



... for a brighter future

APS/User Monthly Operations Meeting

J. Murray Gibson

December 3, 2007



U.S. Department
of Energy

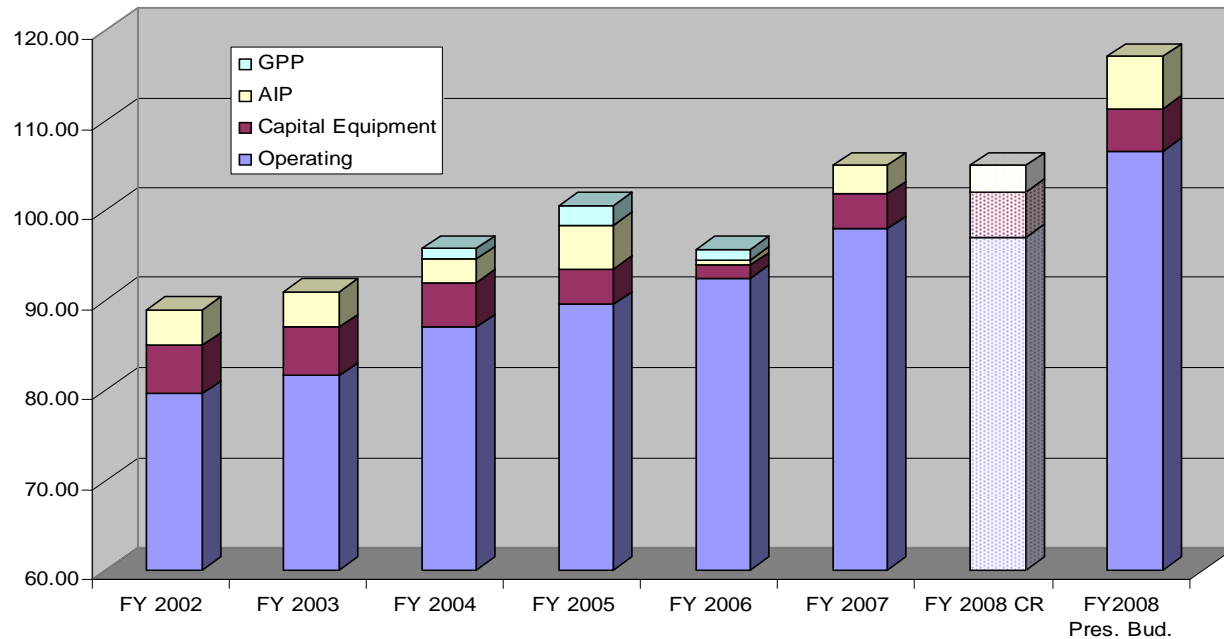


A U.S. Department of Energy laboratory
managed by The University of Chicago

Agenda

- 2:30 p.m. Refreshments
- 2:45 p.m. APS Update and
Supervisor of the Year Award – Murray Gibson
- 3:05 p.m. Safety – Paul Rossi
- 3:20 p.m. Proposed Upgrades to Gen-1 PSS Systems –
Greg Markovich
- 3:45 p.m. Adjourn

Budget uncertainty...



Under a CR it is even worse than this looks – only 86% of the budget is released

Other business

- APS upgrade workshop scheduled for October 20-21, 2008
 - will be held off-site
- ps pulse project development – leaning towards the “cold” CW solution
 - will take longer, but performs much better for ultrafast science
 - *warm option now looks too costly for inferior performance*
 - we will develop detailed design, and perform R&D, using ANL cryoplant to save costs
- Task-force to evaluate floor coordinator workload will be chaired by Julie Cross, involving PUC/APSUO reps

- Important DOE review of APS next week...

Agenda – DOE review of APS December 10-13, 2007

Monday, December 10, 2007 - Building 401, Room E1100/E1200

- 8:30 a.m. Welcome by Laboratory Management – Robert Rosner, ANL Director
- 8:45 a.m. Overview of the APS Facility – J. Murray Gibson, APS Director
- 9:45 a.m. Science Highlight – Bernhard Keimer, Max Planck Institute for Solid State Research
- 10:15 a.m. Break
- 10:30 a.m. The APS is an Essential Tool for Biomedical Science – Johann Deisenhofer, University of Texas, Southwestern
- 11:00 a.m. Accelerator Overview – Rod Gerig, APS Deputy Director, Accelerators
- 11:30 a.m. APS User Program – Dennis Mills, APS Deputy Director, X-Ray Science
- 12:00 p.m. Lunch with APS User Organization Executive Committee and Users 5th Floor Gallery
- 1:30 p.m. Beamline and Accelerator Breakout Sessions
- 2:30 p.m. Break – E1100/E1200
- 4:00 p.m. Meeting with CARS Representatives – 401, A5000
- 5:00 p.m. Beamline Poster Session – 437 LOM
Accelerator Poster Session – 402 Gallery
- 6:45 p.m. Reception – Guest House
- 7:30 p.m. Dinner – Guest House

Tuesday, December 11, 2007 - Building 401, Room E1100/E1200

- 9:00 a.m. Science Highlight – Simon Mochrie, Yale University
- 9:30 a.m. Spatially Resolved Elastic Strains in Dislocation Cell Structures
Measured Using Sub-Micron X-ray Beams – Lyle Levine, NIST
- 10:00 a.m. Break
- 10:15 a.m. Slow Dynamics in an Antiferromagnet using Coherent X-rays –
Eric Isaacs, Center for Nanoscale Materials Division Director/ANL
- 10:45 a.m. Solutions for Local Structural Problems in Catalysis – Peter Chupas,
APS/XSD
- 11:15 a.m. Strategic Planning for X-ray Science – Gabrielle Long, APS
X-ray Science Division Director
- 12:15 p.m. Lunch with the Partner User Council Reps – 5th Floor Gallery
- 1:00 p.m. Storage Ring Tour
- 2:00 p.m. Science and Accelerator Breakout Sessions
- 2:30 p.m. Break – E1100/E1200
- 4:30 p.m. Meeting with Biology CAT Representatives – 401, A5000
- 5:30 p.m. Executive Session – E1100/E1200

