

## SHUG-EC Conference Call: Tuesday March 9<sup>th</sup>, 2021

### Online:

ORNL: Hans Christen, Jamie Fernandez-Baca, Lisa Debeer-Schmitt, Janell Thomson, Travis Williams, Ken Andersen

External: Geneva Laurita, Adrian Brugger, Daniel Shoemaker, Yun Liu, Jaroslaw Majewski, Martin Mourigal, Olivier Delaire, William Ratcliff, Danielle Yahne

### Document approval:

Minutes from February 2021 conference call: approve

Agenda for March 2021 conference call: approve

1. Meeting with Ken Andersen
  - a. Introduction of Ken to EC in his role as associate laboratory director
  - b. Discussed relationship with EC
    - i. Frequent one-on-one working meetings with EC chair, can meet with SHUG-EC when needed
  - c. **EC Requested topic:** Strategy to mitigate shutdowns of HFIR/SNS, including context of NCNR shutdown—near term support of research and also long-term (decades) for HFIR lifetime
    - i. Discussed impact on the neutron user community and coordination with NCNR
      1. Current and direct exchange of communication between facilities
      2. Working to stagger shutdowns to help community
    - ii. Discussed communication strategy with user community about preparing for and support through shutdowns
    - iii. Discussed concerns of SHUG members and need to understand the concerns of the community as a whole to prepare for this time period
    - iv. Discussed strategies for user support during shutdowns
    - v. Discussed impact and opportunity for beamline staff during shutdowns
  - d. **EC Requested topic:** Hiring diversity with a focus on underrepresented people – how to fix the problem of sampling bias/observability, among others
    - i. Discussed current statistics, areas for improvement, and goals towards addressing these issues
    - ii. Discussed structural changes to hiring process and restructuring of teams/groups/divisions towards these goals
    - iii. Discussed ORNL diversity and inclusivity initiative group's role
    - iv. Discussed ideas outside of ORNL that have been successful in other institutions
      1. Recruitment, hiring, training, retention, etc.
    - v. Discussed areas to consider in hiring and retention and how to be proactive
    - vi. Discussed the role of on-site user visits towards these goals and how to make the visits more inclusive and welcoming
    - vii. Discussed the EC's role in user communications for timely feedback towards these goals
  - e. Discussed areas of long-term considerations
    - i. The role of EC and how to structure advocacy for the various communities that intersect here
    - ii. The state and future of domestic and international neutron sources
    - iii. The role of communication between various groups at different facilities
  - f. Follow up with Daniel if you have further comments/questions for Ken
2. (Pinned) Response from ORNL about long-range planning schedule, notably the Be outage

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- a. Discussed in meeting with Ken Andersen
- b. Communication response from ORNL in progress; will be posted once approved
- c. Discussed need for timely communication, even if it evolves over time
3. Update on user meeting: Proposed schedule, plenary speakers, panel and early-career invitee poll
  - a. Proposed schedule is on the shared google document
  - b. **Action Item for EC:** need to determine two plenary speakers; see follow-up from Daniel on Slack
  - c. **Action Item for EC:** need to figure out format for poster sessions; see linked document in google doc for information
4. Arrive at recommendation for ORNL regarding user surveys and metrics.
  - a. Discussed state of survey and metrics and ideas/role of future surveys
5. **Action Item for EC:** Virtual SHUG-EC on-site visit needs input on Google Doc
  - a. See highlighted areas for input on google doc
6. Next conference call: Tuesday April 13<sup>th</sup>, 4pm