

DEVICES
DOWN
HEADS UP



PSC ALL-HANDS MEETING JUNE 29, 2016



STEPHEN STREIFFER

Associate Laboratory Director, Photon Sciences
Director, Advanced Photon Source

AGENDA

- Stephen Streiffer
 - Safety
 - PSC “What’s Next?” Climate Survey results
 - News, Awards, and Recognition
 - APS-U Update
- Julie Cross
 - Hidden APS
- Rick Fenner
 - Where do I find...?

HOW MANY TRIKES ARE THERE IN THE EXPERIMENT HALL?



ANSWER: 129
(THAT WE COULD FIND)

REMINDERS ON TRIKE USE



Please:

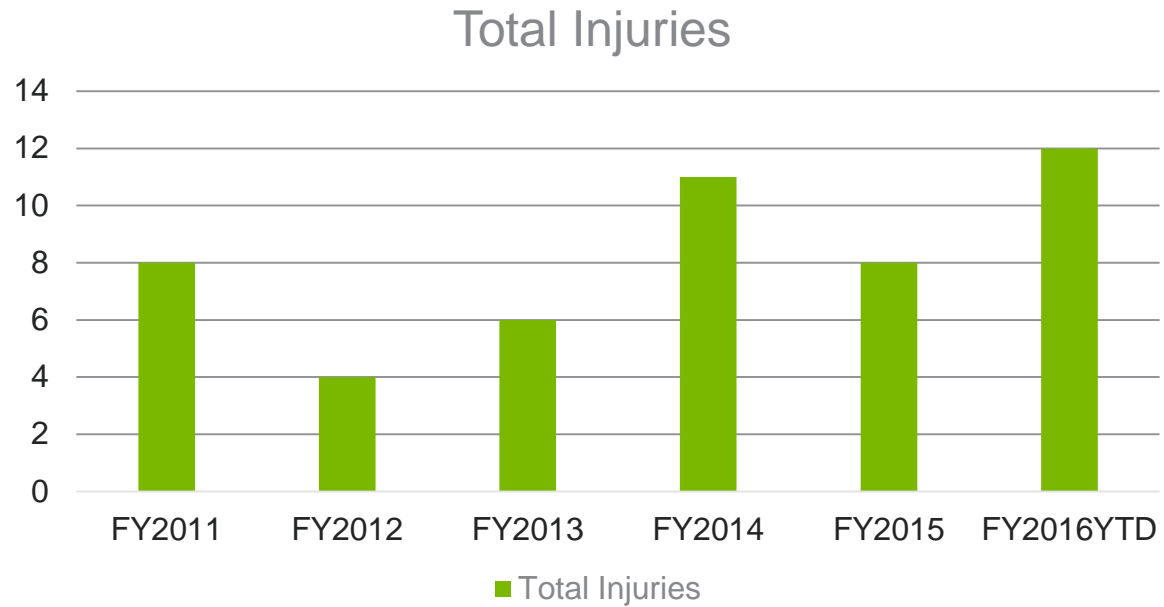
- Don't park in front of electrical panels
- Don't park in areas marked “**Keep Clear**” or “**Keep Open**”
- Don't park in floor areas painted **red**
- Don't park in front of doors or aisle ways

Also, please:

- Don't go faster than a fast walk while riding
- Don't take a trike without permission
- Park to the side to leave an open path in the main aisle way

FELLOW WORKERS ARE BEING INJURED

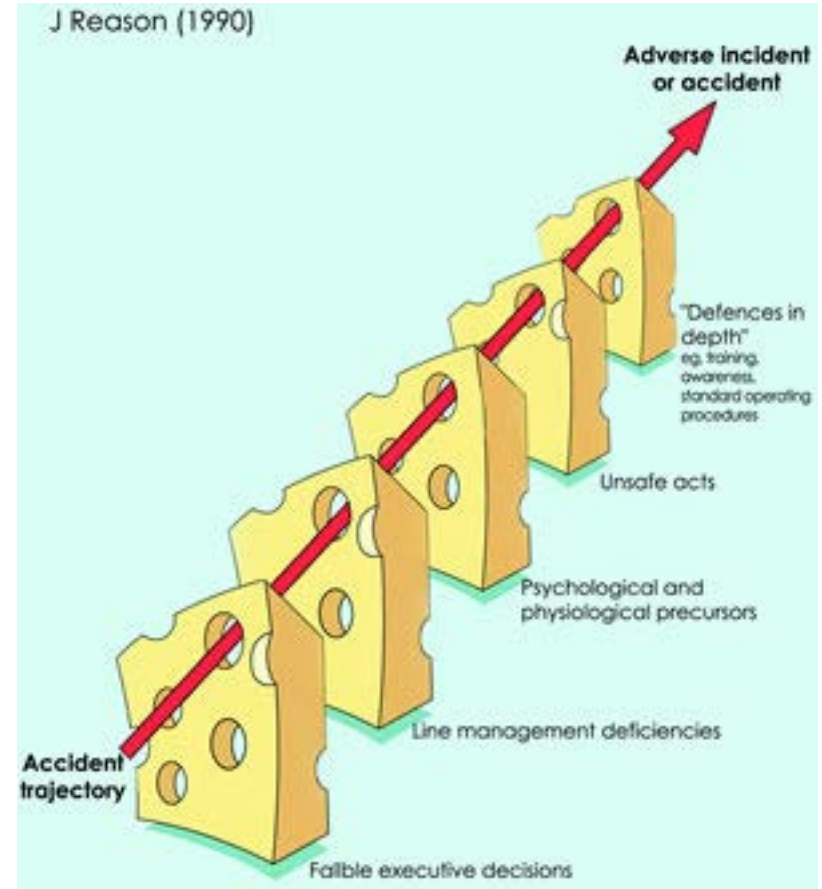
- 12 injuries in the first 7 months of FY2016



