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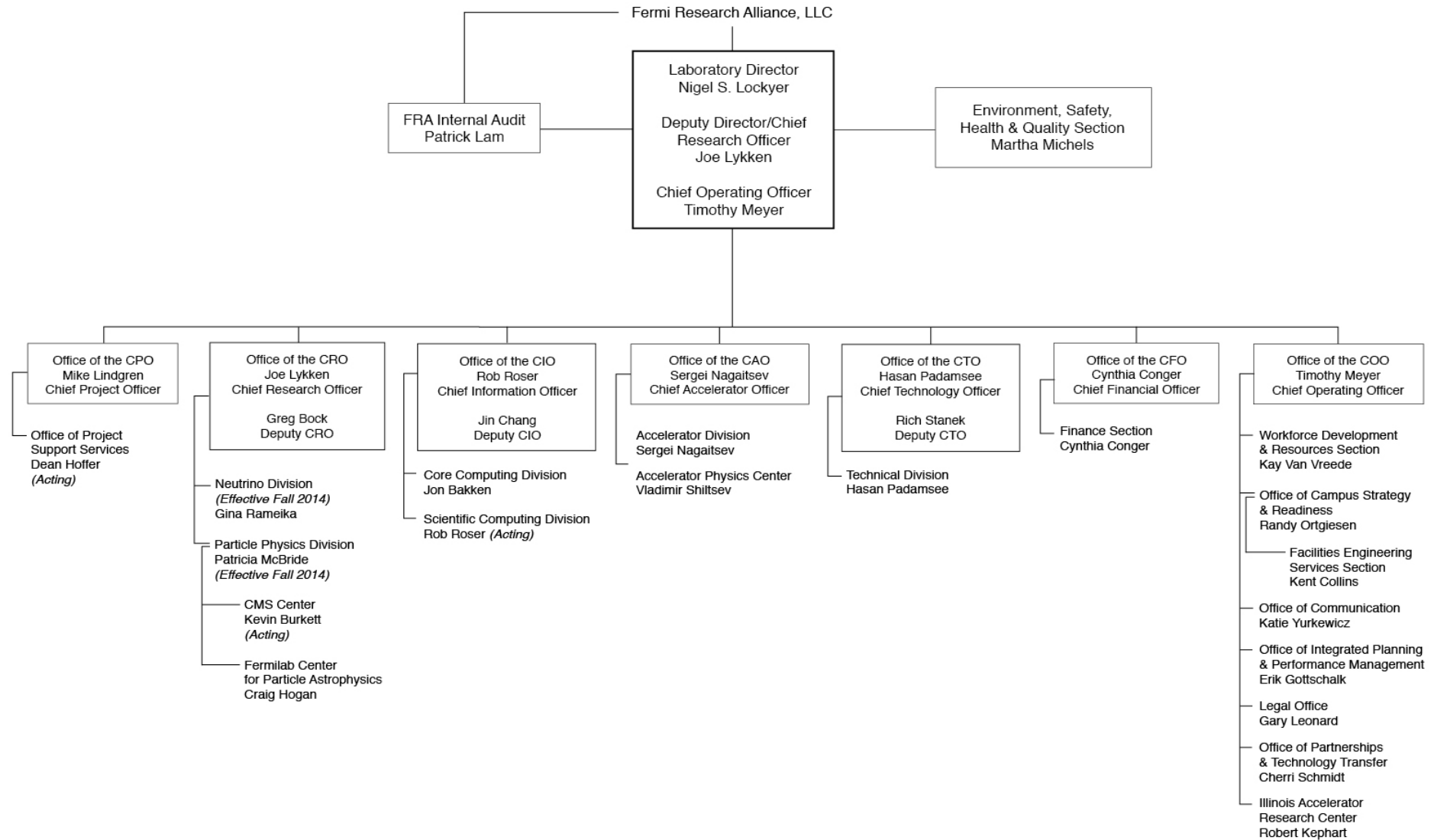
Fermilab reorganization

