



Division News

K. Burkett

PPD Department Heads Meeting

December 14, 2022



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
Share the air

Lab Reorganization

- ***Slowly evolving. Still on the path discussed last month***
- Lia continuing to fill top-level positions:
 - New COO, Scott Tingey, started ~1 month ago
 - CFO position still open
- ASIC group has been officially moved into ETD in Workday. Working out remaining details.
- PPDirectorate and ETD still planning internal searches for permanent ALDs
 - ALD job req has been approved. As of 10:00am today not yet posted.
 - Looks like permanent ALDs will be named January-February next year
- ***We continue to operate with the existing organization for PPDiv (and ND and Theory)***

Getting Job Reqs Approved

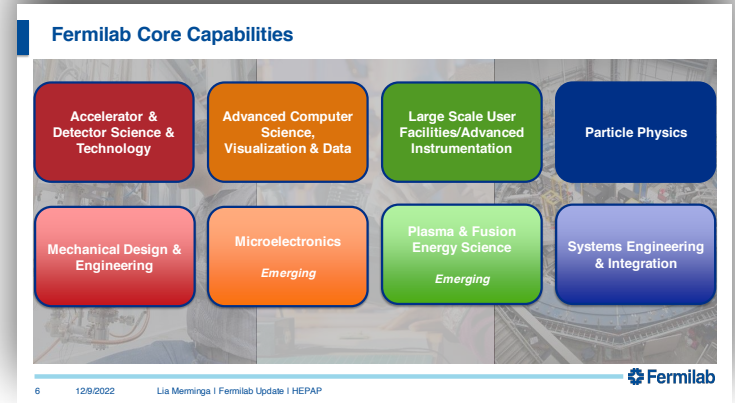
- There is no more jobs committee
- Once approved by PPD head, the job req goes to COO for approval and then to recruiting
- Positions will be approved by COO if they are:
 - Direct funded
 - Indirect funded and 1-for-1 replacements
- New indirect positions will be considered as part of the indirect prioritization process.
- Bottom line is that we should be able to get job reqs approved through the system much quicker than before

Updates to Holiday Pay

- Lab received guidance from OIG that our holiday pay was higher than our peers
- We chose to adjust our holiday pay to match our peers, but wanted to compensate the affected employees through increases in base pay
- Unfortunately, communication of the plan was poor, not all groups working holidays were captured, and there was a misunderstanding about how people working shifts across the lab are paid
- After a uniformly negative response from across the lab, the plan to implement the new pay structure over Thanksgiving was rolled back.
- DOE OK'd a delay in implementation until January 1
- Since then, HR has looked at several different categories of employees receiving holiday pay, and worked out plans with the commitment that nobody loses salary because of the change
- The planned changes are being discussed with managers early this week.
- Once the managers and leadership sign off, the plans will be communicated to individual employees, with the possibility of one-on-one meetings to go over the changes

New Lab Core Competencies

- DOE Office of Science reviewed the list of core capabilities assigned to each lab
- These are key components of how the lab presents its work to DOE
- This year the lab was assigned four new capabilities (***) , for a total of eight
 - Accelerator and Detector S&T (renamed from Accelerator S&T)
 - Advanced Computer Science
 - Large Scale User Facilities
 - Mechanical Design and Engineering ***
 - Microelectronics (Emerging) ***
 - Particle Physics
 - Plasma and Fusion Energy Science (Emerging) ***
 - Systems Engineering and Integration ***
- This designation doesn't come with additional funding, but it's great recognition of our work in these areas and it should make it easier to get funding in the future



All-Hands Meeting Next Monday

- Lia: 2022 accomplishments, 2023 priorities, maybe PEMP grades
- Bonnie: Code of Conduct workshop
- Scott: Introduction and Vision
- Expect Lia to talk about culture of both physical and psychological safety

A Culture of Safety

From Lia's HEPAP talk

- At Fermilab, we are committed and strive to establish a **Culture of Safety** in all its manifestations: **physical and psychological**
- **Safety, both physical and psychological, is our top priority and supersedes every other priority.**
- As an institution, we have the moral and ethical obligation to provide our employees/users/community a safe, respectful, inclusive, welcoming working environment.
- In this environment there is **zero tolerance** for disrespectful, disparaging, discriminatory behavior, bullying, harassment of any kind, and any form of unethical behavior.
 - Must preserve vigorous debates centered on ideas!
- This cultural change must be accompanied by a formal system for practical consequences for violations, accountability, and fair and transparent enforcement procedures resulting in appropriate actions for those who are detrimental to the health of our community, up to and including suspension or termination of a member.
 - All supervisors are stewards of our message.

76

12/9/2022

Lia Merminga | Fermilab Update | HEPAP



Encourage your teams to attend



Winter Break

- Work during holiday break
 - Limited number of people working on-site during the winter break
 - If people on your teams are working, make sure there is enough supervision
 - Finance team will be out, and we will only have very limited admin support
 - Many other lab services, such as Stockroom and Campus Access, will be closed

Other News

- New P5 launched at HEPAP
 - FNAL members Petra Merkel and Bob Zwaska
 - Town halls planned at labs (LBNL, BNL, FNAL, SLAC) between January and April
 - Final report in October
- Division cleanup day?
 - Haven't had a division-wide cleanup day since pre-COVID
 - Early in 2023?
- Outreach opportunity: Cara Brown is looking for volunteers to engage with STEM students at two events:
 - January 10: Northwestern "Employer Week". Hosting a table to meet Engineering Students
 - January 26: Northwestern STEM Virtual Career Fair for STEM students

BACKUP

Round-the-table contributions

- Would like to see these meetings not just be one way communication
- In the past we had 2-3 departments report at each meeting
- Rather than asking you to prepare slides, we'll try just going around the table to hear briefly from all departments at each meeting
 - Ask questions or share issues/concerns that your department is working to address. Other departments may be having similar issues
 - Share ideas about improving efficiency, atmosphere, etc.
 - OK to say “nothing to report”