

PSC All-Hands Meeting

Oct 26th 2022

Laurent Chapon
Associate Laboratory Director for Photon Sciences



Laurent Chapon: PSC Update, Safety, DEI, Budget, Partnerships, Performance Appraisals

Shelly Kelly (XSD): Spectroscopy Update

Jim Kerby: APS-U Update

Awards & recognitions, new starters

Q&A

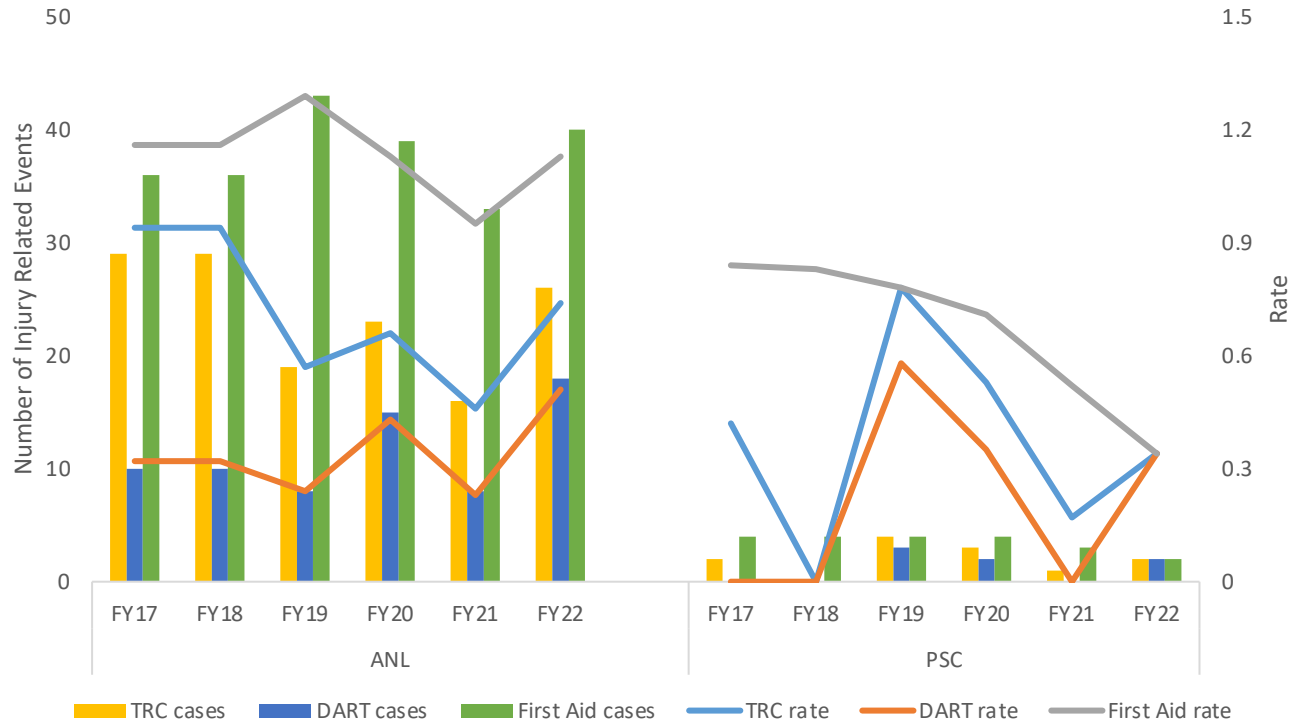
BENEFITS CHANGES

Follow-up from Lab All-Hands

- Discussion with representatives of ERGs, staff.
- Thank you for your engagement and constructive feedback.
- Working hard to propose a third option alongside the two PPO plans
- If problems obtaining specific answers email Ichapon@anl.gov
- Action required by all benefits-eligible employees by November 14, 2022

