

ENERGY & PHOTON SCIENCES DIRECTORATE NEWSLETTER

Welcome to the first issue of the quarterly Energy & Photon Sciences Directorate (EPSD) newsletter. This newsletter will bring you updates and reminders of directorate initiatives and links to the web pages where more information can be found, including a listing of scheduled inclusion, diversity and equity events. This inaugural issue comes at a particularly trying time at the Lab and in our world. The messages herein address these concerns.

Jim's Comments: This first EPSD Newsletter comes at a time of unprecedented turmoil. The current pandemic has led to disruptions of life at BNL and in the larger community; the Lab response has followed science-based guidance and the need to suppress person-to-person transmission of a deadly virus. On top of that, the brutal death of George Floyd has shaken our country out of complacency and has made viscerally apparent the urgent need to address ingrained inequities that particularly impact the African-American community. At BNL, we have the opportunity to find ways to achieve a more just and equitable community. A challenge is that existing injustices are not obvious to all---they are most apparent to those suffering them. As such, I need your input. I pledge to you that I will listen to you, all of you, without judgement and with an open mind. I want to hear your concerns, anger and ideas. Listening to all of you, with your diverse and rich backgrounds and trying to understand multiple points of view may allow us, as partners, to forge a path of greater equity.

I will direct your attention to some videos that show the challenges facing some of our colleagues that may not be apparent to all of us. As we share, listening and talking, we need to remember that, for some of us, navigating our environment comes with stress on a daily basis and that is a part of the conversation. A personal example: one of our African-American colleagues at BNL told me that his daughter is learning to drive and part of that process is a conversation with her about what to do if pulled over by the police. When my daughter approaches this same milestone, I do NOT need to have that conversation. This is an example of white privilege. It doesn't mean that I was born with a silver spoon in my mouth---my mom worked in a dress factory and my dad drove a truck and I was the first generation in my family to go to college. However, because of the color of my skin I did not face the racism that is poisoning our country. I did not have systemic disadvantages and I did not fear events like getting pulled over while driving. I urge you to watch the videos and to think about the inequities in our society, and to think about how we can change our culture for the better.

[The Race of Life](#) [The Look](#)

The need for an EPSD newsletter has been on the agenda for some time. It is all the more necessary now. When we do not interact in person, generating a welcoming environment, particularly for newcomers, takes extra effort. The initial aim of this newsletter is to introduce you to new colleagues, provide updates to continuing processes, and to express just how much the work carried out here has made me proud to be a member of this directorate and of the Lab. It is important we create the kind of inclusive, creative environment that we all want to work in and that will make Brookhaven an even more collaborative and creative place.

My first topic is about feedback and, in particular, the benefits of positive feedback. If someone does something notable for you, please email thanks and copy the supervisor. In normal times, these could involve things such as carrying out repairs in a location and taking the time to make sure it is left as clean as when you entered, making arrangements for meetings/visitors that require extraordinary effort, publishing a particularly impactful paper, or being involved in an outreach program. In these times, they could include the efforts to see all are connected via remote processes. This is particularly useful so that performance appraisals are more than just seeing if you meet goals but also reflect your achievements that are seen by others. If ever there was a time to provide positive feedback, it is now when our in-person interactions are so limited.

In the Directorate: Within the EPSD, we have instituted [Peer Counseling](#). Members of the Inclusion, Diversity and Equity (IDE) Council have been trained and welcome conversations about any workplace concerns with EPSD employees and guests. See the website for names and contact information and be assured that confidentiality is an utmost priority within the constraints of the law and Lab policy.

We have a process for [anonymous messages](#) to the IDE Council and ALD. There is an electronic link on the IDE Council website.

Lab employees are required to have one IDE goal on your performance appraisal goalsetting document. To help, we have a web page with [suggested goals](#). Any goal that you find compelling and is related to I&D is acceptable if your supervisor agrees. We will soon send a list of possible goals that reflect the current status of the Lab—but this is an area where your creativity is needed.

Golden Rule of Work—Be the Person YOU want to work with: We are rolling out a new set of posters on bullying. The message of these posters is to be the kind of person you want as a colleague. They discuss different bullying behaviors that may be difficult to recognize in ourselves and others but that can have devastating effects to our workplace. A [recent article](#) that we used to design our set of bullying posters, is one that discusses the different types of bullying behaviors that can be found in the workplace. Of particular interest are the examples given in each of the 11 behaviors. Some serve as uncomfortable lessons to what we may see around us. A level of discomfort and challenge is healthy as long as we pay attention and are open to change.

As we are still not back at work except for essential workers and do not expect full and unlimited access to the Lab for a long time, we are putting a new link on our web page where the three new posters—plus the four posters that have been in the buildings of our directorate for many months—can be downloaded as PDFs.

