inclusion in personnel evaluations and to develop top down, cascading goals for performance reviews

**Career development:** Reviewing career progression and promotion practices and job posting policies; developing an Emerging Leadership program, Manager Ready and Leadership Mirror Pilots; piloting job rotation program; rewriting promotion policies to improve transparency; developing metrics to evaluate training and conference opportunity equity

**Staffing:** Developing guidelines and expectations for hiring committees; implementing Workday Recruiting to communicate job openings more broadly and track recruitment and hiring processes

**Communication:** Holding smaller targeted meetings; broadening communication on newly hired and promoted employees; increasing communications on R&R, EPRA and Spot Awards



# 2020 Winter Break

The lab will not shut down, but instead will slow to minimum operations and critical activities.

The accelerator and experiments will continue to run.

Each division/section/project will determine which activities need to continue through the break period (payroll, for instance). Managers will be asked to work through considerations and execution and to coordinate with other areas of the lab as needed.

Feedback received was that the majority of people were in favor of a voluntary slowdown.

*There were some concerns about people feeling pressured into having to work over this period*  
*Availability of vacation days to utilize during this period*

|   | Yes | No  | Not sure |
|---|-----|-----|----------|
| Did the Winter Break negatively interfere with your planned projects/assignments?                                     | 8%  | 79% | 12%      |
| Did the level of available lab organizations, functions and/or support cause disruption to your projects/assignments? | 9%  | 80% | 12%      |

|  | Yes | No  |
|--|-----|-----|
| If the Winter Break were to continue in the future, would you take time off? | 90% | 10% |
| Would you like future Winter Breaks to be mandatory?                         | 33% | 67% |

# No Meeting Pilot Program

Collected some initial feedback on the No Meeting Pilot program (June 1 through Aug 31) and discussed it in a SAC meeting

- People thought the idea of reducing time in meetings was laudable
- Strong preference to retain maximum flexibility for arranging individual schedules
- It is not practical to block out specific times for collaborations that have people in multiple geographic / timezones. (the announcement did say collaboration based meetings were exempt).
- The window for meeting times would be reduced making it even harder to schedule meetings.
- Blocking out Mon morning / Friday afternoon may not be the most optimal times

Feedback was based on the initial reaction to the announcement

Would like to get some experience in order to provide a more fair assessment of the program

Plan to solicit additional feedback in mid Aug

Please send us any feedback, [your comments will remain anonymous \(chlebana@fnal.gov\)](mailto:chlebana@fnal.gov)

# SAC nominations for the 2021-2023 term

- **The SAC term will end for half of its members on Sept 30**

## **Outgoing members:**

Robert Ainsworth (AD), Stefan Hoeche (PPD), Jeremiah Holzbauer (PIP-II), Bo Jayatilaka (SCD), Gordan Krnjaic (PPD), Anne Schukraft (ND) (co-chair), Andrew Sonnenschein (PPD), Tiziana Spina (APS-TD)

## **Continuing members:**

Doug Berry (PPD), Minerba Betancourt (ND), Mattia Checchin (APS-TD), Frank Chlebana (PPD) (co-chair), Patty McBride (PPD), Frederique Pellemoine (AD), Peter Shanahan (ND), Tammy Walton (SCD)

- Outgoing members are from: **1 AD, 1 APS-TD, 3 PPD, 1 ND, 1 SCD, 1 PIP-II**  
Job titles: **3 Associate Scientists, 3 Scientists, 2 Senior Scientists**
- **Please submit nominations (email: Frank [chlebana@fnal.gov](mailto:chlebana@fnal.gov) & Anne [aschu@fnal.gov](mailto:aschu@fnal.gov))**
- Tentative timeline:
  - Solicit nominations by Aug 13
  - SAC makes a selection on/around Aug 23
  - New members to be confirmed by directorate. Inform before Scientist Retreat. Start Oct 1.