Joe Lykken
July 24, 2014

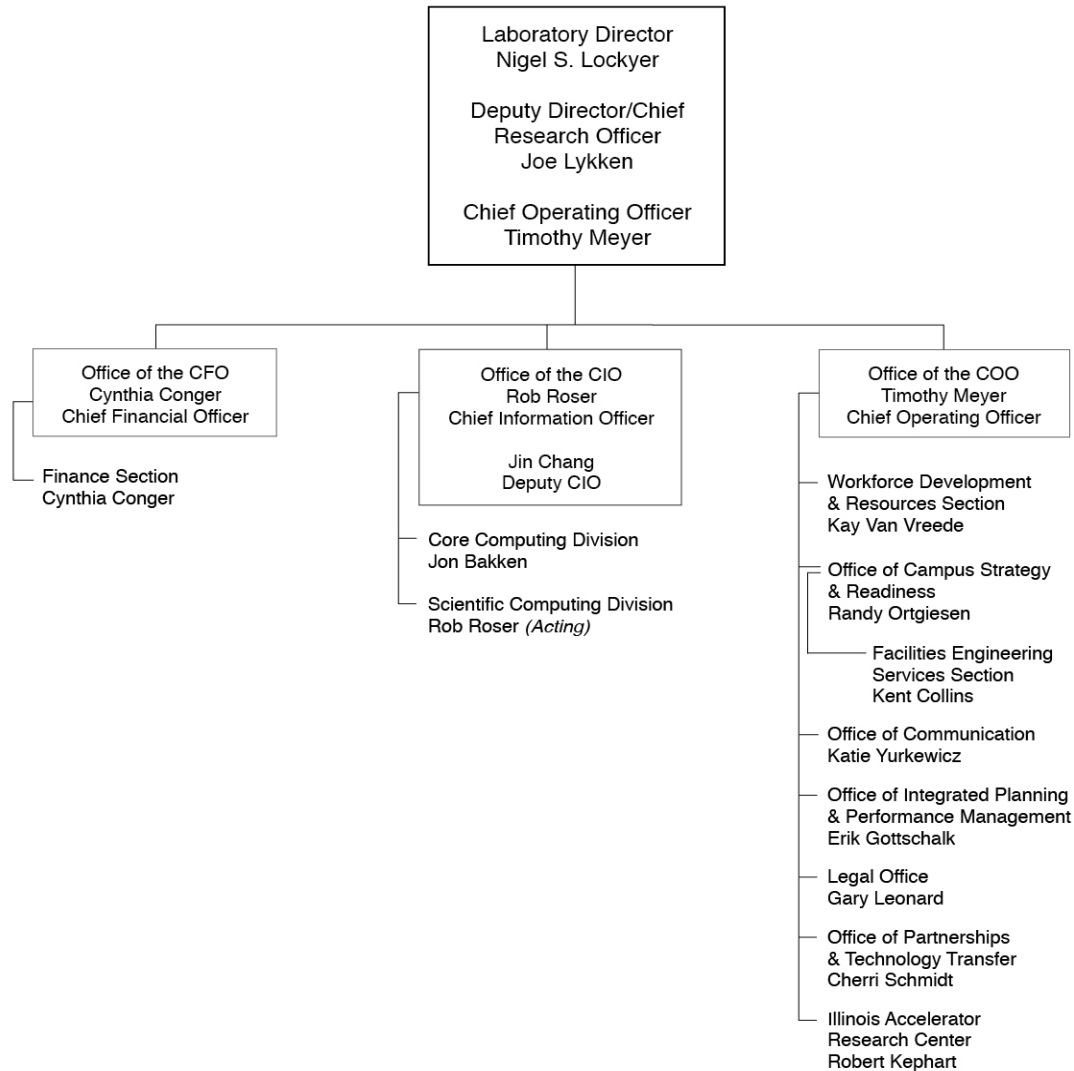
Why the changes?

