

MSD Division Meeting

10/12/00

Murray Gibson

Agenda

- Announcements
- Divisional Committee on Support Staff Issues
- Center for Nanoscale Materials
- Upward Evaluation

Announcements

- Service awards
- MRS Medal to Dieter Gruen
- Peter Zapol - “Fermi Scholar”
- Welcome Materials Chemistry!
- Welcome John Carlisle
- Welcome Noreen Sorenson
- Goodbye Dale Koelling

MATERIALS SCIENCE DIVISION

J. M. Gibson
J. A. Johnson
V. A. Pahnke

A. C. Smith**

Director
Assistant Director, Fiscal and Personnel
Quality Assurance Representative,
Chemical Hygiene Officer,
Manager, Building 223
Environmental Compliance Representative,
Manager, Building 212

L. E. REHN - Mats. Phys.
Assoc. Division Director

P. A. MONTANO - Synch. Sci.
Assoc. Division Director

G.W. CRABTREE - Sol. St. Phys.
Assoc. Division Director

D. M. GRUEN - Mat. Chem.
Assoc. Division Director

RADIATION EFFECTS
L. E. Rehn

SYNCHROTRON RADIATION STUDIES
P. A. Montano

SUPERCONDUCTIVITY AND MAGNETISM
G. W. Crabtree

DIRECTED ENERGY SURFACE INTERACTIONS
M. J. Pellin

INTERFACE MATERIALS
D. Wolf

BASIC ENERGY SCIENCES SYNCHROTRON RADIATION CENTER
M. A. Beno

MAGNETIC FILMS
S. D. Bader

MOLECULAR MATERIALS
L. Curtiss

ELECTRON MICROSCOPY CENTER
D. Miller

CONDENSED MATTER THEORY
M. J. Norman

EMERGING MATERIALS
K. E. Gray

NEUTRON AND X-RAY SCATTERING
J. D. Jorgensen

Divisional Committee on Support Staff Issues

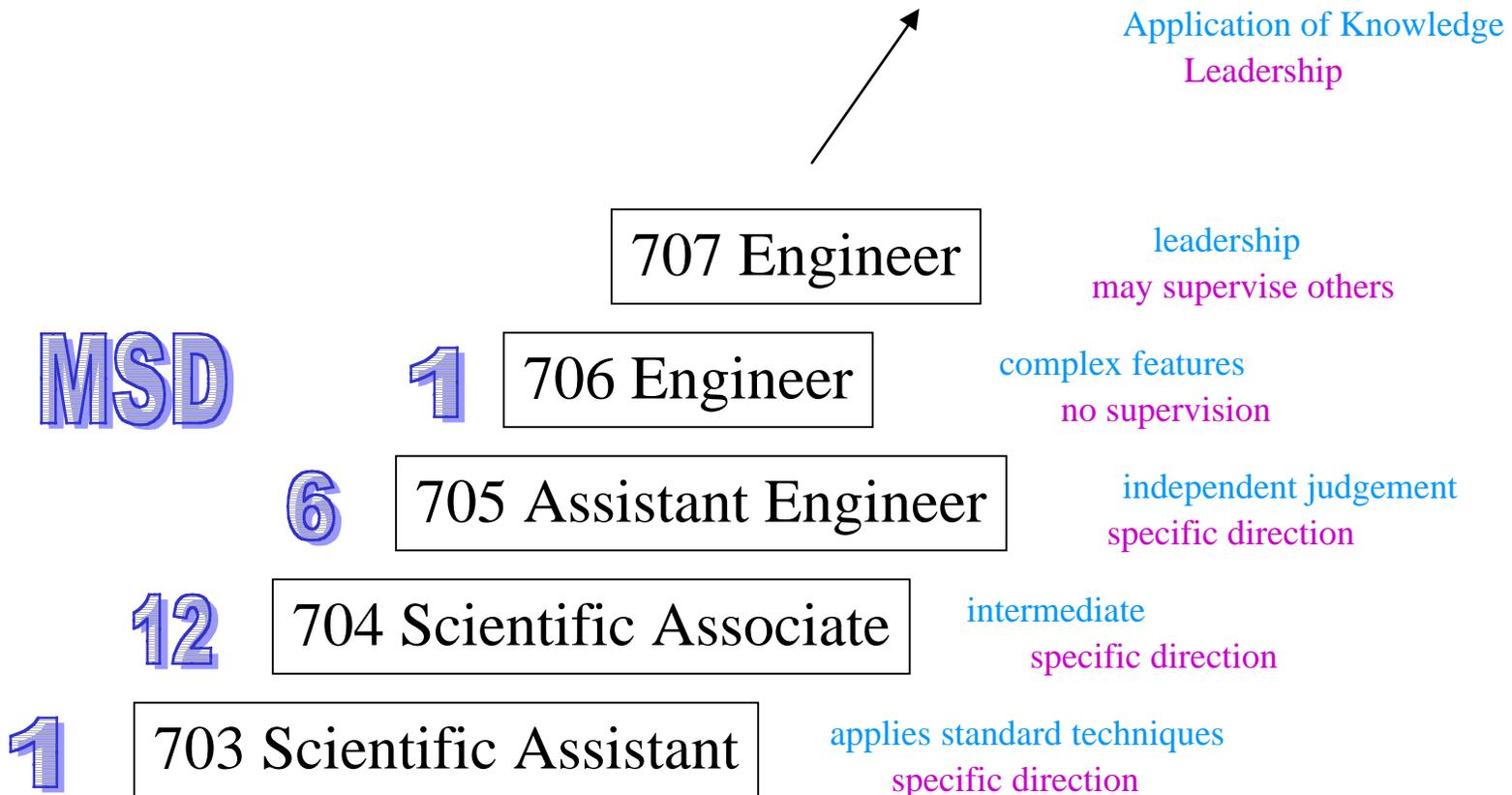
- Mark Beno, Roseann Csensits, Jackie Johnson , Wai Kwok and John Pearson
- Issue emerged from retreat and annual performance appraisals
- Met with all support staff and several scientific staff

Findings

- Support staff generally very satisfied with work and compensation
- Dissatisfaction with annual performance appraisals
 - Especially self-appraisal form
- Dissatisfaction with promotions

Support Staff Career Progressions

<http://www.hr.anl.gov/employment2.htm>



Promotions in FY00

2 from 704 to 705 out of 20 total 10%

c.f. scientific staff

2 from 705 to 706

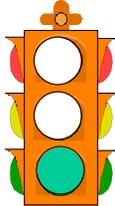
2 from 706 to 707

1 from 707 to 708

2 from 709 to 710

7 out of 55 total 13%

Action Items

- New Performance Appraisal Form 
- Request for more grade levels
 - lab issue, use salary
- Attendance at technical meetings
 - present a paper 
 - education
- Advancement opportunities
 - higher level positions, e.g. in Nano Center..

Related Activities

- Upward evaluation
- Postdoc review committee
- Communication
 - Afternoon tea?
 - Journal club?
- Newsletter
 - Frequency?