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managed by Brookhaven Science Associates
for the U.S. Department of Energy

March 5, 2020

Brookhaven Council chair's report for 2019 (term 3/2019 - 2/2020)

Dear Doon,

The BNL Council (Council) is charged with advising and making recommendations to the Director about Laboratory policies affecting the scientific staff. The Council body consists of members elected by the scientific staff. In response to the significant increase in scientific staff within the Computational Science Initiative (CSI), Council's bylaws were changed to include representation by CSI thereby increasing the total number of Council members from 16 to 17. This year and next year's Council membership and composition are appended. Activities of the Council are maintained on the (protected) Council Sharepoint site <https://teamsites.bnl.gov/sites/council/SitePages/Home.aspx>.

Successfully completed activities of this year's Council are given below:

- 5 tenure case reviews with the promotions approved by Council with subsequent approvals outstanding
- participation in the FY20 BNL LDRD proposal reviews,
- participation in 1 Goldhaber fellowship review,
- participation in 1 committee charged with reviewing termination of a continuing scientist due to financial exigency at NSLS-II,
- participation in a committee addressing updates to SBMS in the context of updates to the policies concerning Emeritus and Phased Retirement, and
- participation on the BNL retirement committee.

Council provided 3 recommendations this year (appended):

- A white paper representing Council's views on the topic of regarding the retention of tenure at BNL (May 17, 2019)
- An interim update representing Council's response to proposed changes to Scientific and Technology Position Classifications at BNL (Oct. 21, 2019)
- A summary of Council's concerns and recommendations concerning the interruption of food services at BNL (Feb. 10, 2020)

Council continued to provide representation on the committee, led by B. Tribble, on modifications to BNL's job classification scheme for science and technology positions.

Council participated in a subcommittee, led by M. Schoonen, formed to examine a situation involving inappropriate use of commercial software.

Work for next year's Council include the following:

- Continued participation on the committee concerned with changes to the Scientific and Technology Position Classifications at BNL
- Continued evaluation to add staffing diversity to the Council; however, Council notes that this work needs to be coordinated with the reclassification efforts

- Continued effort to resume the Brookhaven Lecture Series (BLS); developments are underway, with M. Ohlsen leading the re-constitution of the BLS committee
- Continued effort to improve quality-of-life for BNL scientists with emphasis on restoration of food services; these services are important for hosting conferences and workshops as well as for fostering scientific developments through collaboration
- Engagement in improving working conditions for foreign national scientists at BNL

Representation by the Council chair on the Science Council was appreciated and helpful in communicating future directions of lab management to the Brookhaven Council including developments related to the Electron Ion Collider (EIC), continued efforts to expand the Laboratory portfolio including communication of important events such as XLab Summit debriefs and progress in and impact to staff and management with regards to developments in proposal information management, communication of changes in performance appraisal ratings, continued developments to enhance inclusion and diversity at the lab, cost saving measures promoted by the lab such as the use of CONCUR and communication of the Instrumentation Division reorganization and its motivation.

The strong support of all members of the Council is much appreciated and was essential in accomplishing all the tasks executed by this year's 13 Council subcommittees. Special recognition and thanks go to Steven Hulbert, who served as Brookhaven Council secretary and whose help in coordination and management of all these activities was invaluable.

Sincerely,

Michiko Minty
Chair of Brookhaven Council
Past Chair of APS Division of the Physics of Beams
Accelerator Division, Associate Division Head
Collider-Accelerator Department