SAFETY

5-year Injury Events w/COVID



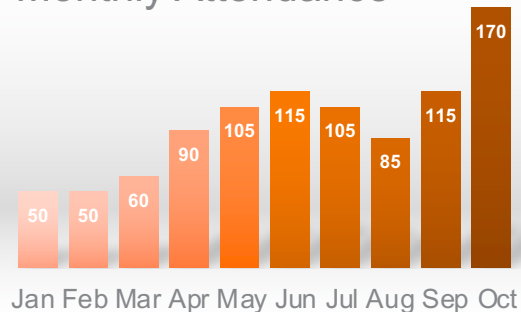
Diversity, Equity & Inclusion Opportunities



“The Voice of PSC”:

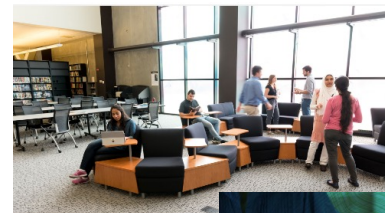
Safe and open forum to share thoughts, ideas and concerns, every 3rd Thursday, 1-2PM

Monthly Attendance



Argonne's Learning & Organization Development

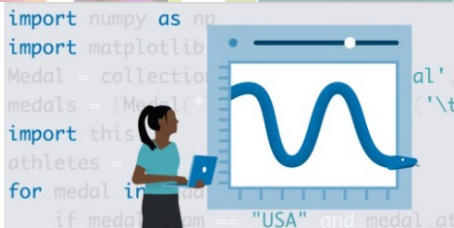
Programs promoting professional & leadership development, and Argonne's culture of DEI



ARGONNE MENTORING PROGRAM

Activate your LEARNING

account: Unlimited access to 5,000+ courses to develop leadership, technology-related, and creative skills



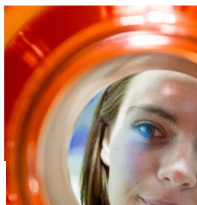
Find all the details on our DEI webpage



STEM Outreach Program

MYARGONNE

MY APPS



Youth Conferences



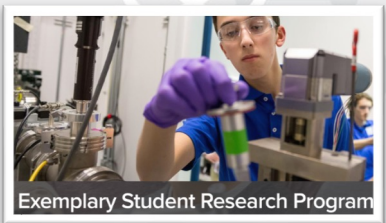
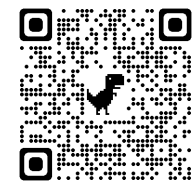
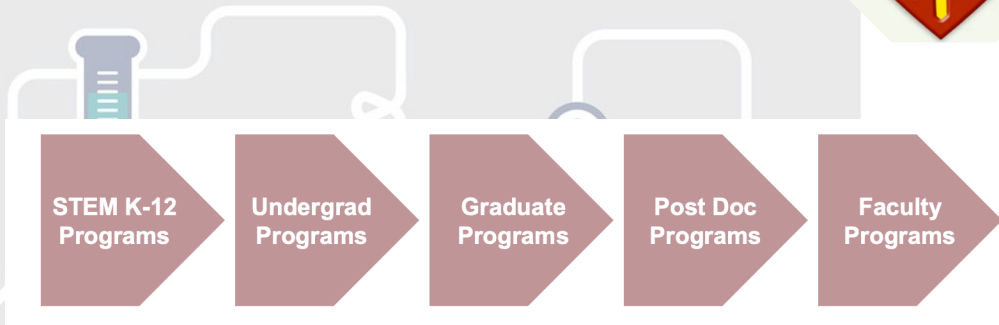
STEM Fests



