

25 JULY 2018

PSC ALL-HANDS MEETING & PRIORITIES



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DIRECTOR, ADVANCED PHOTON SOURCE

ASSOCIATE LABORATORY DIRECTOR, PHOTON SCIENCES

AGENDA

- APS Update
 - PSC Priorities
 - Safety
 - News and Updates
 - PSC Climate Survey Results Summary
- APS Operations and Safety – George Srajer
- APS Upgrade Update – Jim Kerby

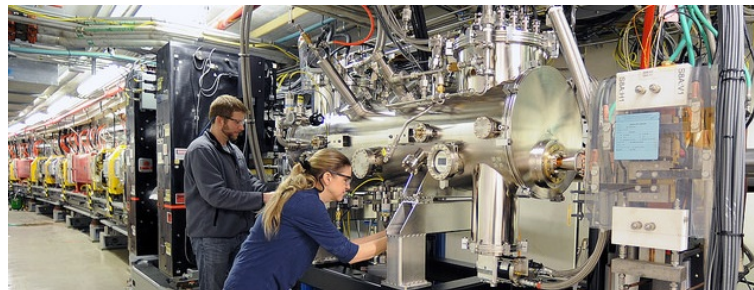
PSC PRIORITIES

Work safely!

Operations	<ul style="list-style-type: none">▪ Maintenance and obsolescence mitigation - APS-U won't replace everything!▪ Feather Ops improvements and APS-U together
APS-U	<ul style="list-style-type: none">▪ CD-2 and CD-3 milestones▪ Prepare for the dark period (begins in ~2022)
Science	<ul style="list-style-type: none">▪ Keep the APS-U science case fresh▪ Exploit high-energy, brightness, and coherence▪ Leverage leadership computing, artificial intelligence, math & computer science to meet data science challenges▪ Leverage APS for Argonne research▪ Develop concepts for future sources and accelerator technologies
People	<ul style="list-style-type: none">▪ Execute a staffing strategy that supports Ops & APS-U▪ Improve staff development▪ Promote diversity and inclusion



Student presents her work at 2018 APS-CNM User Meeting



Helical superconducting undulator in APS storage ring



First APS-U production magnet

SAFETY

INDEPENDENT SAFETY REVIEW, JULY 10 & 11

- The Team is comprised of:
 - Michael Romero, ANL (Chair) – Mary Logue, JLAB – John Houck, DOE (observer)
 - Matt Quinn, FNAL – Jim Floyd, LBNL (Retired)
- Final report due July 31st, 2018
- Selected findings on the following three slides

Photon Sciences Directorate Independent Safety Review Argonne National Laboratory July 10-11, 2018		
<u>AGENDA</u>		
Day 1 – July 10 th		
Location:	401 – A5000	
8:00 – 8:30 am:	Discussion of Charge and Committee Roles	Michael Romero
8:30 – 8:45 am:	Welcome and Introductions	Stephen Streffler
8:45 – 9:15 am:	Deployed Safety Services – Argonne Safety Approach	Byron Wozny
9:15 – 9:45 am:	PSC Safety Overview	Paul Rossi
9:45 – 10:15 am:	AES Safety	John Conolly
10:15 – 10:30 am:	Break	
10:30 – 11:00 am:	ASD/Accelerator Safety	John Byrd
11:30 – 12:00 pm:	XSD Safety	Jonathan Lang
12:00 – 12:30 pm:	Lunch	
12:30 – 1:30 pm:	Facility Tour	
1:30 – 2:00 pm:	Upgrade Safety	Jim Keeby
2:00 – 2:30 pm:	Experimental Safety	Bence Ghagala
2:30 – 3:00 pm:	Recent Incidents and Lessons Learned	Paul Rossi
3:00 – 3:15 pm:	Break	
3:15 – 4:15 pm:	Directorate Staff (TBD 5-7 personnel per team)	Team 1 (401/A5000) Team 2 (401/B5100)
4:15 – 5:15 pm:	CAIT Representatives (TBD 5-7 personnel per team)	Team 1 (401/A5000) Team 2 (401/B5100)
5:15 – 6:00 pm:	Committee Discussion	
6:30 pm	Dinner at Argonne Guest House	

<u>AGENDA</u>		
Day 2 – July 11 th		
Location:	401 – B5100	
8:00 – 8:30 am:	Discussion and Committee Questions	Michael Romero
8:30 – 9:30 am:	Group Leaders • (TBD 5-7 personnel per team)	Team 1 (401/B5100) Team 2 (401/A4000)
9:30 – 10:30 am:	HSE Personnel • Edmund Chang, ASD Safety Coordinator • Mike Fries, XSD Safety Coordinator • Jeff McGhee, APSU Safety Lead • Paul Rassa, Safety Manager • John Varca, Health Physicist • Jakub Dobrzanski, AES Safety Coordinator (note)	Full Committee (401/B5100)
10:30 – 10:45 am:	Break	
10:45 – 11:30 am:	DOE Perspective • John Houck, DOE Facility Representative	Full Committee
11:30 – 12:30 pm:	Lunch - 401/B5100	
12:30 – 3:30 pm	Committee Discussion and Out Brief Preparation	Executive Session
3:30 – 4:00 pm:	Out Brief – 401/A5000	

SCOPE AREA 1: SAFETY PROGRAMS: INTEGRATION OF ISM AND ITS TENETS INTO THE APPROPRIATE PROGRAMS AND PROCESSES.

