



Quality of Life Sub-Committee

19 December, 2022
Richard Cavanaugh, Tom Carroll



Welcome to Tom Carroll from U.W.-Madison

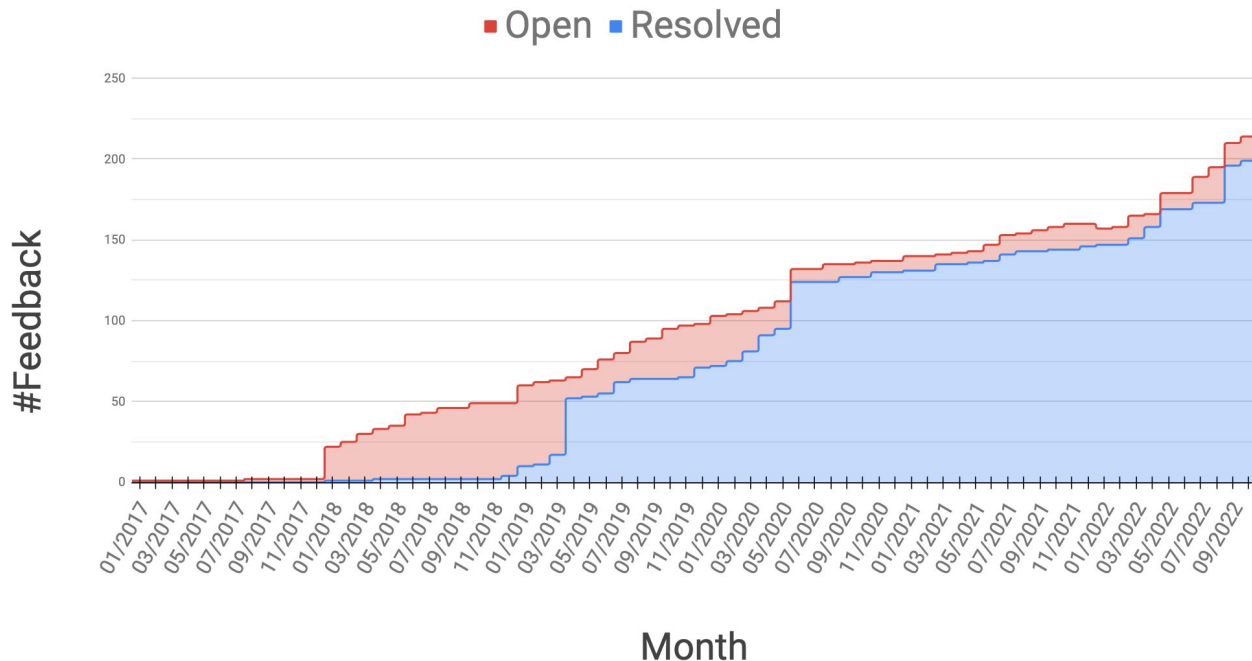
New Deputy Chair of the Quality of Life subcommittee

Would like to recognise and thank Aleena Rafique for her excellent leadership of this subcommittee during the past two years!

QoL Feedback Overview

UEC Feedback

**4 new issues received since last time.
0 issues closed since last time.**



(*) Includes items we don't publish

Open

(*) Excludes items we don't publish

COUNT of Category	Responsible	
	QoL	Total
QoL	18	18
Grand Total	18	18

3 New Issues in December

1 New Issue in November

New Issue

- Question about online payment for housing
- Paraphrased feedback: I was wondering, Is there any way we could pay online housing fee without showing up at Fermilab housing. It would really helpful and save some time?
- Follow up:
 - ◉ To be discussed in today's meeting

New Issue

- Question about food options at the cafeteria
- Paraphrased feedback: Hi, I just wanted to flag the lack of a hot food bar with healthier food options in the Fermi cafeteria as an issue that needs to be addressed as we move towards in-person participation at the lab. This is especially challenging for employees that are unable to pack lunches as they are forced to either have the unhealthy food options, go off campus for lunch, or skip the meal entirely. I have skipped several meals for this very reason, and this makes me not want to come to the lab in-person very often. I really hope this changes in the near future.
- Follow up:
 - To be discussed in today's meeting

New Issue

- Question about email notification of UEC elections
- Paraphrased feedback: Some FNAL employees have shared that they didn't receive emails related to the UEC elections, and it sounded like this issue extended to other announcements meant for all Users.
- Follow up:
 - To be discussed in today's meeting

New Issue

- Question about removal of FNAL employee
- Paraphrased feedback: I heard a FNAL Theory division postdoc was removed from Wilson Hall and the village while sick with COVID.
- Follow up:
 - To be discussed in today's meeting

0 Closed Issues in November and December

18 Old Issues that Remain Open

Four Open issues related to 2018 Backhouse Incident of Sexual Harassment

- **Paraphrased feedback:** Can we get any transparency around how many complaints were filed? And what steps were taken? We have also heard no general statement from the lab leadership on this incident.
- **Follow up:**
 - Directorate has indicated that no statement from the Lab specifically related to the Backhouse case will be made
 - A general statement will be made in the near future about code of conduct and current Lab policies
 - To be discussed in today's meeting



UCL (University College London)

Former UCL academic to pay damages after harassing colleague for months

Christopher Backhouse falsely portrayed Erica Smith as a sex worker and signed her up for far-right groups and fetish websites