Argonne in the Classroom



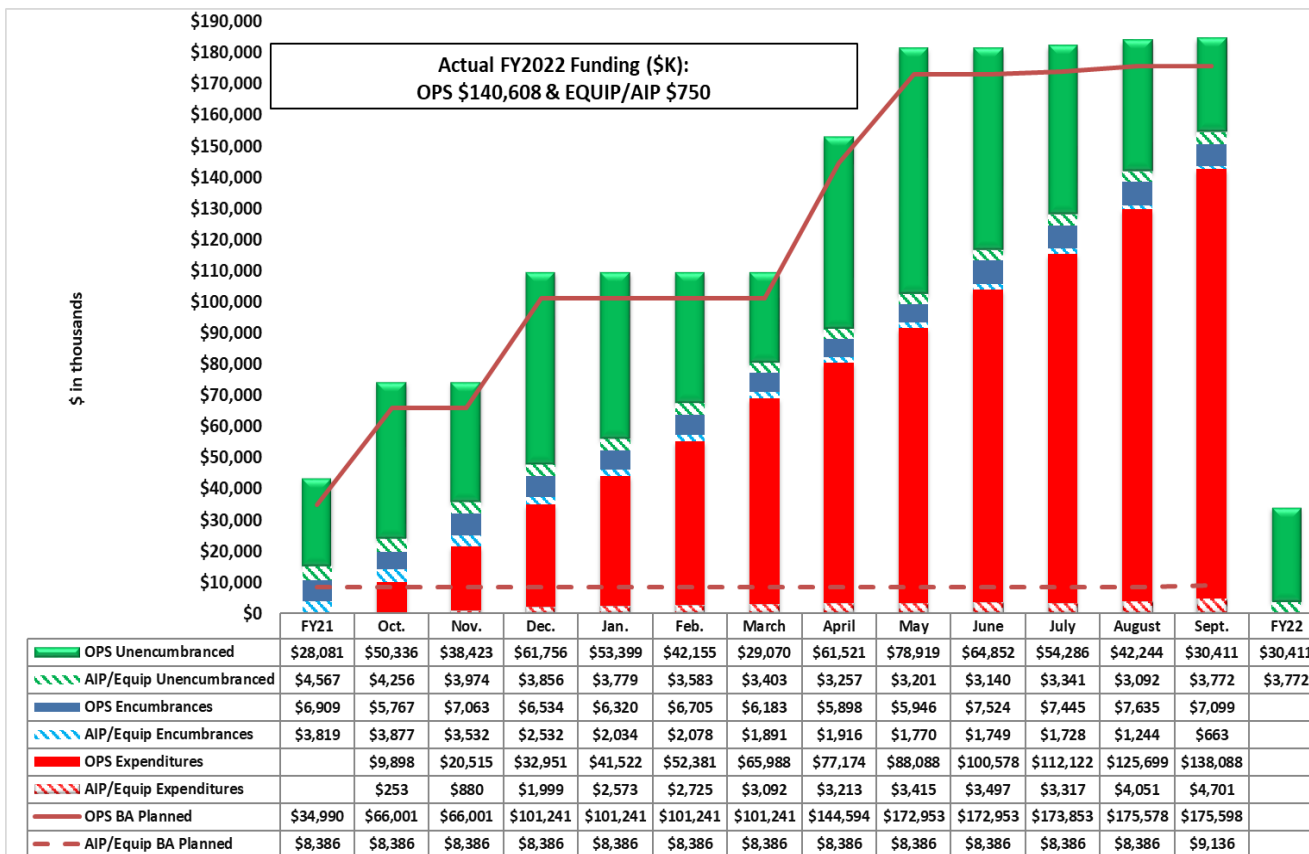
Volunteer Management System (VMS)
Mobile



PSC FY22

	Carryover	FY22 Funding	FY22 Spending	Obligation	Unencumbered Balance
APS Operations	\$43,376.0	\$141,358.0	\$142,789.5	\$7,762.0	\$34,182.6
APS Upgrade	\$259,906.6	\$106,000.0	\$122,997.1	\$68,030.5	\$174,879.0
Other DOE	\$22,890.9	\$19,197.8	\$17,559.2	\$2,027.9	\$22,501.6
Strategic Partnership Projects	\$12,496.7	\$9,514.2	\$11,127.5	\$2,096.2	\$8,787.2
LDRD	\$2.3	\$3,337.0	\$3,304.4	\$93.1	-\$58.1
	\$338,672.6	\$279,407.0	\$297,777.7	\$80,009.6	\$240,292.3

