



SAC weekly meeting

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Meeting Ground Rules












Please follow our meeting ground rules for all sessions at this retreat:

- Please mute when you are not speaking
- Please use the “raise hand” feature and the moderator will try to recognize people in order
- If we are moving on to another topic and your follow-up comment is on the current issue, please speak up. It is important to have timely and efficient conversations

From the [Fermilab Community Standards](#):

“Every member of the Fermilab community is welcome, and each encouraged to communicate their ideas and/or concerns. We seek to promote open communication which emphasizes listening, creativity, growth and development, collaboration, and inclusivity. This culture encourages respectful discussion and debate for mutual benefit.”

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
 - Status of SAC nominations
 - Co-chair selection for 2022
 - Ongoing activities
- Scientist Retreat De-briefing
- Updates on Childcare and Sick Leave Policy
- Head of PPD Hiring Discussion
- Agenda for next meeting(s)

Status of SAC Nominations

The directorate has endorsed the list of candidates and we have asked them to confirm they will be available to serve on the SAC for the 2022-2023 term

Jim Annis (SCD)

Maria Baldini (APS-TD)

Flor De Maria Błaszczuk (ND)

Alex Drlica-Wagner (PPD)

Jeff Eldred (AD)

Mandy Kiburg (PPD)

Noemi Rocco (Theory)

Alexander Sukhanov (APS-TD)

First meeting with new SAC members will be Mon Oct 4.

Joint meeting with outgoing, current and incoming members.

SAC Co-Chairs for 2022

We need to select new co-chairs for 2022

Chairs serve for a one year term

One chair will be selected from the group of continuing members,
the other chair will be selected from the group of new members.

The chair from the group of new members will continue in an advisory role for a second year

All SAC members can nominate candidates, however the selection will be done by the 8 continuing + 8 new members.

We will notify the new members of the process, once we get their confirmation that they will be available to serve on the 2022-2023 committee.

If eligible, please consider nominating yourself...

All-Scientist Retreat De-briefing

Well attended and good participation in the discussions

- Lower attendance among postdocs - possibly do better advertising next time

Good balance between informative talks and physics/technical discussion

- Opportunity for committees to inform the community on policy updates, get feedback, and to get credit for implementing recommendations

Follow-ups resulting from the retreat

- Write up report (see next slide)
- Plan for summaries in all-scientist meeting
- Future Work Environment session chairs to meet with Future of Work Task Force
- Engagement with Climate Survey team

All-Scientist Retreat - Next Steps

All-Scientist Retreat Report

Select editors

- Provide clear guidance for the writeup

- Identify specific recommendations / action items

- Set timeline (summary presentations, written document)

Summary of Day 1 policy presentations

- SAC session chairs to provide summary for their session

Summary from Scientific Working Groups

- Each WG should provide a summary for their session (refer to 2019 report)

Editors assemble material and edit for clarity/uniformity

Charge for the SAC Scientific Working Groups

The 2021 All-Scientist retreat builds on the work done in previous retreats with the goal of identify future projects that Fermilab's scientists are most interested in pursuing, are aligned with the community interests, and to *develop a strategy for having them included in the P5 report*. The retreat also aims to facilitate the resumption of the Snowmass process and to encourage broad participation.

Report from the 2019 retreat:

https://fermipoint.fnal.gov/org/ood/sac/Shared%20Documents/2019%20Files/Summary_of_2019_All_Scientist_Retreat.pdf

Charge for Frontier Groups (cosmic, energy, neutrinos, precision)

Based on the list of 2030-era experiments developed at the 2019 Scientist Retreat, and including any new effort that has emerged since then, assign a level of interest (high, medium, or low) for each of the experiments.

For each experiment, list the goal (i.e. discovery, limit, potential) that the experiment enables and what factors used to rank each experiment.

Which experiments would have the greatest impact for advancing your sub field?

Of these experiments, what effort would Fermilab need to contribute and what would be needed to engage broader Fermilab participation?

Discuss how the current effort at Fermilab is aligned with the identified future experiments and interest levels.

Evaluate if the current Fermilab Snowmass effort is aligned with these priorities.

Discuss how to ensure that the experiments with highest interest / impact are included in the P5 report.

Evaluate what resources (expertise, people, facilities) would be needed for Fermilab to have a major role in leading and executing the high impact experiments.

Provide a timeline outlining the remaining engagement for the Fermilab 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.

Charge for Technology Groups (quantum, accelerators, computational, detectors)

Based on the list of future technologies discussed in the 2019 retreat, and including any new effort that has developed since then, assign a level of interest (high, medium, or low) for each future technology area.

Which technologies are most important for advancing your sub field? For these technologies, which have the potential for Fermilab to take on leading roles and utilize capabilities that are unique to the lab?

For each future technology area, list the advances that the technology enables and what factors were used to rank them.

How do current R&D efforts align with these priorities and set the path to accomplish 2030-era technology goals?

Evaluate if the current Fermilab Snowmass efforts are aligned with these priorities and what is needed to engage a larger community.

Evaluate what resources (expertise, people, facilities) would be needed for Fermilab to have a major role in leading and developing future technologies.

Feedback on no-meeting days

A survey was sent to limited number of people

Did you participate in the “No-Meeting Days” pilot?

To what extent were the “No-Meeting Days” designated time periods helpful in creating uninterrupted time to focus on work?

How helpful was the “No-Meeting Days” pilot in reducing feelings of stress and being overwhelmed at work?

Participating in the “No-Meeting Days” pilot increased my productivity

Would you be in favor of continuing “No-Meeting Days” as a means of creating balance and focused work time?

Feedback on no-meeting days

General impressions

People are in favor of having no-meeting times

Preference to block out times during the middle of the week when people are more productive (i.e. Wed and Thur afternoon)

Would only apply to lab-specific meetings

Done on a best effort basis, meetings with outside collaborators would be exempt

Greater effort should be made to make meetings more efficient

Include training for running effective/efficient meetings?

Post agenda, reduce meeting time, people attending should have a stake in the topic being discussed, reduce recurring meetings, end meeting if agenda completed, avoid rambling meetings

Concerns

Meeting with European collaborators are usually in the mornings

Reducing the available meeting times may result in more meeting conflicts in the available times

Head of PPD Search Committee

Plan to have a special off-week meeting, **Monday Oct 11**, to meet with the Head of PPD search committee

Allow participation by new SAC members

Updates on the status/timeline

Discuss any questions/concerns

Please come prepared and ready with your feedback/questions...

Questions for Head of PPD Search Committee

Management style

Open and transparent communication

Engage the community in policy decisions

Role of the SAC

View of priorities of facilities and experiments

Develop long term strategic plan (solicit input from Scientific Working Groups)

Succession planning to support long term strategic plan

Agenda for next meeting(s)

Regular bi-weekly meeting: Oct 4, 2021

Overlap meeting with outgoing and new members...

Discuss ongoing activities

Introduction to new members

Select co-chairs for 2022

Discussion of questions for the PPD Head search committee

Special off-week meeting: Oct 11, 2021

Meet with PPD Head search committee