Type	Total Number
Cuts	2
Contusions	2
Fractures	2
Sprains	6

REINVIGORATING SAFETY AT THE APS

- We are all accountable
- We must commit ourselves to the tenets of Integrated Safety Management
- Three fundamental issues
 - Many many more users, fewer staff
 - Life activities – slips, trips, and falls
 - “Swiss cheese” events
- Divisions rolling out safety focus plans



**Safety depends on teamwork,
focus on the APS mission**

DIVERSITY & INCLUSION CLIMATE STUDY 2015-2016

The Diversity & Inclusion Climate Survey was designed to understand:

Sense of mission and teamwork

Employee satisfaction and engagement


Sense of feeling valued, respected, and included

Perceived opportunities for growth, development, and advancement

Perception of the climate for recruiting, supporting and retaining diverse workforce

Data will inform short- and long-term actions to support a sustainable D&I strategy

Project Overview

SUMMER 2015	FALL 2015	WINTER 2015–16	SPRING/SUMMER 2016 
<ul style="list-style-type: none"> • Interviews • Research • Survey development • Survey branding, communications and marketing 	<ul style="list-style-type: none"> • Confidential survey fielded • Communication fairs and public kiosks to encourage participation • Participation challenge from senior leadership • 59% response rate: 1784/3038 	<ul style="list-style-type: none"> • Town Hall meeting • Discussion groups: <ul style="list-style-type: none"> • Union • SAs • PAs • PTs • Post-docs • RDs (by career stage) • Women, racial/ethnic minorities, WIST, Employee Resource Organizations 	<ul style="list-style-type: none"> • Lab-wide climate survey results shared with staff • Directorate reports provided • Directorate presentations • Action planning underway

272 out of 501 PSC staff responded to the climate survey for a response rate of 54%

Survey: A Statement was Provided with Five Options

As an example.....

I am satisfied with my job at Argonne.

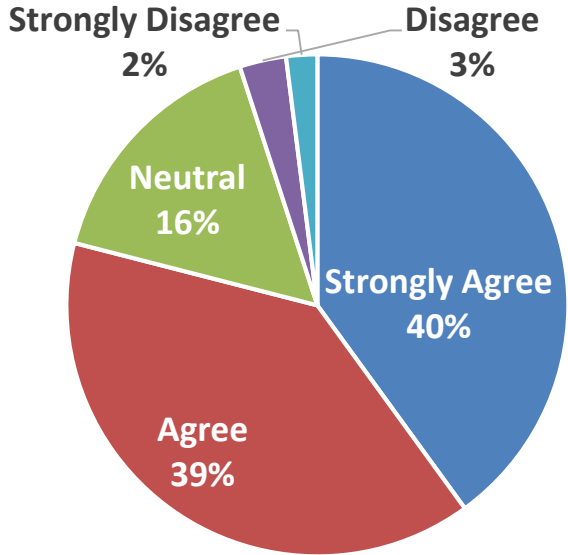
- | | |
|----------------------------|-----|
| Strongly Disagree | (1) |
| Disagree | (2) |
| Neither Agree nor Disagree | (3) |
| Agree | (4) |
| Strongly Agree | (5) |

Survey Areas: Engagement, Job, D&I Climate, Respect

Job and Climate Indicators	# Items	Lab α	Lab (non-PSC)	PSC	PSC
			Mean Score	Mean Score	95% Confidence Interval
Employee Engagement	7	.89	4.08	4.11	4.02 - 4.19
Work-Life Management and Job Focus	4	.77	4.07	4.03	3.94 - 4.13
Division Director Commitment to D&I Leadership	5	.96	3.85	3.80	3.70 - 3.90
Inclusion and Respect	4	.83	3.82	3.75	3.65 - 3.84
Supervision	8	.96	3.78	3.76	3.63 - 3.88
Teamwork & Collaboration	5	.90	3.76	3.68	3.56 - 3.79
Lab Commitment to D&I	6	.87	3.60	3.63	3.54 - 3.72
Professional Development	6	.89	3.25	3.23	3.11 - 3.36
Leadership Development	5	.79	3.17	3.31	3.13 - 3.49

Eight in Ten in PSC Believe the Lab Needs Inclusion for Success

“In order to be a world-class laboratory, it is essential for Argonne to have a diverse workforce.”