Recommendation Trap: How can we [avoid gender bias in letters of recommendation?](#) Studies have shown that choice of adjectives, areas for focus, and simply numbers of

descriptors can result in an unrecognized gender bias. Other gender related differences range from length of letter (longer for male candidates), reference to personal life (more common with female candidates), and talking about effort rather than accomplishments (more common for female candidates). Awareness of these differences is crucial to an inclusive workplace.


Employee Resource Group Activities: Please see the [EPSD IDE website](#) for a listing of scheduled activities.


While at home and back at BNL: As this is the first quarterly newsletter, [Project Implicit](#) is our first link. Although it is nine years old, it still is relevant as a place to test some of your implicit biases. There are a variety of tests found there.

A fun video shows the effect of [role reversal on typical scenarios in the workplace](#). The scenarios are not all directly applicable at BNL but they are all thought provoking.

We welcome comments. Please write to me directly, submitting to the anonymous suggestion box on the [IDE Website](#). Diverse opinions are welcome as that is the only way we can hope to improve.

Help us Welcome our new colleagues to EPSD: The EPSD is still bringing in new hires and, although we may not meet them in person immediately, they are members of our community and are arriving under particularly challenging times, especially for those who must relocate and start anew in the midst of social distancing. We have included the name, job title, supervisor, and start date. We have included personal pronoun of choice, personal email, interests, and photographs where our new colleagues have provided this information. We will update the list with additional information as it is provided. We encourage you to reach out to our new colleagues to help make this transition as easy as possible.

Name/picture	Job Title	Supervisor	E-mail	Start Date
Andrey Geondzhian	RA Physics	Weiguo Yin	andrey.geondzhian@esrf.fr	uncertain
Essala Lowe 	Asst Dir for Operations CFN	Charles Black	elowe@bnl.gov	5/18/2020
Preferred Pronoun: She, Her About Essala: Interests: Sports (Basketball/Softball/Football/Volleyball , Running, Cultural Diversity/Minority Causes , Women in Science , STEM Minority outreach & mentoring				

Phillip Maffettone 	RA Machine Learning	Daniel Olds	maffetto@bnl.gov	5/18/2020
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Preferred pronoun: He/Him
 About Phillip: I am excited to be returning to NY after 6 years abroad. Primary research interests are centered around autonomous experimentation in the physical sciences for increasing the rate of discovery ie. I work with computers and robots to help them understand chemistry and enable scientists to spend more time doing the fun and interesting parts of their job. I'm an avid rugby player, and amateur blues musician. My alma mater is the University at Buffalo.

Tatiana Konstantinova	RA Machine Learning	Andi Barbour	tkonstant@bnl.gov	5/18/2020
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Preferred pronoun: She, her
 About Tatiana: PhD work focused on studying nonequilibrium processes in crystals by means of Ultrafast Electron Diffraction. Goal is developing machine learning algorithms for data analysis at CSX and CHX beamlines.

Peter Cester	HR Admin Asst- NSLS-II	Tammy Stein	pcester@bnl.gov	5/18/2020
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Sukho Kongtawong	Student Asst	Timur Shaftan	skongtawong@bnl.gov	5/18/2020
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Ryan Hollmers 	Chemical Engineer	Michael Buckley	Hollmersr@Gmail.com	5/26/2020
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Preferred pronoun: He, him
 About Ryan: I am very passionate about science. I graduated with my bachelor's in chemistry and have a strong personal interest in cosmology and quantum physics. I spent time in the United States Marine Corps as a nuclear, chemical and biological weapons defense specialist. I love to travel; I have been to twelve countries and enjoying learning various cultures and customs from around the world. In my spare time for entertainment I enjoy playing strategy games and watching documentaries.

Bryan Marino	Mech Tech NSLS-II	Ronald Pindak	h2beasy@gmail.com	5/31/2020
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Michael Marshall	Facility Service Coord	Robert Lee	michaelmarshall@pm.me	5/31/2020
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<p>Preferred pronoun: He, him</p> <p>About Michael: Beyond my interest in facilities engineering and building management career-wise, I am an avid hiker and general outdoors person. I've recently gotten hooked on cycling as well. On weekends I can be found upstate hiking, camping, or on the beach.</p>				
Spencer Reisbick	RA Electron Microscopy	Yimei Zhu	reisbicks@gmail.com	6/1/2020
				
