

February 24, 2021

Brookhaven Council chair's report for Council 2020 (term 3/2020 - 2/2021)

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. This 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>.

This year, there was one fundamental change in the way Council operates. Starting from the April meeting which was the second meeting of Council 2020, all meetings were carried out remotely, due to the Covid-19 crisis. Remote meetings continued until the term of Council 2020 expired.

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 FY21 BNL LDRD proposal reviews.
- Participation in 1 Goldhaber fellowship review.
- Participation in 2 committees charged with reviewing termination of a continuing scientist due to financial exigency.
- Participation and feedback to the scientific reclassification committee at BNL.

Council provided 4 recommendations this year (available on the Council Sharepoint site):

- A Memo representing Council's views with our concerns and suggestions about the proposed Scientific Classification scheme. (June 6, 2020).
- A Memo representing the Council's concern about the negative effects that Covid-19 had on the career of Postdocs at the lab, and our suggestions as to how the Administration could ameliorate the situation. (August 14, 2020).
- A Memo was submitted to the CAD/EIC Management to raise concerns that the scientific careers of EIC scientists will not be overlooked in the time-critical environment of the new EIC project. (January 6th, 2021).
- A Memo was submitted recommending a named Fellowship to help with the recruitment of talented staff and improving the success of BNL candidates for the DOE Early Career Award. This proposal is built on an effort initiated by Council 2019. (January 27th, 2021)

Two main topics were extensively debated in Council 2020. The first topic, the reclassification of the scientific track, has already been mentioned above because it was the subject of a Memo. In fact, this is the second Memo from Council on classification; Council 2019 also provided feedback on an earlier version of the proposed changes. The planned reclassification of the scientific track is a set of fundamental changes to the scientific career path of BNL staff. The council received a presentation from Human Resource Staff in the May meeting. After deliberations, we sent the aforementioned Memo, where we brought up a few concerns, including the removal of term limits at all scientific levels, and the definition of the phrase “failure to thrive technically”. Council is most concerned about the unintended long-term consequences of the proposed changes and ways to prevent negative outcomes for the staff and the Lab.

The second topic that was extensively debated was the issue of improving the representation of the scientific staff from across the different types of BNL departments. In particular, the question of the eligibility of non-tenured staff to serve on Council has often been a topic of discussion over the years, as this would affect the representation of certain departments; some departments do not have a tenure process, and other departments seem to have unofficially put a hold on the tenure process. The eligibility to serve on Council has always been restricted to tenured staff, and over the years there have always been discussions about this rule. Council 2020 discussed this issue at regular Council meetings. Given the complexity of the issues, a series of additional “drop-in” meetings were held, enabling smaller groups to discuss concerns and to solicit possible new structures for Council. From the discussions, a set of questions and possible options for Council were collected and were voted on.

The consensus of our deliberations is a proposed new Council structure consisting of both Tenured and non-Tenured members. Council will act jointly on most issues, but only the Tenured staff will deal with consideration of Tenure cases that are submitted for review from the departments. During the time period that Tenure cases are being considered by Council, other Council businesses will be put on hold with the exception of emergencies, due to the significant time commitment required for the review effort. There was consensus that the number of Tenure staff should stay approximately the same, and should come from as wide a distribution of departments as possible, in order to carry out the Tenure case review effectively. The Council agreed to add one non-tenured member from each grouping (there are currently 8 groupings of departments on Council) resulting in an expected new council size of 25 members, up from the current 17.

A final comment on the consensus is on how the representatives will be selected. Currently, the 8 Council groupings run elections for their designated number of Tenured representatives, and this will not change. The change will be that the 8 Council groupings will have an additional parallel election for one non-Tenured staff representative. The groups can run the elections at the same time, with one slate of candidates for the Tenured slots, and a separate slate of candidates for the non-Tenured slot.

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 all Council subcommittees. Special recognition and thanks go to Evgeny Nazaretski, who served as Brookhaven Council secretary and who carried a significant burden in all Council activities.

Sincerely,

K. Evans-Lutterodt

Chair of Brookhaven Council

2020-2021 Brookhaven Council Members (effective March 9, 2020)

Name	Affiliation	Represents	Bldg	Phone	Term End	Email
Evans-Lutterodt, Kenneth *	NSLS-II	NSLS-II	743	2095	Feb. 2021	kenne@bnl.gov
Huang, Haixin	CAD	C-AD, SMD	5446	5446	Feb. 2021	huanghai@bnl.gov
Liu, Ping	Chemistry	Chemistry	555	5970	Feb. 2021	pingliu3@bnl.gov
Ruan, Lijuan	Physics	Physics	510A	8028	Feb. 2021	ruan@bnl.gov
Zhu, Yimei	CMPMSD	CMPMSD, CFN, SET	480	3057	Feb. 2021	zhu@bnl.gov
Kollias, Pavlos	Environmental and Climate Sci.	E&CS, NST, NNS	--	631-632-8691	Feb. 2022	pkollias@bnl.gov
O'Connor, Paul	Instrumentation	Instrumentation	535B	7577	Feb. 2022	poc@bnl.gov
Stacchiola, Dario	CFN	CMPMSD, CFN, SET	735	7312	Feb. 2022	djs@bnl.gov
Xu, Changcheng	Biology	Biology	463	2183	Feb. 2022	cxu@bnl.gov
Begel, Michael	Physics	Physics	510A	3403	Feb. 2023	begel@bnl.gov
Fedotov, Alexei	C-AD	C-AD, SMD	911B	5479	Feb. 2023	fedotov@bnl.gov
Jha, Shantenu	CSI	CSI	725	4780	Feb. 2023	shantenu@bnl.gov
McGraw, Robert	Environmental and Climate Sci.	E&CS, NST, NNS	815E	3086	Feb. 2023	rlm@bnl.gov
Nazaretski, Evgeny **	NSLS-II	NSLS-II	743	4428	Feb. 2023	enazaretski@bnl.gov
Raparia, Deepak	C-AD	C-AD, SMD	930	4849	Feb. 2023	raparia@bnl.gov
Schenke, Bjoern	Physics	Physics	510A	5805	Feb. 2023	bschenke@bnl.gov
Yang, Lin	NSLS-II	NSLS-II	745	5833	Feb. 2023	lyang@bnl.gov
* Chair; **Secretary						
		Council Representations	# reps			
		Biology	1			
		Chemistry	1			
		C-AD, SMD	3			
		CMPMSD, CFN, SET	2			
		E&CS, NST, NNS	2			
		Instrumentation	1			
		NSLS-II	3			
		Physics	3			
		CSI	1			
		Total	17			