- Widespread concern with the new electrical safety program rollout
- There is still room for improvement to disseminate information on incidents and lessons learned in a more timely manner.

SCOPE AREA 2: SAFETY CULTURE AND PROTOCOLS: RIGOR AND EFFECTIVENESS OF PSC SAFETY PROTOCOLS/PROCEDURES INCLUDING PERSONNEL PERCEPTION; POSITIVE SAFETY CULTURE DRIVERS AND ACCOUNTABILITY, AND RECOMMENDED IMPROVEMENTS.

- Concern that a strong reaction to incidents may be reducing reporting of issues.
- PSC management recognizes the need for improvement in work planning and control (boundaries of what is authorized, levels of rigor, delineations of routine vs. non-routine tasks, etc.)
- It is recommended that the group leaders and supervisors are empowered to refine work planning and control processes as this will result in a valuable work planning effort and safe execution of work.

SCOPE AREA 2: SAFETY CULTURE AND PROTOCOLS: RIGOR AND EFFECTIVENESS OF PSC SAFETY PROTOCOLS/PROCEDURES INCLUDING PERSONNEL PERCEPTION; POSITIVE SAFETY CULTURE DRIVERS AND ACCOUNTABILITY, AND RECOMMENDED IMPROVEMENTS.

- Participants in SAFE training found it very valuable and applicable to their line or work. Encourage continued participation in the SAFE program and determine how to sustain SAFE principles.
- The standardized pre-job brief and the ESAF authorization checklist are useful tools to encourage open communication and a questioning attitude. Staff generally sees a lot of value in performing pre-job briefs.
- There is a perceived benefit for tailoring ESAF checklists to beamlines.
- Beamline staff play an important role in approving ESAFs (noted on the ESAF form as a 'safeguard verification'). A particularly important aspect of this function is verification that the users are qualified to perform the work on the ESAF. This step is important enough that it is usually associated with the authorization function – it may be useful to reinforce this aspect on the form, in the procedure, and in the training to ensure reliable performance in this area.

SCOPE AREA 3: DEPLOYED ESH SERVICE MODEL WITHIN PSC: DETERMINE HOW THE ANL DEPLOYED ESH SERVICE MODEL CAN SUPPORT ENHANCEMENTS TO THE PSC SAFETY CULTURE.

- For the most part the transition to the deployed services model has been transparent.
- PSC personnel are an integrated part of the hiring process for new ESH coordinator hires, and appreciate this process.
- There is concern amongst some staff regarding ESH coordinator availability during this AES ESH Coordinator recruitment period.
- CAT and PSC staff have concerns with timeliness and amount of time required to complete pre-run electrical inspections. This is perceived as preventing the floor coordinators' ability to provide proactive support.

NEWS AND UPDATES

Evidence of Water Deep in Earth's Mantle

Scientific Achievement

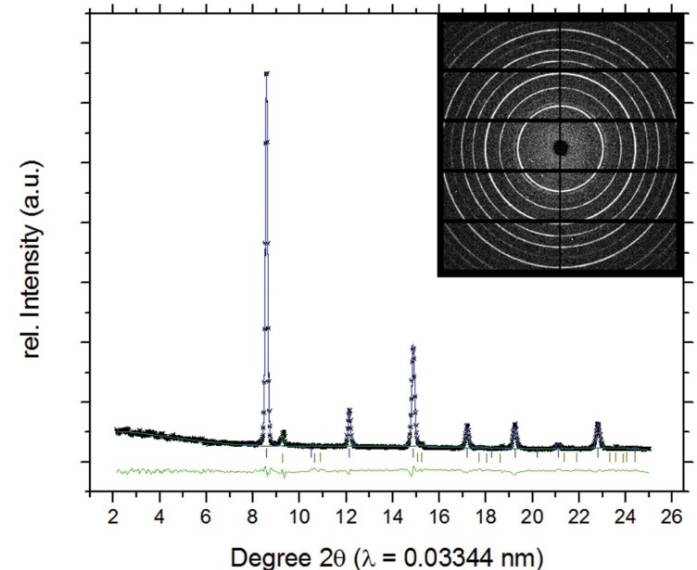
Scientists discovered first direct evidence that fluid water pockets may exist 500 miles deep in Earth's mantle.