University College London. Photograph: peterspiro/Getty Images/iStockphoto

Three Open Issues Related to Funding for Neutrino Guests & Visitors

- Question about resuming Intensity Frontier Fellowships
- Paraphrased feedback: Is there any plan for opening Intensity Frontier Fellowships application (https://www.fnal.gov/pub/forphysicists/fellowships/intensity_frontier/index.html)?
- Follow up:
 - Reply from Joe Zennamo (Neutrino Physics Center Coordinator)
 - Currently, the funding for these programs and the NPC Fellowship Program is requested through an annual proposal submitted to the DOE. Over the past few years, these proposals have not been funded, which has led to these programs being put on hold. In the coming years, we will continue to submit these proposals with the hope of receiving these programs.
 - The Fermilab UEC could help by encouraging your members to reach out to their program managers and highlighting how critical these programs (and hence the funding for them) are to the Users' community.
 - To Do: Send mail to NPC Coordinators with ideas that have worked in the past with the LPC

Three Open Issues Related to Funding for Neutrino Guests & Visitors

- Question about resuming NPC Fellowships at Fermilab
- Paraphrased feedback: I am eagerly looking forward to reopening of NPC fellowship program at Fermilab and wondering when this will happen?
- <https://npc.fnal.gov/neutrino-visiting-scholar-program/>
- Follow up:
 - Reply from Joe Zennamo (Neutrino Physics Center Coordinator)
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Three Open Issues Related to Neutrino Related Programme Funding

- Question about US-India Collaboration
- Paraphrased feedback: many students are not able to travel Fermilab on [the] Neutrino Program and it is not clear now when this funding will be available.?
- Follow up:
 - Reply from Jon Paley
 - At the moment I oversee both the Intensity Frontier Fellowships and the International Student Program at Fermilab (which covers the funding for the Indian students to spend time at Fermilab working with Fermilab Scientists). As with the NPC Fellowship Program, these are funded by the DOE via a specific proposal and are not part of the normal Fermilab budget. Even before the pandemic we were struggling to get consistent (year-to-year) funding for all of these programs, and over the past few years these programs were considered too low priority and were not funded at all once the DOE figured out how to distribute the funds they were provided with all of the caveats and strings attached by Congress. A strong push from Fermilab's Users to re-establish these programs would really help.
 - To Do: Send mail to NPC Coordinators with ideas that have worked in the past with the LPC

Five Open Issues Related to Lab Access

- Lab access has reached crisis levels for much of Fermilab's User Community
 - [Represents 5 of the old 11 open issues](#)
- There appear to be two broad categories of issues:
 - DOE directives / policies are currently severely and negatively impacting Fermilab's core mission, which is founded on a strong user community
 - Can only be addressed at a high level by the Fermilab Directorate
 - There should be site and access differentiation based on levels of sensitive information – Fermilab has almost no sensitive information related to national security
 - Fermilab's Implementations of those directives / policies have been short-handed:
 - Resulting in confusion & high levels of frustration within broader user & employee communities
 - Recent good experience today, but study (possibly adopt) procedures from other labs.
 - Meeting scheduled next week to address this.
- Both of those issues are detrimental to the future of Fermilab
 - Brought to the attention of the FNAL Director in a monthly UEC Meeting.
- Update:
 - Some of the specific issues raised, related to lab access, are candidates for closing
 - E.g. time required for renewal of onboarding - 6 months (not req'd) vs 1 year (curr. req'd) vs 3 years (possible?)
 - However: visitor experience at other Labs (e.g. SLAC) is very different than at FNAL

Five Open Issues Related to Blocking Whatsapp

- Issue with blocking access to Whatsapp
- Paraphrased feedback: Whatsapp should be accessible on Fermilab site. Useful for communicating with colleagues and family in Europe.
- Follow up:
 - Represents 5 of the 11 old open feedback issues. This is one of the primary means for communication for many Fermilab users onsite, especially international users.
 - Contacted Jon Bakken: The WhatsApp blockage came as a directive from Washington, and we were required to make sure the app wasn't on any equipment owned by the government and to block it on all Fermi networks. Security asked our DOE AO (authorizing agent) to allow WhatsApp on the Guest network. This request was denied.
 - The networking team has designed a separate network segment. If approved, the network will only initially be available as a wireless network around housing units (houses, dorms) in the village, require registration for the device and approval of the individual wanting to use the network. If the DOE AO approves this, we plan to ask for approval to deploy the network lab wide.
 - Security will start to communicate the proposal to DOE this week. If it gets approval, we believe it will take 1-2 months to configure the network to accomplish the goal.
- Update: experience at other Labs (e.g. SLAC) is different!

One Open Issue Related to Meeting Room Reservations

- Long standing issue with WH meeting room reservations
- Feedback:
 - From FSPA officers: There is a recurrent problem FSPA has with room reservations. Just this past month, we had 3 occasions in which we had the room reserved for an event and couldn't use it. First there was a DUNE review going on in it, nobody notified us and I had to stay at the door redirecting people to another room we had to book last minute. The second, a week before NP we received an email re-allocating us to Curia II (which doesn't comfortably fit 50 ppl with social distancing) because they said they needed the auditoriums for some DOE review, and that took precedence over room reservations. A few days later they notified us again changing their mind. Lastly, we arrived this morning to start NP at One west and there was a training going on in it! The whole conference schedule is late because of it. It is just too difficult to keep organizing events like this.
- Follow up:
 - This was brought up in a UEC/directorate meeting. Hema mentioned that there is a limited Zoom availability of rooms and the reviews happen to change at the last minute from fully zoom to in person to hybrid and we had to accommodate.
 - Still following this issue:
 - This is a communication problem
 - Would like to see tangible improvements about how changes in room reservations are communicated

Summary

- 4 new issues reported since last QoL meeting
 - 1 Online payment for housing, 1 Cafeteria food options, 1 UEC notification of elections, 1 FNAL employee removal
- 18 old issues remain open
 - 4 related to a 2018 incident of sexual harassment
 - 3 related to funding for guests & visitors to neutrino programme
 - 5 related to Lab access
 - 5 related to WhatsApp
 - 1 related to conference room scheduling