Inclusion and Respect

% Agree or Strongly Agree

Inclusion & Respect Items	Lab (non-PSC)	PSC
My coworkers/colleagues treat me with respect.	86%	74%
My coworkers/colleagues value my opinion.	82%	74%
At Argonne, diversity of opinion and perspective is valued and respected.	67%	63%
People like me are valued at Argonne.	61%	61%

Percentages in bold are statistically significant at $p < .05$.

Supervisors

% Agree or Strongly Agree

Supervision Items	Lab (non-PSC)	PSC
<i>My supervisor</i>		
... treats me with respect.	85%	80%
... communicates with me in an open, two-way manner.	77%	78%
... considers my point of view when making decisions.	74%	72%
... provides the resources I need to help me develop in my job.	65%	60%
... sets clear expectations for success in my current job.	64%	59%
... provides feedback on my strengths.	63%	65%
... provides constructive feedback that helps me improve.	59%	59%
... takes the time to understand my career aspirations.	53%	50%

Percentages in bold are statistically significant at $p < .05$.

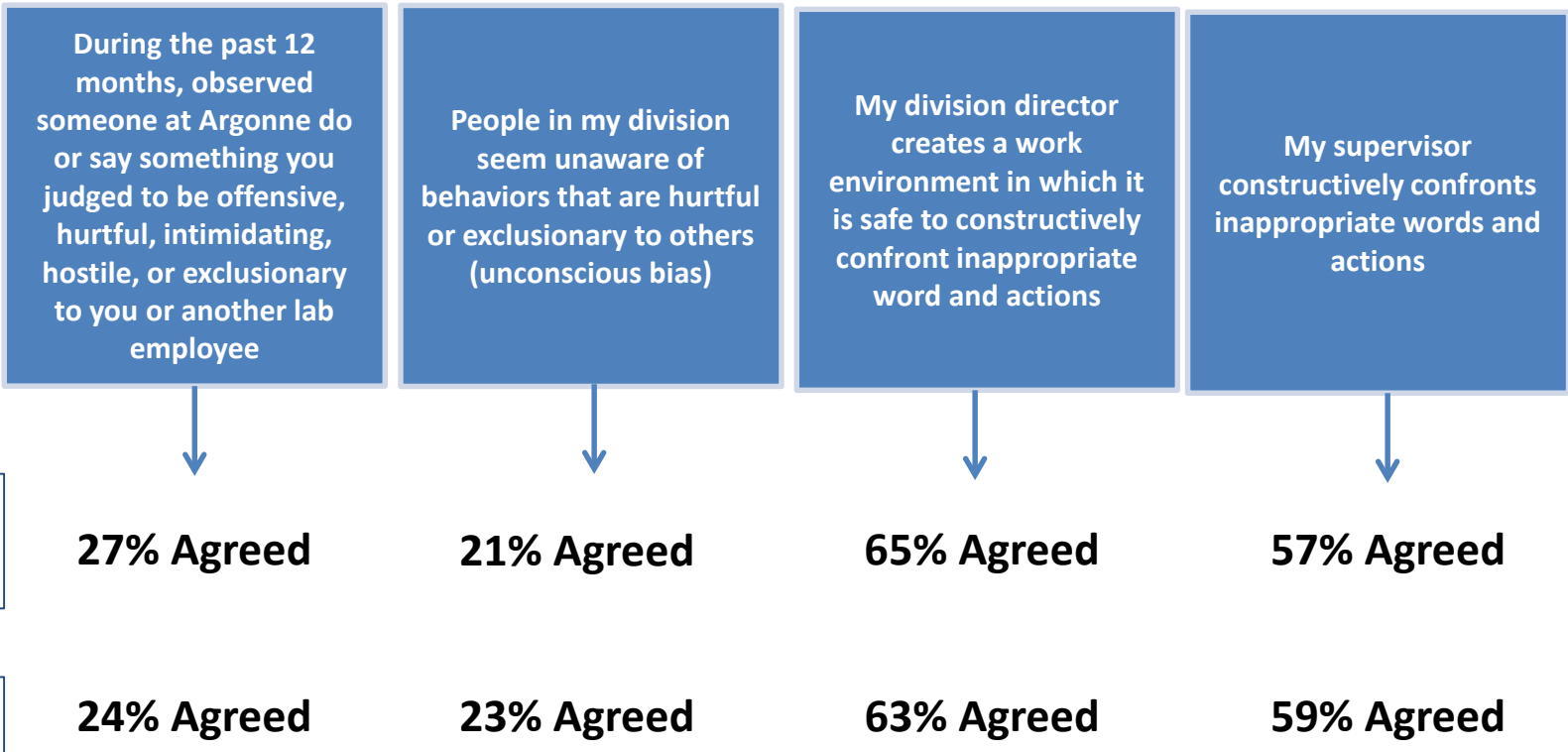
Teamwork & Collaboration

% Agree or Strongly Agree

Teamwork and Collaboration Items	Lab (non-PSC)	PSC
My supervisor promotes collaboration among project or team members.	76%	68%
My supervisor encourages team members to contribute different points of view.	74%	68%
My supervisor helps our team understand the linkage between our work and the lab's goals and objectives.	67%	68%
My supervisor models teamwork in his or her own behavior.	66%	56%
My supervisor constructively confronts inappropriate words and actions.	57%	59%

Percentages in bold are statistically significant at $p < .05$.