- Because Fermilab needs:
 - A structure that will help us to carry out the P5 plan
 - Chief Project Officer to ensure lab-wide success as we tackle an unprecedented number of projects for the Office of Science
 - Neutrino Division to provide visible organizational home for short- and long-baseline program
 - Lab-wide focus on international collaborations and partnerships
 - Better communication between top management and the division and section heads
 - Most division and section heads now report directly to the director, deputy director or COO
 - Closer connections between management across all departments (“One Lab”)
 - Boundary condition: don’t break anything

Fermilab Organization



Offices of CFO, CIO and COO



Role of the Chief Accelerator Officer

- All of the lab's Chief Officers are expected to act in a strategic role, planning for the future of the laboratory
- Will be conduit to DOE
- Division Heads' main role is to execute the program
- In the case of the CAO, both roles will be filled by the same person



Role of the Chief Technology Officer

- Hasan Padamsee will also wear two hats as the strategy-focused CTO and execution-focused TD head
- In addition, Hasan will oversee the SRF program, including LCLS-II
- Rich Stanek is the senior engineer in the Directorate providing engineering advice across divisions and senior team leader for LCLS-II



Chief Project Officer

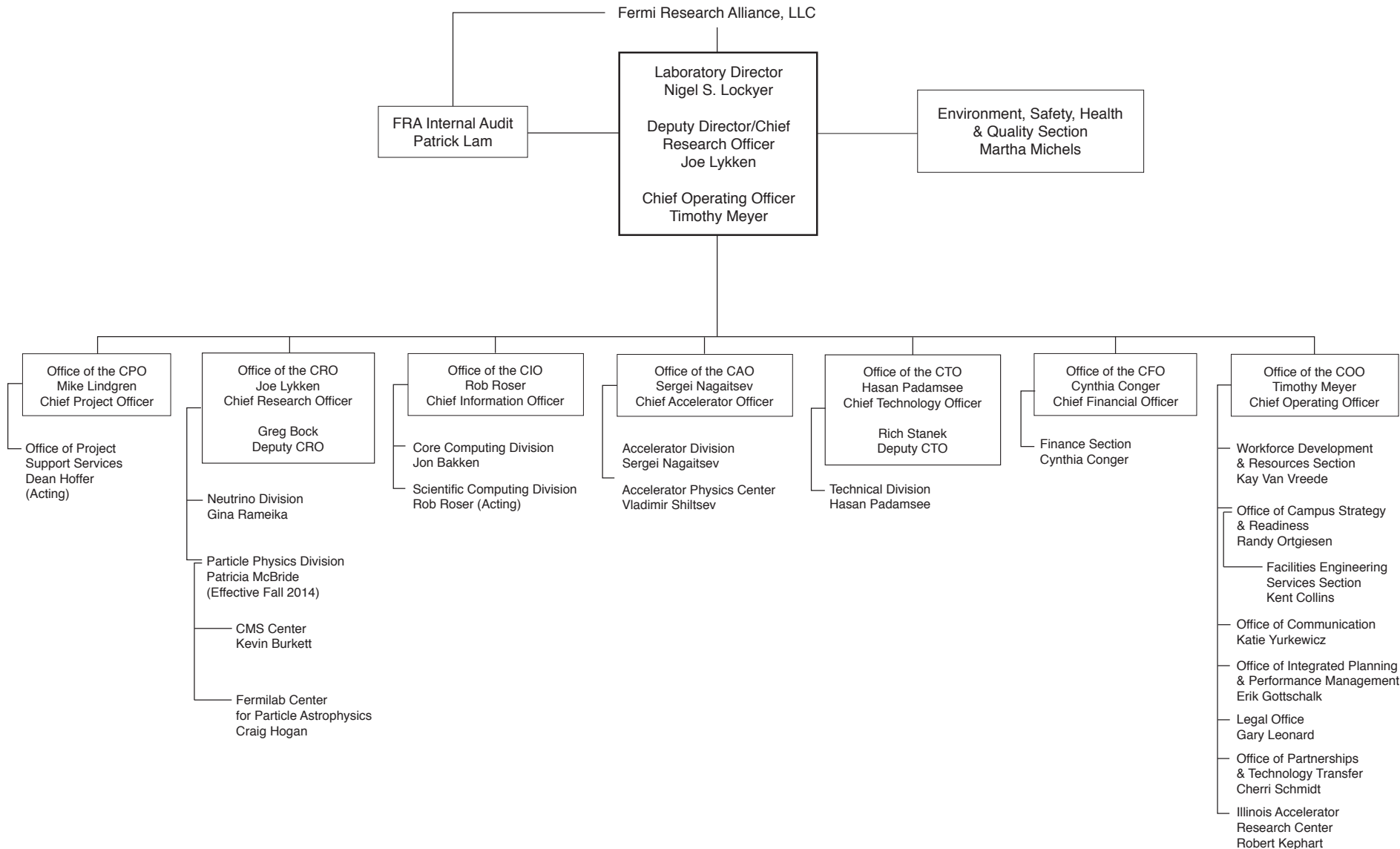
- The Chief Project Officer is accountable for the successful execution of our project portfolio in concert with successful operation of the scientific program
- The CPO will have authority from the Director to address issues and solve problems
- The CPO will not have line management for projects
- The CPO is the conduit to DOE for projects