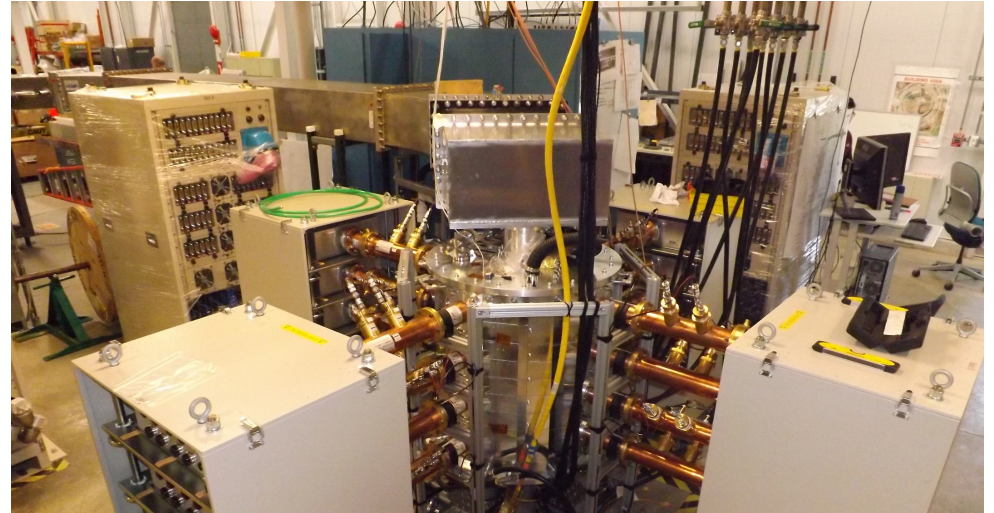
APS OPERATIONS – FY22 BUDGET



Replacement of the high-power RF system



New modulator & Klystron LINAC
Addresses obsolescence issues in the APS
linac to support APS-U operation



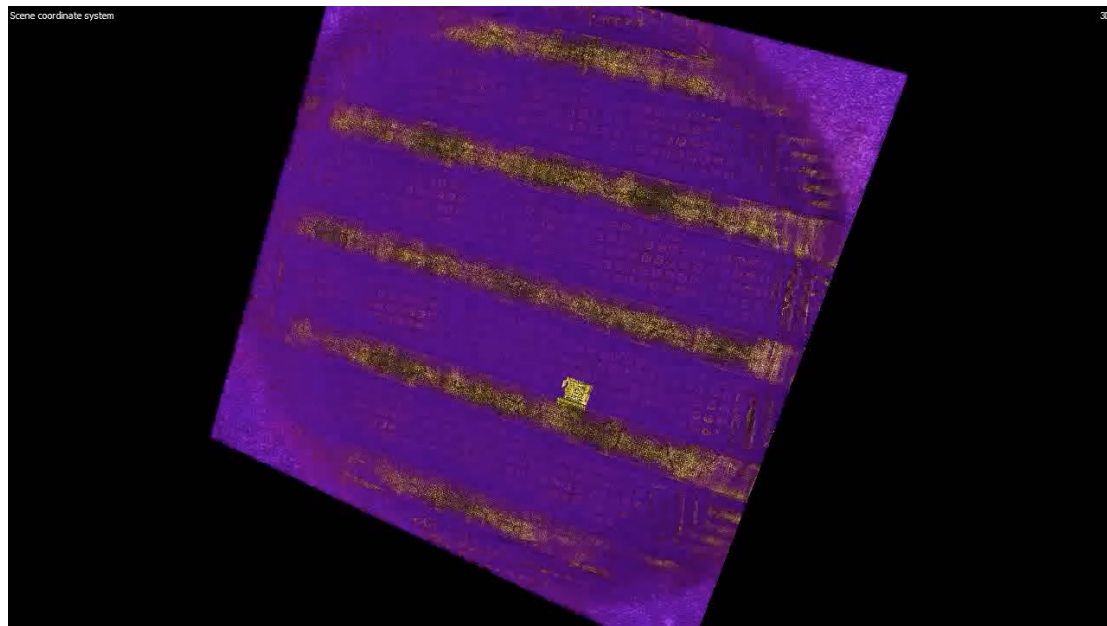
New 200 kW Solid State Amplifier
Prototype will undergo testing in Oct. 2022
Solid State Amplifier program launch in FY23, will be completed in
FY27