Exclusionary Behavior



Employee Engagement

% Agree or Strongly Agree

Engagement Items	Lab (non-PSC)	PSC
I work extra hours when needed to help the lab succeed.	93%	95%
I go the extra mile to help meet the lab's needs.	90%	93%
I personally agree with most of the lab's goals.	79%	83%
I recommend Argonne to others as a good place to work.	79%	77%
I would choose to work here again if I were looking for work.	77%	78%
I feel very loyal to Argonne.	75%	78%
I am satisfied with my job at Argonne.	74%	78%

Percentages in bold are statistically significant at $p < .05$.

Work-Life Management and Job Focus

% Agree or Strongly Agree

Work-Life Management and Job Focus Items	Lab (non-PSC)	PSC
I have enough flexibility to meet my personal/family responsibilities.	85%	82%
My supervisor is supportive of my personal/family responsibilities.	82%	78%
I am able to take leave that I am entitled to (e.g., parental leave, sick leave, FMLA) without worry that it will negatively affect my job or career.	78%	77%
I am able to focus and concentrate on the most important tasks at work.	78%	79%

Percentages in bold are statistically significant at $p < .05$.

Lab Commitment to D&I

Lab Commitment to Diversity & Inclusion Items	% Agree or Strongly Agree	
	Lab (non-PSC)	PSC
My supervisor hires employees whose gender, race or ethnicity is different from her or his own.	67%	66%
Argonne's senior leadership in the Office of the Lab Director demonstrates that they value a diverse workforce.	65%	70%
Senior leadership in my Directorate demonstrates that they value a diverse workforce.	63%	67%
Leadership in my division demonstrates real commitment to hiring, promoting, and retaining highly talented women.	55%	51%
Argonne's hiring procedures enable the lab to effectively recruit a talent pool that includes women and underrepresented minority candidates.	48%	47%
Leadership in my division demonstrates real commitment to hiring, promoting, and retaining highly talented employees from underrepresented minority groups.	44%	47%

Percentages in bold are statistically significant at $p < .05$.

Professional Development & Advancement

% Agree or Strongly Agree

Professional Development and Advancement Items	Lab (non-PSC)	PSC
There are people like me who advance at Argonne.	62%	59%
I am satisfied with my opportunities to learn and grow professionally at Argonne.	61%	60%
I know what I need to do to advance at Argonne.	47%	51%
I get the information I need about career opportunities at Argonne.	43%	39%
My career advancement opportunities are good at Argonne.	37%	38%
Argonne selects the most capable people for promotion.	34%	32%

Percentages in bold are statistically significant at $p < .05$.

Leadership Development

% Agree or Strongly Agree

Leadership Development Items	Lab (non-PSC)	PSC
In my leadership role at Argonne, I received the ...		
... support I needed from colleagues in comparable roles.	62%	56%
... feedback from my supervisor that I needed to be successful.	56%	65%
... people management training I needed to be successful.	45%	55%
... support I needed to develop new funding opportunities.	32%	32%
... budget management training I needed to be successful.	22%	32%

Percentages in bold are statistically significant at $p < .05$.

Climate Survey Key Findings

- Engagement and work-life integration high
- In order to be world-class lab, most agree that it is essential for Argonne to have a diverse workforce
- Employee perception that Argonne's commitment to diversity is weak
- Supervision issues are evident
- Teamwork and collaboration issues emerge
- Opportunities for professional development and leadership development are poor

Climate Survey Key Findings

- **Supervisors need to improve in setting expectations for success, providing feedback for improvement, and promoting teamwork/collaboration**
- **People are generally treated with respect by supervisors and coworkers but they often don't feel valued**
- **Offensive, hurtful, intimidating, hostile, exclusionary behavior are evident**
- **Improvement needed in the areas of supervisors constructively confronting inappropriate words and actions and with management creating a work environment where it is safe to do so**

ACTIONS – Start with Core Values

Argonne Diversity & Inclusion Guiding Principles

Mission

Leverage diverse perspectives, ideas and experiences to achieve scientific excellence, innovation and strategic positioning for the lab

Vision

Build a more inclusive, respectful and transparent work environment

Strategic Objectives

1. Implement best practices for recruiting diverse talent at all levels
2. Foster an intentional path to leadership and career advancement for all employees
3. Create a culture of trust and respect, with inclusion as a core value

