



## Quality of Life Sub-Committee Report

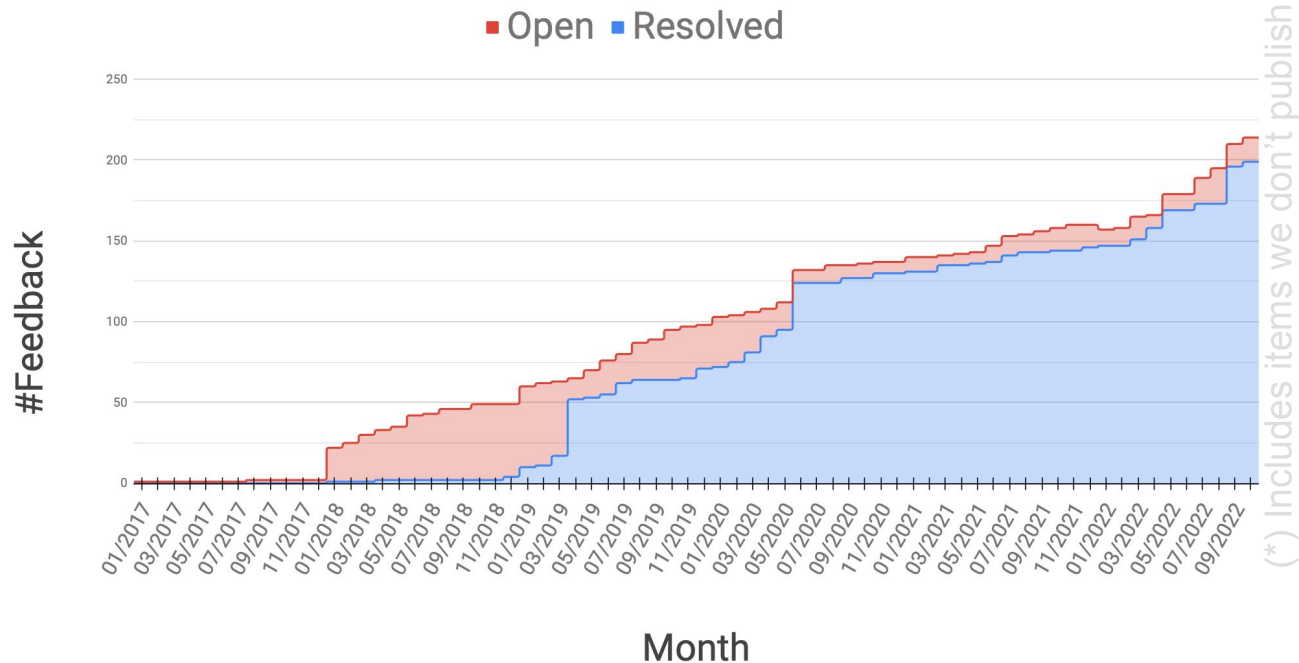
23 January 2023

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# QoL Feedback Overview

## UEC Feedback



(\*) Includes items we don't publish

**1 new issue received**

**22 open issues remain**

- Several are candidates for closing
- Some require further action

## New Issue

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- Question about carpool parking spots
- Paraphrased feedback: More carpool spots should be added back in the parking lot. Prior to 2020 there were more the the current 3 there are now. I can understand why some of the spots were removed during the pandemic when few people were coming in to the lab, but as the number of people coming in grows it would be useful to bring back more of the spots to try to encourage carpooling more.
- Follow up:
  - ◉ Will contact FESS to address this issue

## Open Issue requiring further action

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- 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 help and save some time?
- Follow up:
  - Tenants may already call housing by phone and pay for their rent by credit card
  - An online option is also being considered, but not yet available.
- Proposed criteria for closing:
  - Communicate request for online payment option to Housing
  - Request the Housing communicate current payment options to tenants

## Open Issue requiring further action

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- 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:
  - FESS is aware of the limited options in the cafeteria. Much depends on the demand ramping up following COVID restrictions.
  - Considering surveying Users to gauge cafeteria demand

## Open Issue requiring further action

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- 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:
  - Past UEC announcements went to 3 lists
    - All-users
    - All-users-employees
    - All-users-extra
  - Most recent lab-wide announcements go to **all-users** and **all-hands** lists
  - When requesting emails be sent out ask for it to go to all users including employees
  - Jane is also requesting the ability to directly email lab-wide list

# Open Issue

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- 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:
  - Directorate is aware of the issue, which was discussed in the November UEC general meeting.
  - Does FNAL come under the state's jurisdiction regarding tenant expulsions?
    - If so, did FNAL violate state laws with this case?
    - If not, what is FNAL's policy regarding tenant expulsions?
  - What are the consequences for users if they have an change in conflict of interest (such as participating in a talent recruitment program)? What are the consequences of disclosing it?

# 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 said that no statement from the Lab specifically related to the Backhouse case will be made
  - General statement made in an all-hands meeting about code of conduct and current Lab policies – statement was positively received.
  - Ask about sharing a written statement on the Lab's policies



**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 reopening Intensity Frontier Fellowships application ([https://www.fnal.gov/pub/forphysicists/fellowships/intensity\\_frontier/index.html](https://www.fnal.gov/pub/forphysicists/fellowships/intensity_frontier/index.html)), reopening of NPC fellowship program (<https://npc.fnal.gov/neutrino-visiting-scholar-program/>) and the Neutrino Guest and Visitor Program?
- 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.
  - Further action required: Invite NPC Coordinators to discuss strategies with LPC Coordinators

# Five Open Issues Related to Lab Access

- 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.
- Some issues 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?)

# 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:
  - 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.

# 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.
  - This issue occurred again during the recent CMSDAS event
  - This is a communication problem

# Summary

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- 1 new issue reported
  - Carpool parking slots
- 22 open issues remaining
  - Online payment for housing
  - 1 Cafeteria food options, 1 UEC notification of elections, 1 FNAL employee removal
  - 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 (still an issue)