Projects will be located within divisions

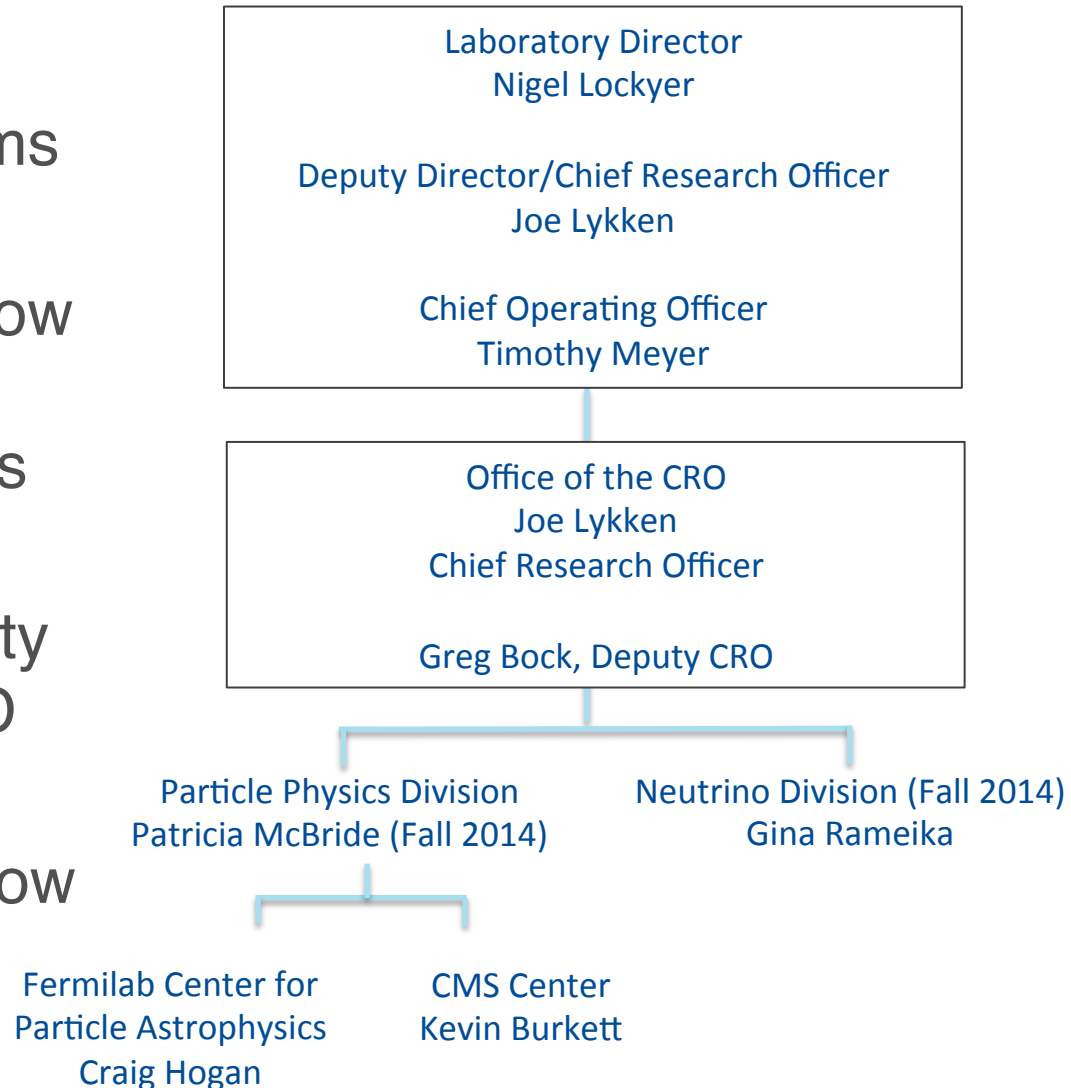
- Accelerator Division
 - PIP-II
- Technical Division
 - LARP, LCLS-II
- Particle Physics Division
 - CMS phase I and phase II upgrades, Mu2e, Muon g-2
 - Dark energy, dark matter and CMB projects
- Neutrino Division
 - Short- and long-baseline neutrino projects