Actions

- Establish a Directorate Working Group
 - Understand issues behind the climate survey, particularly around exclusionary behavior
 - Work with management to develop a response plan
- Perform Career Development Reviews
 - Set of tools to enable every employee to see where they fit within their Division, the APS, and the Laboratory, relative to our overall mission and goals
- Make use of Lab initiatives to support PSC needs
 - Parental Leave Policy
 - Inclusive Leadership and Mentoring Workshops
 - Leadership Development Programs
 - Strategic Laboratory Leadership Program
 - Frontline Supervisor Development Program
 - Leadership Development Series,
 - Experienced Leader Series
 - Managerial Skills Series
 - Implicit Bias and Revised Mandatory EEO and Affirmative Action Training
 - Diversity Focus in our Outreach Efforts
 - Performance Evaluation Process Committee Review

Resources

- Argonne Diversity Program Officer: Alberto Camargo ext. 2-3022

- Human Resources Manager: Tom Padilla ext. 2-3032

- The Network (third-party service provider—offers anonymity and confidentiality)
 - Phone: 877-587-2449
 - Web: anl.tnwreports.com

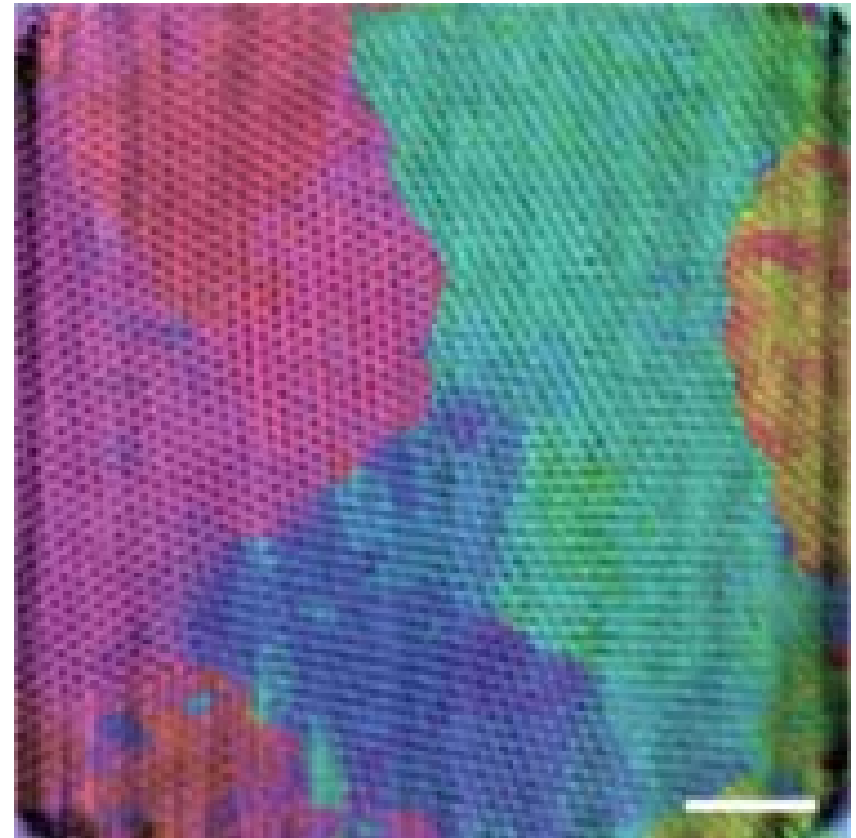
- Questions about the survey? Email inclusion@anl.gov

- Interested in participating in a PSC working group? Email inclusion@anl.gov

NEWS, AWARDS, AND RECOGNITION

THE PHOTONIC CRYSTALS IN BUTTERFLY WINGS THAT CREATE COLOR

- Microscopic structures on butterfly wings reflect light to appear as brilliant colors
- At XSD 2-ID-B users from UC-San Diego, Yale, ANL/BNL studied tiny piece of wing scale from the butterfly *Teinopalpus imperialis* to determine organization of photonic crystals in the scale
- Scales appear as flat patchwork map with domains that are highly organized but have slightly different orientation
- May indicate that the never-before-seen defects grow as a result of chirality (left or right-handedness) of chitin molecules from which butterfly wings are formed
- Results published in *Science Advances* could help mimic the effect for reflective coatings, fiber optics or other applications



Patchwork map of lattices with slightly different orientations (colors added to illustrate the domains)

Science Shorts: <https://youtu.be/dl06AoEon58>

DR. EDWARD ABRAHAM STERN

SEPTEMBER 19, 1930–MAY 17, 2016



May 11, 1995, representatives from PNC-CAT including PNC-CAT Director Edward Stern (second from left), met with David Moncton (right), APS Associate Laboratory Director, to sign a Memorandum of Understanding, becoming the 11th APS CAT to do so.

- **Dr. Edward Abraham Stern**, Professor Emeritus, Washington University, and founding Director of the Pacific Northwest Consortium Collaborative Access Team (PNC-CAT) at Sector 20 of the Advanced Photon Source (APS) passed away on May 17, 2016. He was 85.