Significance and Impact

Discovery underscores that water-rich regions in Earth's interior can play a role in global water budget and movement of heat-generating radioactive elements; and can help create new, more accurate models of what occurs inside Earth, specifically how and where heat is generated under Earth's crust.

Research Detail

- Diamonds pushed up in southern Africa (Orapa) from Earth's interior were examined by x-ray diffraction, x-ray micro-fluorescence, and infrared spectroscopy.
- Showed that diamonds had traces of unique crystallized water called Ice-VII, a high-pressure form of water ice that is stable above 2.4 GPa.



Diffraction pattern of ice-VII in diamond M57666 from Orapa.

O. Tschauner, S. Huang, E. Greenberg, V.B. Prakapenka, C. Ma, G.R. Rossman, A.H. Shen, D. Zhang, M. Newville, A. Lanzirotti, K. Tait, "Ice-VII inclusions in diamonds: Evidence for aqueous fluid in Earth's deep mantle," *Science* **359**, 1136 (9 March 2018). DOI: 10.1126/science.aao3030

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Work performed at Argonne National Laboratory



U.S. DEPARTMENT OF
ENERGY

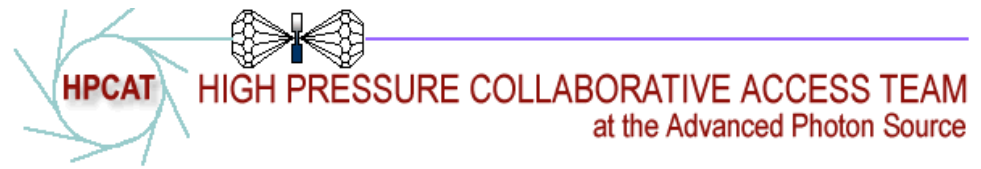
Office of
Science



FY19 APPROPRIATIONS

- FY19 PBR:
 - APS Ops flat to FY17 (95% of optimal)
 - APS-U: \$60M
- Both House and Senate have passed DOE appropriations bills
 - Light source OPS: House +\$10M over FY18, Senate +30M over PBR
 - APS-U: House \$130M, Senate \$140M
- Next steps: conference bills, and need President's signature
- Supreme court nomination, VA funding issue might cause Continuing Resolution

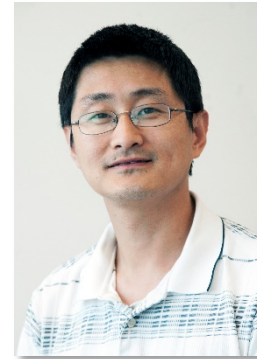
HPCAT TRANSITIONS TO PSC



- NNSA requested that APS assume operation of HPCAT
- MOU between NNSA, BES, and Argonne signed on 5/31/18
- HPCAT staff transferred to Argonne on 7/16/18
- APS has posting Group Leader position
 - Jonathan Lang serving as interim
- Lawrence Livermore will hire Executive Director
 - Will Evans serving as interim

AWARDS & HONORS

- **Zhang Jiang** of the XSD Time-Resolved Research Group was among the 84 U.S. scientists chosen to receive a DOE 2018 Early Career Research Program award for developing coherence surface scattering imaging, which will support research to better control the synthesis and fabrication of advanced materials, which is a challenge due to their complexity and heterogeneity.
- **Robert Von Dreele** of the XSD Computational X-ray Science Group has been named a Fellow of the American Crystallographic Association.
- **Lisa Keefe** (IMCA-CAT) became President of the American Crystallographic Association, Inc. for 2018



NEW PROJECTS

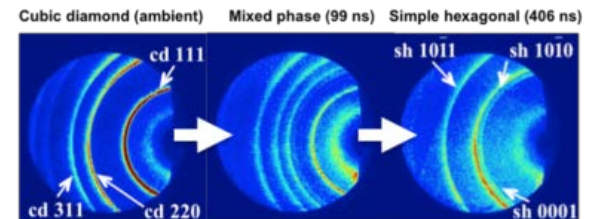
- Nb_3Sn full scale undulators/cryostat
 - PIs: Efim Gluskin and Yury Ivanyushenkov
 - \$1.34M in FY18 out of \$2.9M total

- XFEL Oscillator (XFELO) accelerator and x-ray optics.
 - PIs: Ryan Lindberg for Accelerator; Yury Shvydko and Kwang-Je Kim for x-ray optics
 - \$800k total for FY18, 3-year program

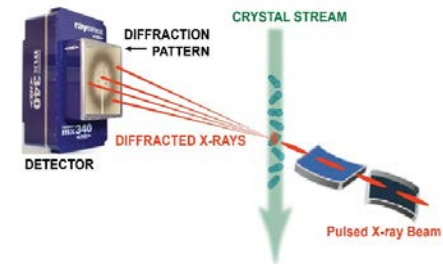
- Measurement and tuning of Horizontal Gap Vertical Polarizing Undulator (HGVPUs) for LCLS-II.
 - PI: Joe Xu
 - Starts Aug 2018 for ~9 mos, \$940k
 - PSC will do half of all undulators