Fermilab Organization



Office of the Chief Research Officer

- Neutrinos are our future: Neutrino Division proclaims that to the world
- ND will start small and grow as our short- and long-baseline program matures
- Initial composition of ND being discussed by Deputy Director and PPD and ND leadership teams
- FCPA and CMS Center now located within PPD



Replacing Patty McBride as USCMS Ops PM

Dear members of the USCMS Collaboration Board,

[July 19, from Sridhara Dasu and Greg Snow, USCMS CB Chair and Deputy CB]

As most of you know, Patty McBride has been named as the new head of Fermilab's Particle Physics Division (congratulations, Patty!), which will require her to step down from her position as USCMS Operations Program Manager. Patty's new position has a nominal start date of October 1, 2014, but there is some flexibility in this date which depends on the transition to a new USCMS OPM. We are initiating the search for a new OPM now with a process similar to the search that resulted in the appointments of Patty and Dan Marlow a year ago. We have been in touch with Dan who will be pleased to continue as Deputy Operations Program Manager for the remainder of his term. Given that Dan is a university-based DOPM, the new OPM should be a Fermilab employee, as outlined in the USCMS Operations Program Management Plan. Both Patty and Dan will be available to help with the transition to the new program management leadership. We aim to have a transition plan in place on a relatively short timescale, with a target of early to mid-September. We will be open to interim solutions if the selection of a new OPM cannot converge by that time.

Replacing Patty McBride as USCMS Ops PM

Our first step is to establish a five-member OPM Selection Committee which represents the USCMS community broadly. Sridhara Dasu and Greg Snow are foreseen to be ex-officio members of this committee. We would like to ask members of the USCMS Collaboration Board to nominate members of the OPM Selection Committee as soon as possible. We will confirm with selected nominees that they are available to start work in late July and continue through September, or longer if necessary.

Kindly consult with members of your groups and send suggestions for members of the OPM Selection Committee by end of business on Friday, July 28, to Sridhara (dasu@hep.wisc.edu) and Greg (gsnow1@unl.edu).

We appreciate the collaboration's attention to this important search, and please let us know if you have comments or questions at this stage.

Sincerely, Sridhara and Greg

[Sridhara and Greg have agreed to coordinate closely with Patty, Greg Bock, and me on each step of this process]

Scientific advancement

- Employees should be able to advance in their careers based on scientific, engineering and technical skill – even if they are not managers
- The lab is investigating new advancement mechanisms to make this possible
- In alignment with this effort, Chief and Division and Center head positions typically held by scientists will rotate approximately every 5 years

Role of the Office of Campus Strategy & Readiness

- New level of effort needed to renew our aging infrastructure and execute the Campus Master Plan
- Office's small team responsible for
 - readiness of existing facilities
 - campus planning and strategy
 - securing new sources of outside funding



Campus Master Plan



Fermilab Senior Management Team



Jon Bakken



Greg Bock



Kevin Burkett



Kent Collins



Cynthia Conger



Craig Hogan



Bob Kephart



Mike Lindgren



Nigel Lockyer



Joe Lykken



Patricia McBride



Timothy Meyer



Martha Michels



Sergei Nagaitsev



Randy Ortgiesen



Hasan Padamsee



Gina Rameika



Rob Roser



Jim Strait



Vladimir Shiltsev



Kay Van Vreede



Katie Yurkewicz

Questions?