ASD DIRECTOR ZHOLENTS TO RETURN TO FULL-TIME RESEARCH



- After six years of service as Director of the Accelerator Systems Division, Sasha Zholents has asked to transition from his management role to a full-time research role
- Search committee will be chaired by Stuart Henderson

AWARDS & HONORS

DIRECTOR'S AWARD



- Janet Anderson (AES-SSG), Arista Thurman (AES-IT), Tony Pietryla (AES-CTL), Brian Pruitt (AES-IT), James Stevens (AES-CTL), Troy Lutes (AES-IT), Joe Midlock (AES-IT), Nick DiMonte (AES-CTL), Brian Robinson (AES-IT), Martin Smith (AES-CTL), David Wallis (AES-IT), Shifu Xu (AES-CTL), Steven Shoaf (AES-), Andrew Johnson (AES-SSG)
- **For extraordinary effort and innovation in working the extended hours required for the team to learn, install, and operate the NetApps and HP HA systems.** There were no problems in starting the APS accelerator at the end of the maintenance period, which was shorter than normal time for startup. In spite of all the changes the result was the smoothest startup in years. The task was completed on-time and within budget.

AWARDS & HONORS

PACESETTER AWARDS

- Robert Lill, Ronald Blake, Patrick Dombrowski (all ASD-Diagnostics) and Steven Shoaf (AES-Controls)
 - **Pacesetter Award** for their extraordinary effort providing a new mechanical motion measurement system for MBA beam1 stability R&D which resulted in new understanding of how various environmental factors impact mechanical stability of bpps.
- Michelle Givens (AES)
 - **Pacesetter Award** for her extraordinary effort in preparation of project graphics for the BESAC Subcommittee Meeting.
- Katherine Martin (FMS/APS-U)
 - **Pacesetter Award** for her extraordinary effort in preparation of project plans for the BESAC Subcommittee Meeting.

AWARDS & HONORS

SERVICE AWARDS

- Congratulations to the following individuals for 25 years of dedicated service to Argonne National Laboratory (2016):

Deming Shu (XSD)

Kenneth Belcher (AES)

Steven Davey (AES)

Jeffrey Goetzen (ASD)

Darryl Reigle (AES)

Scott Benes (AES)

- Congratulations to the following individual for 30 years of dedicated service to Argonne National Laboratory (2016):

David Leibfritz (AES)

AWARDS & HONORS

- Joe Budz, Greg Banks, Anne Boron, Van Nguyen, Chris Sawatski, Curt Forth, and Lorraine Roberts (all AES-SI), Karen Walker, (AES-DD)
 - **Pacesetter Award** for extraordinary effort over the past 9.5 years assuring a successful completion of the PSS generation 1 upgrade project and reducing beamline downtime, validation times, and addressed obsolescence
- **Haidan Wen** (XSD-TRR) received a prestigious **DOE Early Career Research Award** for “Understanding Mesoscale Nonequilibrium Heterogeneity by Multimodal X-ray Imaging,” to catch dynamic snapshots of materials as they changing and perform unusual phenomena
- **Chris Jacobsen**, special advisor to the APS Director for imaging and instrumentation, and professor in the Dept. of Physics and Astronomy at Northwestern University, was recognized as a **2016 Argonne Distinguished Fellow**



AWARDS & HONORS CONT'D.

- **Tobin J. Marks** (Northwestern Univ.), APS user, is the 2017 winner of **the Priestley Medal** for “pioneering research in catalytic polymerization, organometallic chemistry, organic opto-electronic materials, and electronically functional metal oxides.”
- **Kirsten Jensen** (Univ. of Copenhagen, Denmark), APS user, receives **the European Powder Diffraction Conference Award for Young Scientists** for outstanding scientific achievement by a young scientist in the field of powder diffraction.”
- **Ling Li** (Harvard Univ.), APS user, is the winner of the **2016 APSUO Rosalind Franklin Young Investigator Award** for his work using high-resolution synchrotron-based tomography techniques at the APS to develop a fundamental understanding of the mechanical and multifunctional design of biological materials.



THE APS & THE 2016 ARGONNE OPEN HOUSE – THANKS TO YOU, IT WAS A SUCCESS!

- ~10,000 visitors
- 24 APS exhibits
- 63 APS exhibitors
- 70 APS tour volunteers



THE APS & THE 2016 ARGONNE OPEN HOUSE – THANKS TO YOU, IT WAS A SUCCESS!