<p>Preferred pronoun: He, him</p> <p>About Spencer: My strongest passion is playing and/or watching sports. I competed in Soccer and Track & Field at Ripon College in the NCAA. Since then, I have continued to play soccer at multiple levels of competition and intend to continue. As well, I have experience in basketball, volleyball and numerous other sports and am always searching for opportunities to learn new ones. Although sports have dominated my history, I have been exploring many new hobbies including board games, music and other social activities and enjoy trying new things.</p>				
Jianyu Guan	RA Molecular Beam Epitaxy	Ivan Bozovic		uncertain
Jakub Wlodek	Sr. Technology Analyst	Anton Derbenev	jwlodek@bnl.gov	6/1/2020
Jacqueline Miley	Mech Utility Engineer	John Gosman	jackie.miley1@gmail.com	6/1/2020
<p>Preferred pronoun: She, her</p> <p>About Jackie: I just graduated Stony Brook University with a master's in mechanical engineering. I enjoy music, I've played the violin and piano since I was younger and, in my free time I go to a kickboxing gym.</p>				
Michael Seegitz	Mechanical Engineer	Charles Hetzel	MichaelSeegitz@gmail.com	6/1/2020

				
<p>Preferred pronoun: He, him About Michael: Fun Facts: Born in Staten Island, NY, Left-Handed. Activities: Reading, Golfing, Skiing, Yoga, Hiking, Bicycling, Working on cars</p>				

Ashish Ajit Kulkarni 	RA Materials Sci	Gregory Doerk	ashishkulkarni.uiuc@gmail.com	7/6/2020
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Preferred pronoun: He, him




Jiayong Zhang 	RA Machine Learning	Mingyuan Ge	jzhang57@ncsu.edu	7/6/2020
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Preferred pronoun: He, him
 About Jiayong: I am very interested in traveling, playing table tennis, and reading. Scientifically, I like modeling and simulation, machine learning, and algorithms.

Ying Zhang	RA Electrical Engineering	Robert Lofaro	y Zhang1@smu.edu	7/6/2020
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Preferred pronoun: She, her
 About Ying: I have a B.S./M.S. in Electrical Engineering from Shandong University, Jinan, China. Ph.D. in Electrical and Computer Engineering from Southern Methodist University, Dallas, Texas, USA. I am interested in renewable integration and situational awareness for power system monitoring and control via optimization, machine learning, and reinforcement learning.

Jorge Moncada	RA Chemistry	Jose Rodriguez	jzm0108@auburn.edu	7/13/2020
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<p>Preferred pronoun: He, him About Jorge: Married and father of a 5 yr. old boy and soon to be newborn girl. I worked in R&D division of the Venezuelan Oil Company for almost ten years, developing electrochemical based technologies for improving the quality of fuels and alternative energy sources. My PhD work involved developing a new methodology for gaining spectrokinetic information using operando Raman spectroscopy. I'm interested in Energy, Spectroscopy, Catalysis, Electrocatalysis, and Materials and Surface Science.</p>					
<p>Aamna Khan</p> 	<p>RA Accelerator Physics</p>	<p>Victor Smalyuk</p>	<p>khan@temf.tu-darmstadt.de</p>	<p>8/3/2020</p>	
<p>Preferred pronoun: She, her About Amana: I received my PhD degree in Accelerator Physics from the Technical University of Darmstadt, Germany in 2019 and Master of Science in Physics from the Indian Institute of Technology Roorkee (IITR), India in 2016. My passion towards the astonishing nature and universe has continuously driven me to pursue the physics as a career. Her hobbies are hiking, reading comics, and take a delight in writing answers about the PhD experience on Quora. She also enjoys visiting new places, traveling new streets, trying new cuisines and learning about new cultures.</p>					
<p>Atiya Banerjee</p> 	<p>RA</p>	<p>Mehmed Ertem</p>	<p>atiya.banerjee@okstate.edu</p>	<p>8/3/2020</p>	

Preferred pronoun: He, him

About Atiya: I am originally from India and I appreciate the warm welcome from all the BNL staff in Human Resources as well as my Division. I believe in the virtues of passion for discovery and service to society that is brought about by the top-quality research conducted at BNL. It has always been my dream since entering my PhD to work in a National Lab and fortunately for me, my dream came true. I appreciate great conversations both scientific and non-scientific and long-lasting friendships. I hope to be able to find them at BNL. My interests are playing music (Bass, Drums, Guitars, Harmonica, Vocals, Keyboard), Reading (Fiction, Non-fiction and mythological epics), Biking, Poetry.

SUMMER STUDENTS

Name/picture	Job Title	Supervisor	E-mail	Start Date
Gabrielle Jones	GEM Fellow	Yugang Zhang	gnj2101@columbia.edu	6/1/2020
Jiaming Li	Student Asst	Robert Lofaro	Jiaming.Li@StonyBrook.edu	5/26/2020
Xinyun Lu	Student Asst	Robert Lofaro	xinyunl@smu.edu	5/26/2020
Shiqi Zhang	Student Asst	Robert Lofaro	zhan2585@purdue.edu	6/1/2020
Guilherme Larangeira	GEM Fellow	Robert Lofaro	guilherme.larangeira@stonybrook.edu	6/1/2020