OTHER NEWS

- 2018 National School on Neutron and X-ray Scattering, July 22 - August 4
- Dynamic Compression Summer School, August 5– 10
- Workshop on Biological Science Opportunities Provided by the APS Upgrade, August 20-21
- Opportunities in Biological and Environmental Research Uniquely Enabled by the APS Upgrade, August 28-29
- Patricia Fernandez retiring in October, XSD will begin search for ADD



Structural transformation in shocked Si (19 Gpa)



PACESETTERS

Sinisa Veseli (XSD/SDM), **Roger Sersted** (AES/IT), & **David Wallis** (AES/IT) for extraordinary effort for innovation in design and implementation of centralized data management and distribution system for APS beamlines and extraordinary effort in supporting and rapidly deploying the system for use at multiple XSD and CAT beamlines

Ralph Bechtold (AES) for extraordinary effort in the development of the web-based Pre- and Post-Job Brief Tool and APS Moderate and High Risk Work Register to improve work planning and control within PSC directorate

Ronald Sluiter (XSD/PSC) for extraordinary effort in commissioning the RAMS-3 load frame, which enabled a new class of 3-D x-ray studies at the APS under mechanical loading

25+ YEARS SERVICE AWARDS

30 years

Mohan Ramanathan

Steven Leatherman

25 years

Steven LaBuda

Timothy Jonasson

Kevin Knoerzer

Kristine Mietsner

Glenn Moonier

Andre Mckenzie

Michael Bracken

Aaron Lopez

Robert D. Wilson

Scott Wesling

Bingxin Yang

John Carwardine

Lahsen Assoufid

Rogelio Ranay

Scott W. Petersen

Jerry J. Rice



PSC Climate Survey Results Summary

June 11, 2018

Survey Objectives

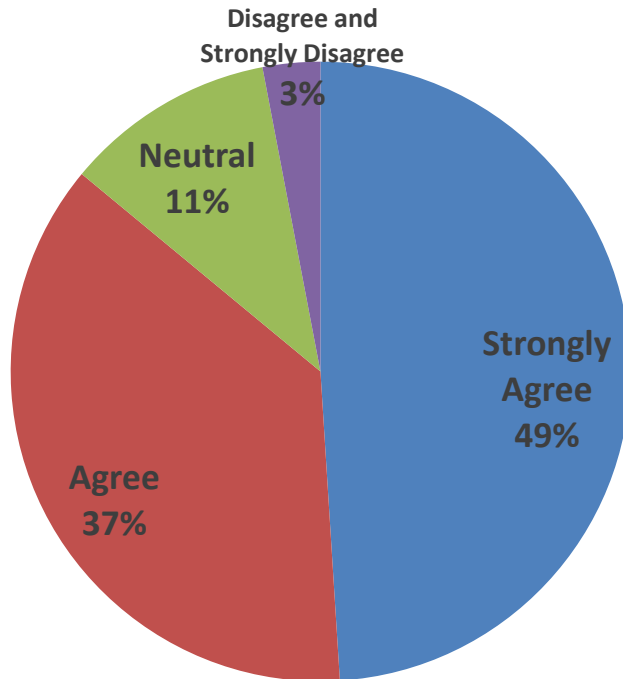


Climate Survey Methodology

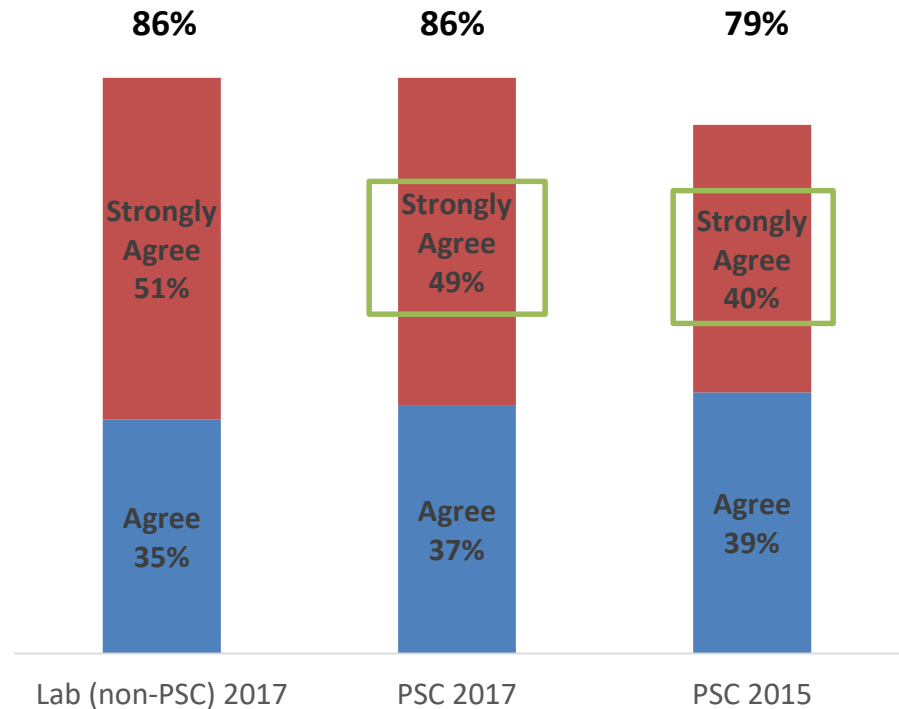
- Reviewed 2015 survey and modified to reduce scope to key issues
- Developed new survey items to gauge awareness of D&I activities implemented in the prior 18 months
- Circulated survey to directorate working groups and D&I leaders for review
- Developed communications and outreach efforts to achieve highest possible response rate
- Fielded late September to early November 2017
- 62% lab response rate: 2011/3260
- 54% PSC response rate: 284/528