Visitor Survey Results

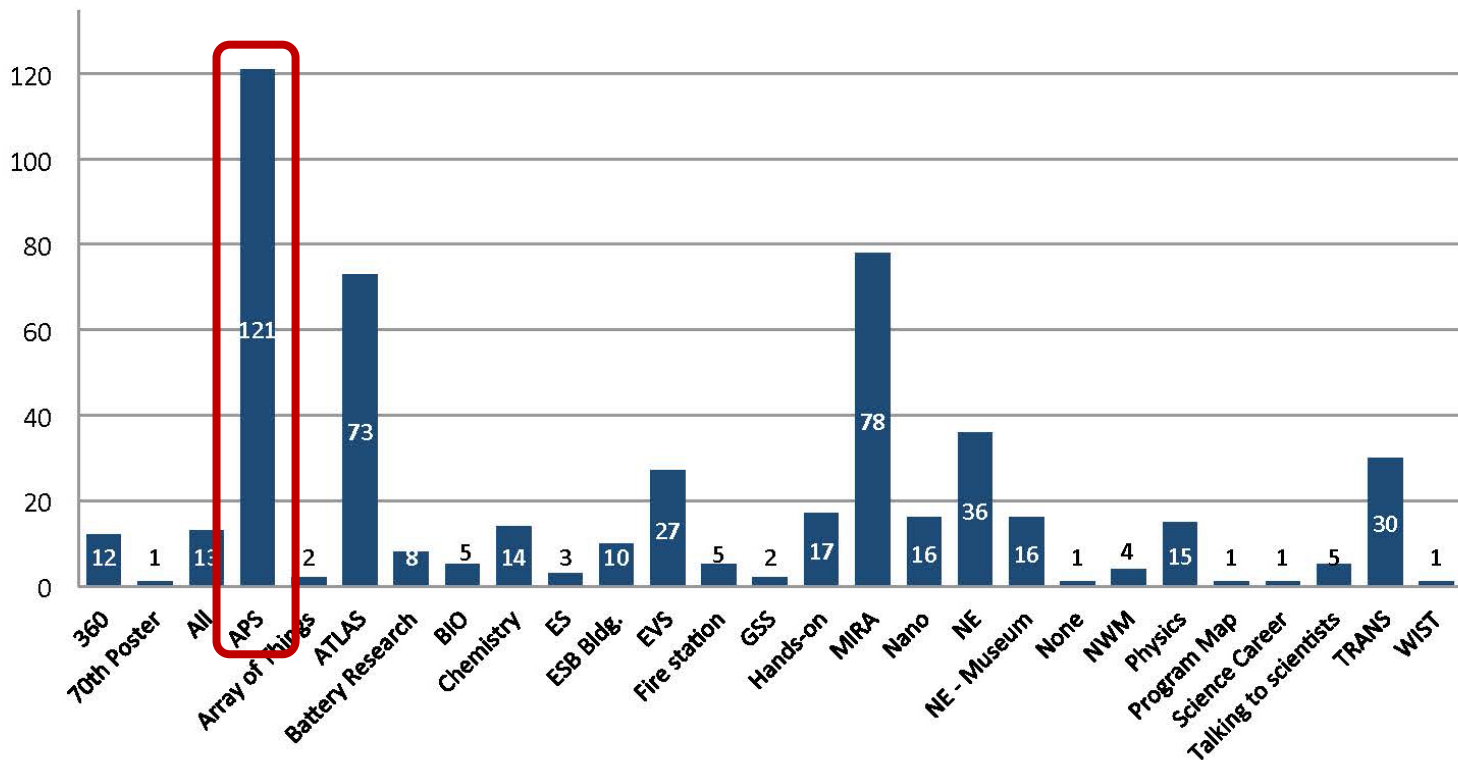
Argonne Open House 2016 on May 21, 2016

Opened: 05/23/16, closed: 06/13/16, n = 522

Question 23

n = 350 (skipped = 172)

