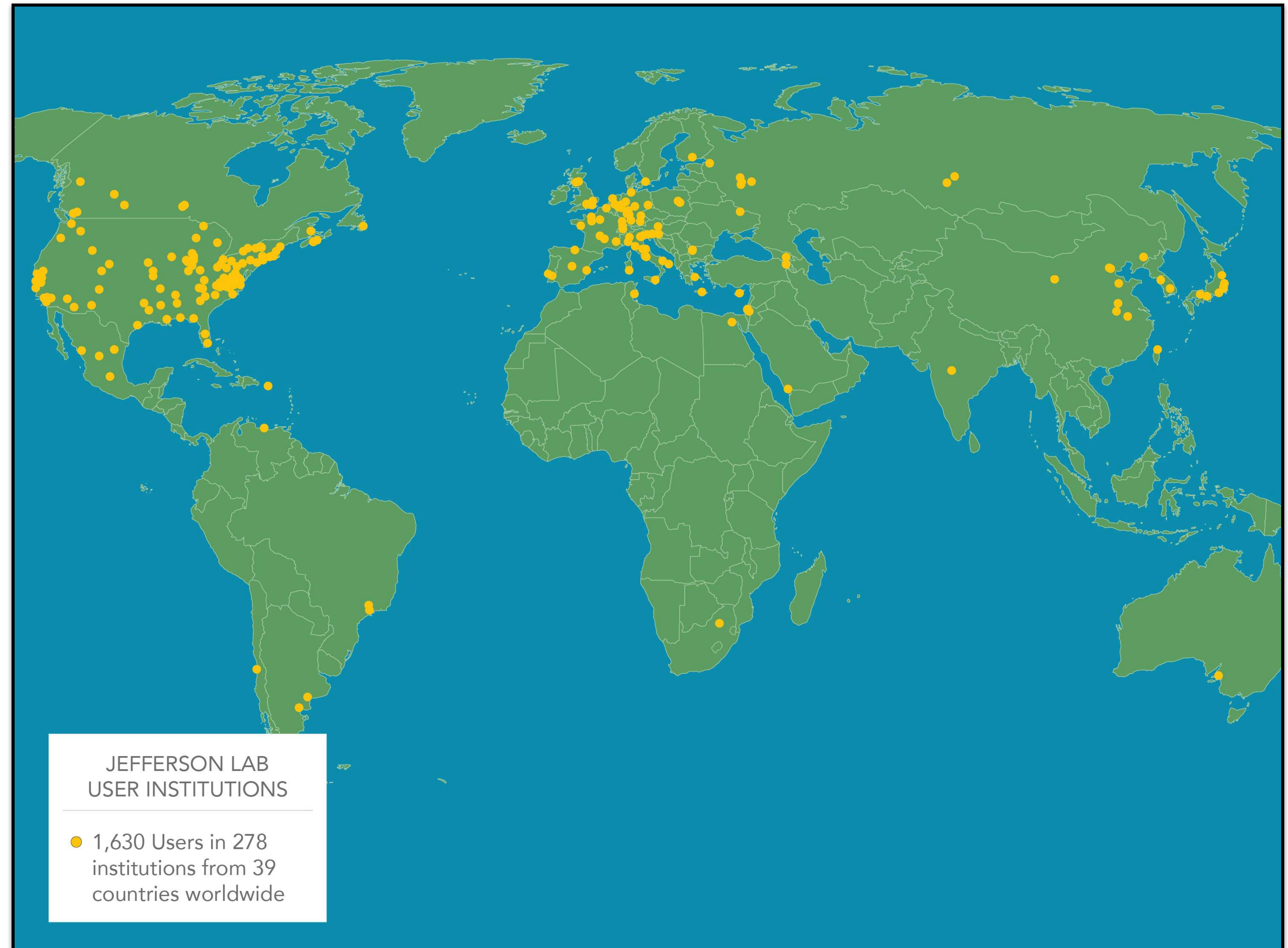


Jefferson Lab Users Organization (JLUO)

Kent Paschke
University of Virginia

Chair,
JLab User Organization
Board of Directors



Your JLab User Organization

- Encourage and assist scientists and engineers in the use of the Continuous Electron Beam Accelerator Facility
- Create and maintain effective channels for the exchange of information between the staff of JLab and other scientists and engineers interested in using CEBAF
- Create and maintain effective methods of offering advice and counsel to the JLab management on matters of policy affecting the development and utilization of the facility
- Support, encourage, and assist in the advancement of basic scientific knowledge, and to promote the most effective utilization of CEBAF for the common good and welfare of society