86% in PSC Agree that Diversity is Essential for Laboratory to be Successful[§]

Diversity Needed for Success:
PSC 2017



Percent Agreement on Diversity Needed for Success: Comparison to Lab and by Survey Year



[§] In order to be a world-class laboratory, it is essential for Argonne to have a diverse workforce.

Awareness of D&I Efforts at the Lab

<i>Over the last 18 months, the lab has initiated a number of diversity and inclusion efforts. Select as many of the following activities of which you are aware.[§]</i>	Lab 2017	PSC 2017
Establishing a D&I Working Group in your directorate	34%	68%
Focus on creating a respectful workplace	50%	58%
Education on implicit bias	34%	52%
Focus on including diverse perspectives and opinions	40%	51%
Increased communication and transparency about key lab developments and personnel matters	46%	43%
More opportunities for professional development and skill-building	37%	38%
Focus on avoiding implicit bias in hiring and promotion decisions	28%	37%
Increased communication and transparency about key divisional developments and personnel matters	34%	34%
Increased communication and transparency about key directorate developments and personnel matters	33%	32%
More opportunities for networking and interaction in your directorate	31%	29%

[§] Multiple responses allowed

Oval indicates a statistically significant difference in 2017 between lab and directorate.

Seven Climate Indicators Created From Survey Questions, and Comparisons Made Between 2015 and 2017

Employee Engagement (7)

- Satisfied with job
- Recommend Argonne to others
- Would choose to work here again
- Feel loyal to lab
- Work extra hours when needed
- Go “extra mile”
- Agree with goals

Professional Development (6)

- Satisfied with opportunities to learn and grow
- Get information about career opportunities
- Know what I need to do to advance
- There are people like me who advance
- Advancement opportunities are good
- Lab selects the most capable people for promotion

Supervision (7)

- Treats me with respect
- Communicates with me in an open, two-way manner
- Considers my point of view when making decisions
- Sets expectations for success in my job
- Provides feedback on (a) strengths and (b) areas to improve
- Takes the time to understand my career goals

Teamwork and Collaboration (5)

- Supervisor models teamwork
- Supervisor constructively confronts inappropriate words and actions
- Supervisor promotes collaboration among project/team members
- Supervisor encourages different points of view
- Team understands link between their work and lab’s goals

Seven Climate Indicators Created from Survey Questions, and Comparisons Made Between 2015 and 2017 (continued)

Lab Commitment to D&I (4)

- Lab senior leadership demonstrates that they value a diverse workforce
- Directorate senior leadership demonstrates that they value a diverse workforce
- Division commitment to hiring and advancing highly talented women
- Division commitment to hiring and advancing underrepresented minorities

Division Director D&I Leadership (4)

- Treats employees from diverse backgrounds with respect, dignity and fairness
- Creates a work environment where it is safe to confront inappropriate words and actions
- Respects and considers different perspectives and points of view
- Models teamwork in her or her own behavior

Inclusion and Respect (4)

- Diversity of opinion valued and respected at the lab
- People like me are valued
- Coworkers treat me with respect
- Coworkers value my opinion

Climate Indicators: PSC Comparison to Laboratory and by Survey Year

Climate Indicator	Lab (non-PSC) Mean 2017	PSC Mean 2017	PSC Mean 2015
Employee Engagement	4.07	4.18	4.11
Professional Development & Advancement	3.30	3.45	← 3.23
Lab Commitment to D&I	3.67	3.77	← 3.61
Division Director D&I Leadership	3.85	3.99	← 3.73
Inclusion and Respect	3.87	3.90	← 3.75
Supervision	3.83	3.86	3.78
Teamwork and Collaboration	3.79	3.77	3.68

Arrow indicates a statistically significant difference between 2015 and 2017 for the directorate.

