

General Sciences Diversity Plan

ACCOMPLISHMENTS in 2004

- Many staff scientists in General Sciences are actively involved in education and public outreach on individual basis. The GS Workplace Committee will recognize their contributions by posting their activities in our web page.
- Southern University (a HBCU) Professor Ali Fazely and undergraduate student Leslie Sanford worked on detector development with Prof. Bob Jacobsen (UCB/LBNL) and Dr. Peggy McMahan (NSD) at the LBNL 88" cyclotron during the summer of 2004. Another student Tannus Joubert worked with Dr. Spencer Klein (NSD) on software for IceCube. Ms. Joubert won 3rd place for her poster on IceCube at the 2004 LAMP (Louisiana Alliance for Minority Participation) conference.
- Prof. Sekazi K. Mtingwa from Harvard University joined the AFRD Staff for two months in the summer of 2004. He contributed his expertise to the Linear Collider project with Dr. Andy Wolski of the Center for Beam Physics, Theory Group.
- A Pilot Plan in strategic recruiting (proposed by Gerry Abrams) was implemented in Phys. Div. for filling the Chamberlain Fellowship position. A similar plan was presented to both AFRD and NSD. In addition, the plan was adopted as a recommendation by the lab-wide Diversity Best Practice Council.
- The GS Workplace Committee presented to the GS Division Directors a list of performance expectations for supervisors. Many of these expectations were found to be already covered in the current performance review in each division. AFRD decided to distribute the "Supervisor Expectations" to program heads and supervisors as a resource document.
- The GS Workplace Committee sponsored a postdoc career planning workshop on "Careers for Physicists in Biotechnology: One Woman's Experience," on Friday, July 30th. Dr. Maria Isaac, from Optiscan BioMedical Corp. discussed her experiences in the biotech industry. Dr. Isaac is a former Nuclear Science Division and UC Berkeley postdoc.
- New rules for NSD postdoc re-appointments to promote their career development were proposed and later accepted. In a study to evaluate mentoring for post docs and newly recruited Nuclear Science Division employees, it was found that a mentoring program—as we had perceived it to benefit under-represented groups—was not clearly necessary at this time. The situation may change when there are more under-represented postdocs and scientists being hired.
- We held a supervisor brown bag lunch meeting to discuss roles and responsibilities for supervisors. We would like to see the brown bag lunch meeting occur once every few months to support continual leadership and supervisory growth.
- A General Sciences all-hands diversity awareness meeting was held on May 10, 2004.
- We are developing a web page for the General Sciences Workplace Committee to promote diversity awareness. This is thought to be a more effective format than newsletters.
- The AFRD Director is a member of the American Physical Society Committee on Minorities. (includes mentor relation with three minority scholarship awardees)
- As Chair-elect of the APS Forum on Education, Peggy McMahan (NSD) is very active on the national scene.

Action Items for 2005

Education and Public Outreach (EPO)

- Make use of the GS Workplace Committee web page to encourage staff scientists in General Sciences to get involved with public outreach.
- Continue to participate in conferences and workshops directed towards networking with college faculty and high school teachers, especially those working in Minority Serving Institutions (MSIs).

Scientific and Technical Staff Pipeline

- Continue to support research partnership program, whose goal is to influence women and minority undergraduates to pursue scientific research careers. Endeavor to involve more projects with Minority Serving Institutions.
- Collaborate with the Work Force Diversity Office and the Best Practices Council to facilitate these efforts.

Strategic Recruiting

- Revise hiring procedures, as appropriate, to ensure that positions are advertised and open to as many under-represented candidates as possible.
- Develop policies and procedures for improved strategic recruiting, using "Living Lists" of qualified individuals who are potential candidates for future open positions in the general sciences. Develop lists through consultation throughout the division and with people at other institutions, and implement personnel policies to ensure that these lists are consulted whenever postdoc and staff positions are to be filled.

Workforce Development

- Organize brown bag lunch meetings on topics that are interesting and beneficial to our workforce, such as leadership and supervisory growth, career planning, diversity, and immigration issues. Our goal is to hold these meetings quarterly.
- Initiate a dialog with HR, on how to conduct a survey on the "Workplace Climate" of the GS workforce.

Communication/Awareness

- Hold a General Sciences all-hands diversity awareness meeting with emphasis on the diversity issues in strategic recruiting.
- Maintain a web-site for the General Sciences Workplace Committee to communicate with employees.
- Organize a session at the American Physical Society April meeting for entry-level minority scientists.