Partnership - Microelectronics LYNX

- Non-destructive imaging of integrated circuits and chips.
- Resolving strain and image at the nanoscale (relevant to QIS)
- Probing 3D structure, i.e. complex packaging
- Relevant for metrology and R&D

APS: Jeff Klug, Yi Jiang, Junjing Deng, Steve Henke, Michael Roberts, Stefan Vogt, ...

LANL: Nine Weisse-Bernstein, Nick Sirica, Tory Carr, Bill Ward, ...



Continuing science in MX through the APS dark period

Identification of protein structures in biological molecules is a crucial use of the APS

21% of the structures in the global Protein Data Bank that were identified using x-ray crystallography came from the APS



New APS/LS-CAT partnership with Diamond Light Source in the United Kingdom will give users reciprocal access to the two facilities



Possible Partnership – NNSA (DMSS)

DMSS: Defense Materials Science Sector

Through a series of dedicated workshops, DOE/NNSA and SC have partners to identify potential investments at U.S. light sources.

An opportunity for a new sector is in discussion :

- Long beamline extension with external building
- A Materials Science & Qualification Hutch
- An explosive vessel firing capability
- A pulsed power driver for complex loading
- Other dynamic drivers



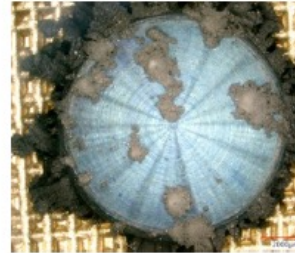
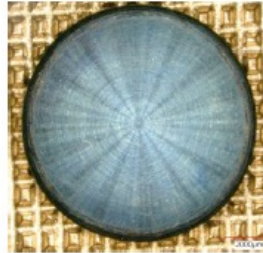
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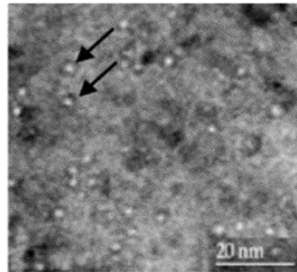
POSSIBLE PARTNERSHIP – NNSA (DMSS)

The stockpile is changing due to aging, new manufacturing practices, and new materials.

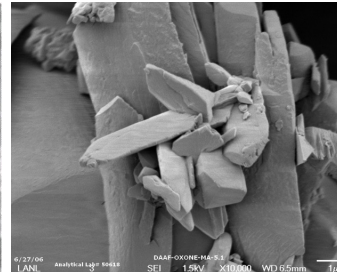
- ANL: **Denny Mills, George Vukovich,** Jonathan Lang, John Quintana, John Almer
- LANL: Dana Dattelbaum, **Brian Jensen, Tom Venhaus,** Reeru Pokharel, Rachel Huber, Don Brown, John Carpenter, Dan Hooks, Brandy Royer
- LLNL: Tom Arsenlis, **Rick Kraus,** Trevor Willey, Mukul Kumar, Nenad Velisavljevic
- SNL: Chris Seagle, Tommy Ao, Sakun Duwal, Chad McCoy
- NNSA: **Allen Dalton,** Sarah Nelson, Kevin D'Amico
- Yogi Gupta, Paulo Rigg, Chris Deeney, Tony Rollett, Rus Hemley
- + *many other principal investigators and university leads*



