

Brookhaven Council Activities, March 2014-February 2015

Evaluation of Tenure cases:

Five cases were presented to and evaluated by the Council. Memos were submitted to the Laboratory Director, Doon Gibbs, 9 September 2014.

Communication with the Director:

The Director met with Council officers in March to discuss past activities and future directions for the Council, and in October to discuss implications of the Laboratory reorganization, including its impact on the distribution of Council representation among the Divisions.

The Deputy Director, Bob Tribble, joined the regular April meeting for discussion of LDRD funding, data/computing initiatives, implications of restrictions of travel to/from Russia, and other topics of interest.

The Director hosted a reception in May, to which Council members were invited, to recognize scientists who had been newly granted Tenure.

Scientific Staff Matters:

Council was consulted regarding, and formed a subcommittee for review of, one Involuntary Reduction in Force in the case of a Continuing scientific staff member.

Peter Bond, Laboratory Ombudsman, joined the November meeting to discuss implications of the discontinuation of the Office of Scientific Appointments, including preservation of BNL's expertise in scientific talent acquisition and BNL Council support activities such as maintaining the website and archiving meeting minutes. *Going forward, the Chief Human Resources Officer will receive and archive BNL Council documents, and HR staff will provide meeting and website support.*

Shirley Kendall of the Diversity Office joined the Council at the August meeting to provide information about the American Physical Society Task Force addressing the work environment for women and minorities in science and technology fields.

Data were obtained from HR in December, showing the distribution of Assistant, Associate, Continuing, Senior, and Tenured scientists in the BNL Divisions, for the purpose of beginning the work of re-evaluating Council representation following the reorganization of the Directorates.

LDRD Program:

Five Council members participated in the evaluation of LDRD proposals.

Goldhaber Fellowship:

The Manager of the Goldhaber Fellowship, Bill Bookless, attended the regular March meeting for discussion, as a followup to a meeting in February with Council officers and selected Council members and staff from HR. With input from the Council, the design and content of the Goldhaber web page have been updated. HR staff also discussed upcoming changes to streamline the hiring process for Goldhaber Fellows.

Two rounds of Goldhaber candidates were evaluated by Council subcommittee members.

Human Resources:

The Council Chair was consulted by the Chief Human Resources Officer, Bob Lincoln, in August to discuss a minor change to the Leave for Professional Absence policy.

The Chief HR Officer joined the regular Council meeting in June to discuss the discontinuation of the Office of Scientific Appointments, and in October to discuss several topics: recent HR policy change impacting medical benefits for Medicare-eligible retirees and their spouses; Council's concern that Laboratory departures are outpacing arrivals; and conflicting language in the Scientific Staff Manual and the SBMS on procedures for processing RIF cases.

Council Officers met with the Laboratory Director and HR Chief Officer in December to discuss Council representation and the Council support services following the discontinuation of the Office of Scientific Appointments and the Laboratory reorganization.

Mentoring:

The Manager of Learning & Development, Maggie Sullivan, and the Leadership Training Specialist, Maureen Canter, from HR joined the June Council meeting to provide an update and received feedback from Council on the Mentoring Program.

Laboratory Community Relations and Quality of Life:

The BNL Council authored a Monday Memo article introducing the role of BNL Council to the Laboratory, published August 2014.

The Council formed a subcommittee to address concerns about staff/user service reductions such as food service, transportation, and onsite housing. The subcommittee contacted the RHIC/AGS and CFN/NSLS Users' Executive Committees, who were engaged in fact-finding and advocating for their user bases.

Laboratory Retirement Committee:

The Council Chair attended four quarterly Retirement Committee meetings.