Oval indicates a statistically significant difference in 2017 between lab and directorate.

Safety Measures: PSC Comparison to Laboratory and by Survey Year

Safety Measures	% Agree/Strongly Agree		
	Lab (non-PSC) 2017	PSC 2017	PSC 2015
People like me are valued at Argonne.	61%	67%	61%
My coworkers/colleagues value my opinion.	83%	81%	74%
My supervisor communicates with me in an open, two-way manner.	77%	81%	78%
My supervisor considers my point of view when making decisions.	75%	75%	72%
My supervisor treats me with respect.	86%	83%	80%
My supervisor constructively confronts inappropriate words and actions.	59%	63%	59%
My supervisor models teamwork in his or her own behavior.	65%	62%	56%
The division director models teamwork in his or her own behavior.	60%	64% ←	51%
I am able to focus and concentrate on the most important tasks at work.	79%	83%	79%
I am reluctant to speak up about issues that concern me for fear it will affect my performance review or career.	26%	22%	n/a

Bold indicates a statistically significant difference by survey year for directorate. No statistically significant differences in 2017 between lab and directorate.

PSC Activities and Outcomes for D&I Goal 1: ENGAGE

Communicate the importance of D&I to mission success by providing visibility and leadership support to D&I goals through planning, messaging, and behaviors reflective of inclusive leadership

- PSC reported activities in FY17 related to D&I Goal 1:
 - Established a D&I Working Group with diverse representation, developed a committee charge.
 - ALD (with Working Group co-chair) provided periodic updates to management team on D&I activities.
 - ALD (with Working Group co-chair) briefed the directorate at an all-hands meeting on D&I activities.
- Improvement in value of diverse workforce measure. Strong awareness of D&I Working Group—higher than the rest of the lab. Three in ten cited increased communication at the division and directorate levels. Increase in the two Goal 1 climate indicators: Lab Commitment to D&I from 3.6 to 3.8, and DD D&I Leadership from 3.7 to 4.0.

Goal 1 Survey Measures	% Agree/Strongly Agree	
	2017	2015
In order to be a world-class laboratory, it is essential for Argonne to have a diverse workforce	86% ←	79%
Senior leadership in my directorate demonstrates that they value a diverse workforce.	74%	67%
My division director respects and considers different perspectives and points of view.	70% ←	60%
My supervisor encourages team members to contribute different points of view.	71%	68%
Aware of increased communication/transparency about key directorate developments/personnel.	32%	n/a
Aware of increased communication/transparency about key divisional developments/personnel.	34%	n/a
Aware of a Diversity & Inclusion Working Group in your directorate.	68%	n/a

Bold indicates a statistically significant difference by survey year for directorate.

PSC Activities and Outcomes for D&I Goal 2: ENLIST

Empower employees by creating a workplace where diverse ideas and views are respected, valued and encouraged through employee resource groups, professional development opportunities, consistent and transparent performance management and enhanced training to develop leader and supervisor skills

- PSC reported activities in FY17 related to D&I Goal 2:
 - ALD held meetings with small groups of early career staff to discuss career development and related topics.
 - Established PSC Committee for Hires & Promotions with representation from all divisions. XSD communicated streamlined promotion process.
 - HRM led talent reviews to set development goals and career planning.
- Increase in satisfaction with development opportunities from 60% to 69%. Six in ten participated in professional development—higher than the rest of the lab. Five in ten aware of a focus on including diverse perspectives, higher than lab. Increase in one of the two Goal 2 climate indicators: Professional Development from 3.2 to 3.5. No change in Supervision indicator.

Goal 2 Survey Measures	% Agree/Strongly Agree	
	2017	2015
At Argonne, diversity of opinion and perspective is valued and respected.	70%	63%
I know what I need to do to advance at Argonne.	56%	51%
My supervisor takes the time to understand my career goals.	58%	50%
I am satisfied with my opportunities to learn and grow professionally at Argonne.	69% ←	60%
In the past 18 months, participated in development opportunities offered by Argonne.	61%	n/a
Aware of a focus on including diverse perspectives and opinions.	51%	n/a
Aware of more opportunities for professional development and skill-building.	38%	n/a

Bold indicates a statistically significant difference by survey year for directorate.

PSC Activities and Outcomes for D&I Goal 3: EDUCATE

Provide all staff with D&I resources and training to promote inclusive behaviors, understand and reduce implicit bias, and address exclusionary behavior

- PSC reported activities in FY17 related to D&I Goal 3:
 - Conducted six inclusive leadership workshops for PSC (approximately 150 participants).
 - Several members of the directorate attended interactive theater/implicit bias workshops offered by the lab.
 - ASD held two open houses (Diagnostics Group and Magnetic Devices Group).
 - ALD hosted gatherings following all-hands meetings for networking and socializing.
- Increase in DD creating a safe work environment from 63% to 73%. Six in ten aware of focus on creating a respectful workplace, higher than lab. Five in ten aware of education on implicit bias, higher than lab. Increase in Goal 3 climate indicator: Inclusion and Respect from 3.8 to 3.9. No change in observing offensive, hostile, exclusionary behavior.