Surface corrosion



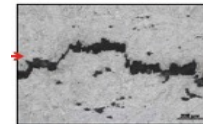
Helium Bubbles
in Aged Plutonium



High explosives
Structure-performance



Wrought



AM
Annealed



Damage in newly
manufactured steel

MACHINE ADVISORY COMMITTEE

Chair : M. Minty



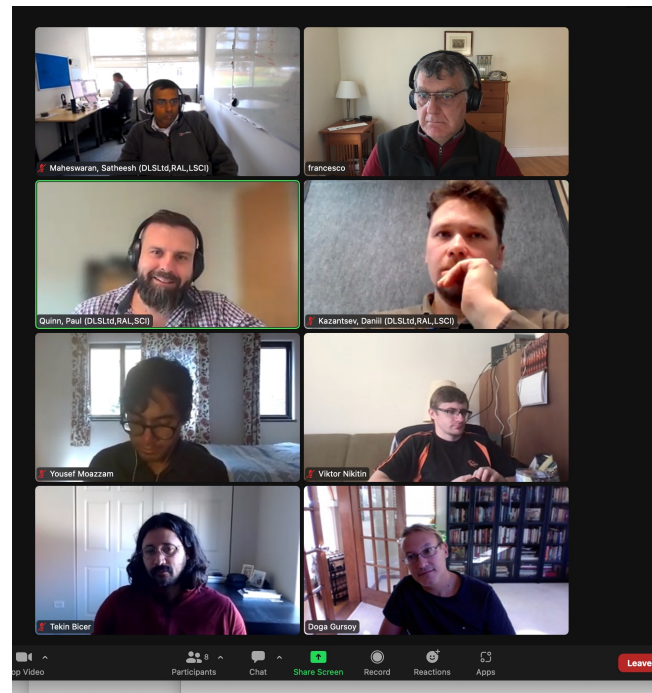
PERFORMANCE APPRAISALS TIMELINE

Step	Start (Central Time)	End (Central Time)
Manager submits PAs in Workday to their manager for 2 nd level approval after the PA normalization session	After October 27 – you will be notified by HRS when to submit your PAs in Workday	No later than Wednesday, November 2 12:00 pm
Manager's Manager approves PAs in Workday (the 2nd level manager approval)	Once prior step completes	No later than Wednesday, November 9 12:00 pm
HRM submits PA approval in Workday (ALD release)	Monday, November 14	No later than Monday, November 14 12:00 pm
Manager releases PA in Workday to employee one to two days prior to PA discussion	Tuesday, November 15	No later than Monday, December 12 12:00 pm
Manager holds PA meeting with employee and acknowledges the PA discussion occurred in Workday	One to two days after prior step is completed	No later than Wednesday, December 14 12:00 pm
Employee enters comments & acknowledges PA in Workday	Once prior step is completed	No later than Friday, December 16 12:00 pm

PA - DEI

- Leadership initiative, not driven by HR
- Embedding DEI and Core-values in performance appraisal enable us to pivot our thinking:
 - It is a way personify our approach to DEI, reflecting on impact at a personal and at an organizational level.
- I will drive important open discussions with line manager about how we embed these values in our daily work and our objectives.
- It may drive personal development goals.
- It will enable management to recognize staff who spend considerable time and energy to drive change in PSC. Equally, the overall performance appraisal rating will not be negatively affected by the absence of specific contribution.
- We do not want to drive change by imposing a uniform model, but instead encourage creativity and personal responsibility for change.