Wednesday, December 12, 2007 - Building 401, Room E1100/E1200

- 9:00 a.m. ESH at APS – Tom Barkalow, SUF ESH/QA Coordinator
- 9:30 a.m. Biogeochemistry of Uranium in Calcium Carbonate Systems – Shelly Kelly, BIO/ANL [10-ID; XAFS]
- 10:00 a.m. Science Highlight – Jason Hancock, Stanford University
- 10:30 a.m. Break
- 10:45 a.m. Directing the Assembly of Nanostructured Films with Living Cells – C. Jeffery Brinker, Sandia National Laboratory [8-ID; GISAXS]
- 11:15 a.m. Opportunities in Ferroelectrics and Multiferroics at Short Times and High Fields – Paul Evans, University of Wisconsin [Sectors 2 and 7]
- 11:45 a.m. Lunch with Scientific Advisory Committee Members – 5th Floor Gallery
- 1:00 p.m. ERL Upgrade Proposal – George Srajer, APS X-ray Science Associate Division Director and Michael Borland, APS Accelerator Systems Division, Operations and Analysis Group Leader
- 2:00 p.m. Accelerator R&D Breakout and Individual Review Team Member Meetings with Selected APS staff
- 2:30 p.m. Break – E1100/E1200
- 3:30 p.m. Meeting with Early Career Scientists – 401, B5100
- 3:30 p.m. Meeting with Post-Docs and Scientific Associates – 401, A5000
- 4:30 p.m. Meeting with HP CAT Representatives 401, A5000
- 5:30 p.m. Executive Session – E1100/E1200

Thursday, December 13, 2007 - Building 401, Room E1100/E1200

- 8:00 a.m. Executive Session
- 10:00.a.m. ANL Strategic Plan and APS Role - Robert Rosner, Bo Arnold, Renee Carder, Don Joyce, Murray Gibson, Al Sattelberger, Rick Stevens, and Michael Turner
- 10:30 a.m. Executive Session
- 11:30 a.m. Closeout with APS/ANL Management

Being a supervisor can be challenging....



360 degree feedback for all SUF supervisors was held this spring



- Every supervisor in SUF (with more than 3 reports) did this
- They selected 12 people to fill it out the anonymous web-based survey
- Questions were prepared by SUF committee on subjects of importance
- Data gathered by 3rd party at remote website
- Aggregate data was seen by managers, individual data for each supervisor was private (they could choose to share it)
- Coaching was available from Human Resources for supervisors on using input most effectively

Aim was to give supervisors constructive feedback on areas of strength and weakness

Highlights of 360 degree scores at SUF (aggregate data)

360 Feedback Average Scores for SUF Supervisors

■ **Top 4**

- Acts in an honest and upfront manner
- Ensures that safety is integrated into work planning, execution and review
- Creates and maintains safe, secure and environmentally sound working conditions
- Treats people of all backgrounds fairly

■ **Bottom 4**

- Delegates important work to build the skills of others
- Takes reasonable risks
- Negotiates outcomes without alienating people
- Effectively manages resistance to change

Why do we award an SUF supervisor of the year?

- First line supervisors at ANL do most of the managing of people
 - Yet they do not get a promotion just for supervising
- We want to identify those who embody the strengths of being
 - Respected by their employees
 - Open in their communication
 - Caring about the development of their people
 - And effective in managing their group to success
- Annually we solicit nominations from employees, and make selections (usually from an outstanding group of candidates) one person who most embodies the attributes of excellence in supervision
 - Selection based on recommendation by SUF Employee Advisory Committee

SUF Employee Advisory Committee (SUF-EAC)

Purpose

A mechanism to help facilitate communication and provide a forum where employees can raise concerns and issues. The eight members of this committee include technical, scientific, and administrative personnel who were nominated by the directors of the four divisions. New members will be appointed approximately every 18 months on a rotating basis. The group meets with the SUF ALD to discuss matters related to programs important to both SUF employees and management.

Mary
Westbrook,
AES-IT



Albert Hillman,
ASD-PS



Diane Wilkinson,
ASD



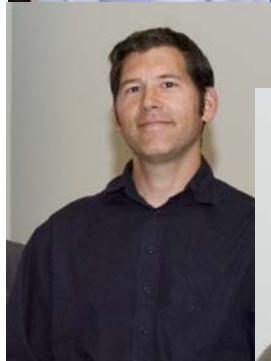
Paul Brod, IPNS



Ray Conley,
XSD-OFM



Jon Almer,
XSD-MC



Mark Gibson,
AES-SI



Kristine Mietsner,
AES-SA



2007 SUF Supervisor of the Year Award



Ken Sidorowicz, IT Group Leader in APS/AES has been selected as the 2007 SUF Supervisor of the Year.

He has demonstrated outstanding leadership which is exemplified by his ability to inspire and motivate his team and his proactive approach to promoting the success of the APS and its projects through application of new trends in information technology.



Ken leads by example... he gives each of his group members the tools and skills necessary to be successful... takes great pride in the group's success... has an open door policy... Ken understands that one strike-out does not render us incompetent...