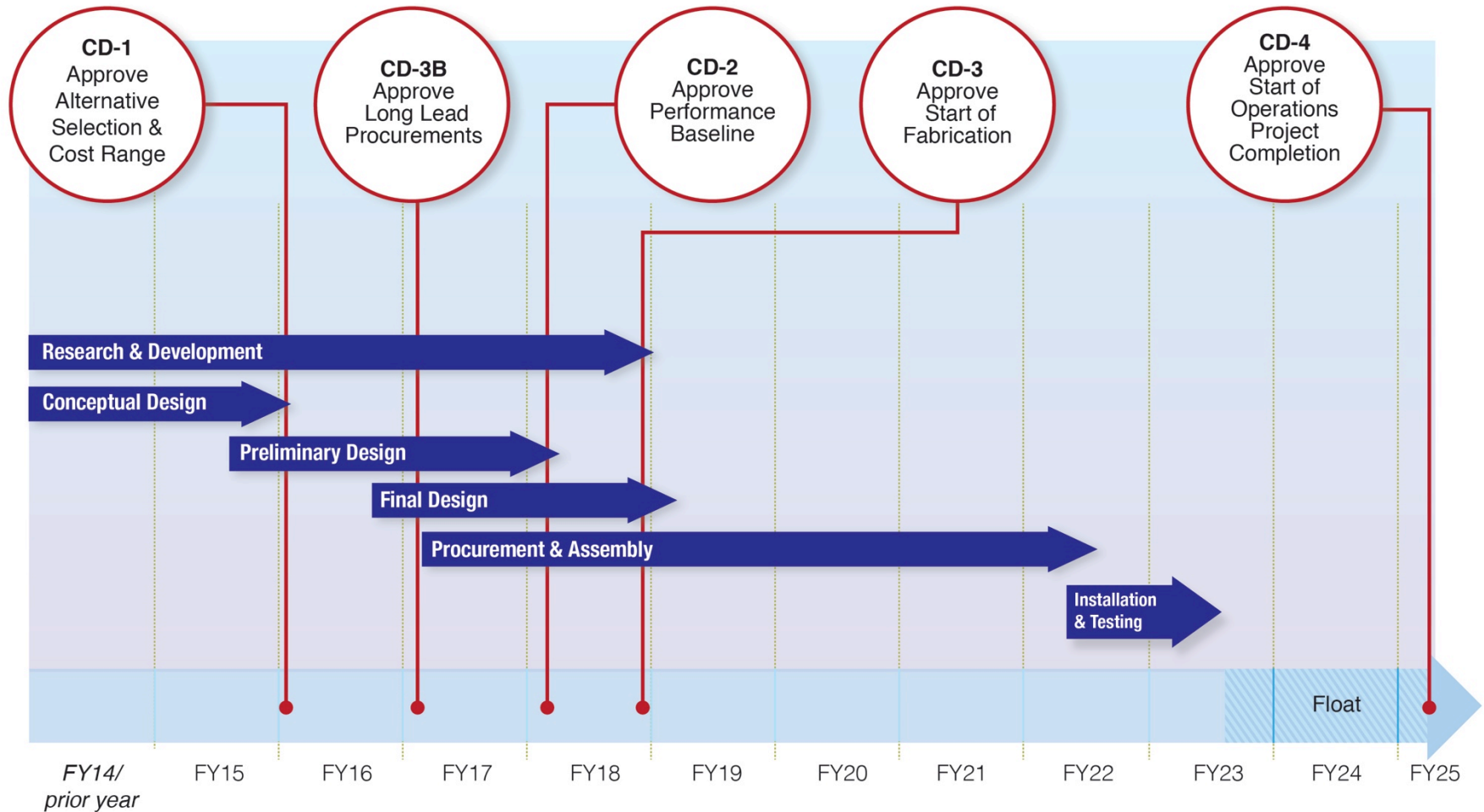
In the space below, please tell us which exhibit(s) you found most interesting or memorable? - Comments Categorized



APS-U UPDATE

Stuart Henderson, in absentia

APS UPGRADE SCHEDULE IS CONSISTENT WITH PROPOSED FUNDING PROFILE



BESAC PRIORITIZATION PANEL

- The APS Upgrade team presented the scientific case and project plan to The Basic Energy Sciences Advisory Committee in April
- The BESAC prioritization panel published their report in June, concluding that:
*It should be recognized that the international competition is extremely keen in the area of hard x-ray science. As such the APS-U upgrade is critical. The subcommittee considers the APS-U project as “**absolutely central**” and “**ready to Initiate construction**”.*

This is an extremely important result, putting us in a strong position to move the Upgrade Project forward

RECENT HIGHLIGHTS

- Beamline selection process nearing completion
 - Fourteen full beamline proposals submitted; Beamline Review committee assessed proposals last week
- Series of preliminary design reviews validates APS-U design
 - About a dozen reviews in the last several months covering all storage ring/front-end/ID systems

- Good progress on APS-U R&D
 - Including successful “transport test” to validate preservation of alignment tolerances



Thanks to everyone for your hard work and dedication

NEXT STEPS

- APS-U will be reaching out to everyone to get input
- APS-U is requesting long-lead/advanced procurement authority (CD-3b) for a set of procurements to be let prior to CD-3 in the FY17-19 timeframe
 - Dependent on completion of final designs, concurrence of the program and available funding
- Our plan totals \$89M (including contingency), and includes procurements across all project scope elements
 - Initial procurements in FY17 are focused on storage ring magnets
- DOE/OPA Status/CD-3b Review July 26-28, 2016
 - This is a “status” review in which we will include more detail on those elements for which we’re seeking long-lead procurement authority
- We are proposing a CD-2 (approval of project baseline) review in approximately one year

PRIDE MONTH, DIVERSITY, & THE LGBTQ COMMUNITY



- “Part of Argonne’s commitment to a diverse and inclusive workplace is the inclusion and support of transgender people.
- “The Laboratory will continue to support and foster a nondiscriminatory and inclusive environment for all employees and visitors to the Laboratory, including transgender people.

May 10, 2016, William S. Elias II, Argonne General Counsel

From the Focal Point of 6.27.16:

- We are not talking only about policy, but about ... our coworkers.
Transgender people work in all industries and professions – including here at Argonne – and they deserve a safe and inclusive workplace just like all other employees.
- **All of us, managers and staff, have a responsibility to create that safe and inclusive environment.**