INTERNATIONAL COLLABORATIONS



25+ YEARS SERVICE AWARDS

25 years

Geoff Pile

30 years

Kurt Boerste

Bruce Epperson

Robert Wright

Randall Zabel

William Jansma

David Lichty

Emil Trakhtenberg

Nicholas DiMonte

35 years

Roger Dejus

IMPACT ARGONNE AWARDS RECIPIENTS

Diversity and Inclusion Results

- **Arista Thurman**

Enhancement of Argonne's Reputation

- **Connie Vanni, John Hammonds**

Extraordinary Effort

- **Camelia Mititelu, Andrew Stevens**
- **Elizabeth Schmidt**
- **Sunil Bean**
- **Sam Jarvis**
- **Lester Erwin**
- **Kevin Wakefield**
- **Michael Sullivan**
- **Brandon Stone, Jun Qian**



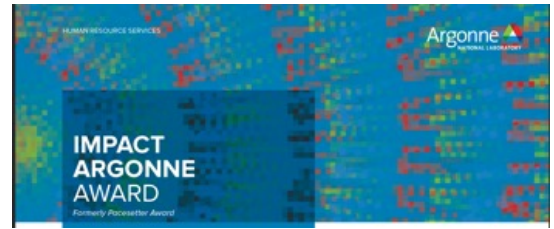
IMPACT ARGONNE AWARDS RECIPIENTS

Extraordinary Effort (cont.)

- **Thomas Parchem**
- **Bill Guszczko, Joseph Vanis**
- **Nicholas Kubinski, Glenn Moonier**
- **Quentin Hasse, Matthew Kasa, Susan Bettenhausen, Jason Ackley, Yuko Shiroyanagi, Ethan Anliker**
- **Wenqian Xu, Andrey Yakovenko, Kevin Beyer, Olaf Borkiewicz, Leighanne Gallington**
- **Tiffany Kinnibrugh, Tyra Douglas, Charles Kurtz**
- **David Cyl, Jiyong Zhao, Barbara Lavina, Erika Benda, Emily Aran**
- **George Gonzalez, Dean Steinbrenner, Juan Anda, Tony Tantillo, Danny Roeder, Jake Ricken, Dino Canchola, Patrick Farquhar, Tim Clute, Kevin Knoerzer, Ken Kishbaugh**
- **Donald Walko, Don Jensen, Jr., Richard Spence, Alan Kastengren**



IMPACT ARGONNE AWARDS RECIPIENTS



Extraordinary Effort (cont.)

- **Charles Kurtz, Xiaobing Zuo, Soenke Seifert, Byeongdu Lee, Kevin Peterson, Antonino Miceli**

Innovation

- **Ayman Said, Jung Ho Kim, Emily Aran, Thomas Gog**
- **Ken Kishbaugh**

Significant Cost Reduction

- **Gene Swetin, Jason Carter, Oliver Mulvany, Jon Campbell**

AWARDS & RECOGNITIONS



Nena Moonier



Timothy Springer



Eric R. Dufresne

PSC QUALITY ENGINEER – DEPLOYED FROM LAB QUALITY



Nick Sempowicz

NEW STARTERS



Bryan Monk



Tugba Isik



Naveed Rahman



Michael Prince



Elizabeth Hardt



Justin Schiltz



Juan Ayala



Paul Bednarski



Cunming Liu



Sherese Humphrey

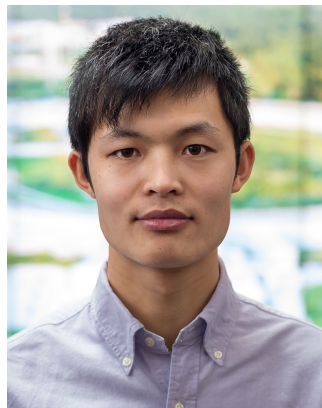
NEW STARTERS



Tyler Eastmond



Matthew Hotham



Jian Zhou



Henry Shi



Juanjuan Huang



Rex Green

Not pictured:

Derrick Robinson

Kenneth Swierczek

Austin Sahr



Please do not hesitate to reach out
Always welcoming feedback !
Ichapon@anl.gov



U.S. DEPARTMENT OF
ENERGY

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