Goal 3 Survey Measures	% Agree/Strongly Agree	
	2017	2015
My supervisor constructively confronts inappropriate words and actions.	63%	59%
My division director creates a work environment in which it is safe to constructively confront inappropriate words and actions.	73%	63%
My division director treats employees from diverse backgrounds with respect, dignity and fairness.	82%	76%
People in my division seem unaware of behaviors that are hurtful or exclusionary to others.	19%	23%
Observed behavior I judged to be offensive, hurtful, intimidating, hostile or exclusionary.	28%	24%
Aware of education on implicit bias.	52%	n/a
Aware of focus on creating a respectful workplace.	58%	n/a

Bold indicates a statistically significant difference by survey year for directorate.

PSC Activities and Outcomes for D&I Goal 4: EMPOWER

Implement goals and measures that incorporate D&I into organizational objectives and processes, and provide procedures and support for diverse recruitment, retention, and engagement processes

- PSC reported activities in FY17 related to D&I Goal 4:
 - Provided implicit bias training to hiring committees.
 - Concerted effort to identify and interview minority candidates for two senior positions in PSC.
 - ALD met with reps from Next Generation Society and attended their meeting.
 - XSD hosted weekly coffees at different locations around the APS ring.
- Improvement in getting information about career opportunities from 39% to 55%, and perception of lab selecting most capable people for promotion from 32% to 52%. Four in ten aware of focus on avoiding implicit bias in hiring—higher than the lab (37% PSC vs. 28% lab). No change in the Goal 4 climate measure of Teamwork and Collaboration although three in ten aware of opportunities for networking and interaction in PSC.

Goal 4 Survey Measures	% Agree/Strongly Agree	
	2017	2015
I get the information I need about career opportunities at Argonne.	55% ←	39%
Argonne selects the most capable people for promotion.	52% ←	32%
Leadership in my division demonstrates real commitment to hiring, promoting and retaining highly talented women.	59%	51%
Leadership in my division demonstrates real commitment to hiring, promoting and retaining highly talented employees from underrepresented minority groups.	55%	47%
Awareness of more opportunities for networking and interaction in your directorate.	29%	n/a
Aware of a focus on avoiding implicit bias in hiring and promotion decisions.	37%	n/a

Bold indicates a statistically significant difference by survey year for directorate.

No Change in PSC Reporting of Exclusionary Treatment but Increase in Division Director Action to Address It

During the past 12 months, observed someone at Argonne do or say something you judged to be offensive, hurtful, intimidating, hostile, or exclusionary, to you or another lab employee

People in my division seem unaware of behaviors that are hurtful or exclusionary to others (unconscious bias)

My division director creates a work environment in which it is safe to constructively confront inappropriate words and actions

My supervisor constructively confronts inappropriate words and actions

**PSC
2015**

**24%
Agreed**

**23%
Agreed**

**63%
Agreed**

**59%
Agreed**

**PSC
2017**

**28%
Agreed**

**19%
Agreed**

**73%
Agreed⁺**

**63%
Agreed**

**Lab
(non-PSC)
2017**

**30%
Agreed**

**24%
Agreed**

**68%
Agreed**

**59%
Agreed**

⁺ Statistically significant difference for PSC between 2015 and 2017.

Most Common PSC Response: Tell Colleague, Friend or Family

Action taken after exclusionary incident [§]	2017	2015
I spoke to a friend or family member about the incident	41%	35%
I spoke to a colleague about the incident	38%	27%
I spoke to the person who initiated the behavior	34%	22%
I did nothing	28%	33%
I informed my supervisor about the incident	28%	29%
I was the bystander and spoke to the recipient to offer support	23%	20%
Other	14%	9%
I spoke to the HR rep for my directorate/division	7%	7%
I spoke to employee relations or HR staff	4%	9%
I called the anonymous reporting hotline or spoke with the Diversity Program Officer	3%	4%

[§] Multiple responses allowed

Bold indicates a statistically significant difference by survey year for directorate.

Observations? Questions?

ITEM ANALYSIS FOR EACH CLIMATE INDICATOR

Employee Engagement: PSC Comparison to Laboratory and by Survey Year

Employee Engagement Items	% Agree/Strongly Agree		
	Lab (non-PSC) 2017	PSC 2017	PSC 2015
I work extra hours when needed to help the lab succeed.	93%	96%	95%
I go the extra mile to help meet the lab's needs.	90%	91%	93%
I recommend Argonne to others as a good place to work.	77%	83%	77%
I personally agree with most of the lab's goals.	76%	86%	83%
I would choose to work here again if I were looking for work.	76%	82%	78%
I feel very loyal to Argonne.	75%	80%	78%
I am satisfied with my job at Argonne.	74%	76%	78%

Bold indicates a statistically significant difference by survey year for directorate. Oval indicates 2017 difference between lab and directorate.

Professional Development and Advancement: PSC Comparison to Laboratory and by Survey Year

Professional Development and Advancement Items	% Agree/Strongly Agree		
	Lab (non-PSC) 2017	PSC 2017	PSC 2015
I am satisfied with my opportunities to learn and grow professionally at Argonne.	63%	69% ← 60%	
There are people like me who advance at Argonne.	61%	68% ← 59%	
I know what I need to do to advance at Argonne.	45%	56%	51%
I get the information I need about career opportunities at Argonne.	44%	55% ← 39%	
My career advancement opportunities are good at Argonne.	39%	46%	38%
Argonne selects the most capable people for promotion.	38%	52% ← 32%	

Bold indicates a statistically significant difference by survey year for directorate. Oval indicates 2017 difference between lab and directorate.

Laboratory Commitment to D&I: PSC Comparison to Laboratory and by Survey Year

Laboratory Commitment to D&I Items	% Agree/Strongly Agree		
	Lab (non-PSC) 2017	PSC 2017	PSC 2015
Senior leadership in my directorate demonstrates that they value a diverse workforce.	66%	74%	67%
Argonne’s senior leadership in the Office of the Lab Director demonstrates that they value a diverse workforce.	62%	74%	70%
Leadership in my division demonstrates real commitment to hiring, promoting and retaining highly talented women.	60%	59%	51%
Leadership in my division demonstrates real commitment to hiring, promoting and retaining highly talented employees from underrepresented minority groups.	49%	55%	47%

Bold indicates a statistically significant difference by survey year for directorate. Oval indicates 2017 difference between lab and directorate.

Division Director D&I Leadership: PSC Comparison to Laboratory and by Survey Year

Division Directory Diversity & Inclusion Leadership Items	% Agree/Strongly Agree		
	Lab (non-PSC) 2017	PSC 2017	PSC 2015
My division director ...			
... treats employees from diverse backgrounds with respect, dignity and fairness.	77%	82%	76%
... creates a work environment in which it is safe to constructively confront inappropriate words and actions.	68%	73% ←	63%
... respects and considers different perspectives and points of view.	68%	70% ←	60%
... models teamwork in his or her own behavior.	60%	64% ←	51%

Bold indicates a statistically significant difference by survey year for directorate. Oval indicates 2017 difference between lab and directorate.

Inclusion and Respect: PSC Comparison to Laboratory and by Survey Year

Inclusion & Respect Items	% Agree/Strongly Agree		
	Lab (non-PSC) 2017	PSC 2017	PSC 2015
My coworkers/colleagues treat me with respect.	86%	84% ←	74%
My coworkers/colleagues value my opinion.	83%	81%	74%
At Argonne, diversity of opinion and perspective is valued and respected.	65%	70%	63%
People like me are valued at Argonne.	61%	67%	61%

Bold indicates a statistically significant difference by survey year for directorate. Oval indicates 2017 difference between lab and directorate.

Supervision: PSC Comparison to Laboratory and by Survey Year

Supervision Items	% Agree/Strongly Agree		
	Lab (non-PSC) 2017	PSC 2017	PSC 2015
My supervisor ...			
... treats me with respect.	86%	83%	80%
... communicates with me in an open, two-way manner.	77%	81%	78%
... considers my point of view when making decisions.	75%	75%	72%
... provides feedback on my strengths.	63%	67%	65%
... sets clear expectations for success in my current job.	62%	68%	59%
... provides constructive feedback that helps me improve.	59%	66%	59%
... takes the time to understand my career goals.	53%	58%	50%

Bold indicates a statistically significant difference by survey year for directorate. Oval indicates 2017 difference between lab and directorate.

Teamwork and Collaboration: PSC Comparison to Laboratory and by Survey Year

Teamwork and Collaboration Items	% Agree/Strongly Agree		
	Lab (non-PSC) 2017	PSC 2017	PSC 2015
My supervisor promotes collaboration among project or team members.	75%	73%	68%
My supervisor encourages team members to contribute different points of view.	74%	71%	68%
My supervisor helps our team understand the linkage between our work and the lab's goals and objectives.	65%	70%	68%
My supervisor models teamwork in his or her own behavior.	65%	62%	56%
My supervisor constructively confronts inappropriate words and actions.	59%	63%	59%

Bold indicates a statistically significant difference by survey year for directorate. Oval indicates 2017 difference between lab and directorate.