Community building

Representation of
users within JLab

Outreach

<https://wiki.jlab.org/cugwiki/>



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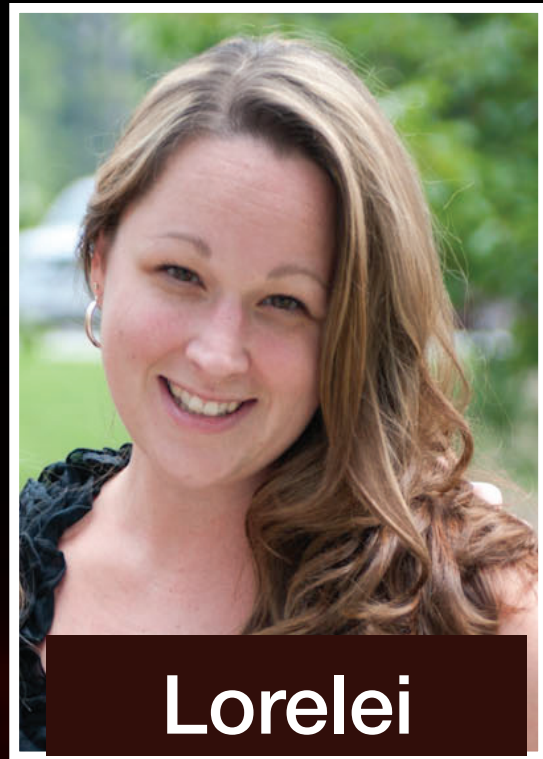
Welcome to the Jefferson Lab Users Organization

The Jefferson Lab Users Organization (JLUO) (*formerly known as CEBAF Users Group (CUG)*) consists of over 1597 scientists from over 275 institutions in 36 countries. All scientists (including faculty, students and postdocs, as well as Jefferson Lab staff members) who pursue experimental, theoretical or applied research using (or relevant to) the Continuous Electron Beam Accelerator Facility (CEBAF) or other facilities and infrastructure at Jefferson Lab are eligible to join the users organization. Everyone who is [registered](#) with the [JLab User Liaison office](#) is a member. The organization's membership is also open to other scientists and engineers interested in Jefferson Lab.

The JLab Users Organization purpose based on the charter is to encourage and assist scientists and engineers in the use of the Continuous Electron Beam Accelerator Facility, to create and maintain effective channels for the exchange of information between the staff of JLab and other scientists and engineers interested in using CEBAF, to create and maintain effective methods of offering advice and counsel to the JLab management on matters of policy affecting the development and utilization of the facility, and to support, encourage, and assist in the advancement of basic scientific knowledge, and to promote the most effective utilization of CEBAF for the common good and welfare of society.

All users are strongly encouraged to [sign up for the CUGA email list](#) - please contact [Lorelei Carlson](#) if you have any difficulty with that

JLUO Board of Directors, 2020-2021



Lorelei

Secretary-
Treasurer



KENT PASCHKE

Chair



ED BRASH

Chair-Elect



CARLOS MUNOZ CAMACHO

Vice-Chair



WILLIAM BROOKS

Past Chair



Yordanka

User/Lab
Interaction



Amy

Graduate
Students

D & I

At-large members

1. Raffaella De Vita (INFN)
2. Wouter Deconinck (University of Manitoba): Advocacy
3. Yordanka Ilieva (University of South Carolina): User/Lab
4. Daria Sokhan (University of Glasgow): Foreign Visitors
5. Justin Stevens (William and Mary): Quality of Life

Members representing specific constituencies:

1. Florian Hauenstein (Old Dominion U): Postdocs
2. Emilie Passemar (Indiana University): Experiment/Theory
3. Amy Schertz (William and Mary): Graduate Students

Examples of Community building activities

- Organize the Annual User Meeting (also APS and DNP satellite meetings, though we have skipped when virtual)
- Young scientists: poster and lunch networking @ annual JLUO meeting, Software Carpentry Workshop
- Manage JSA awards (Thesis Prize, Postdoc Prize, Poster Prize...)
- Submit several continuing Initiatives Fund (IF) proposals

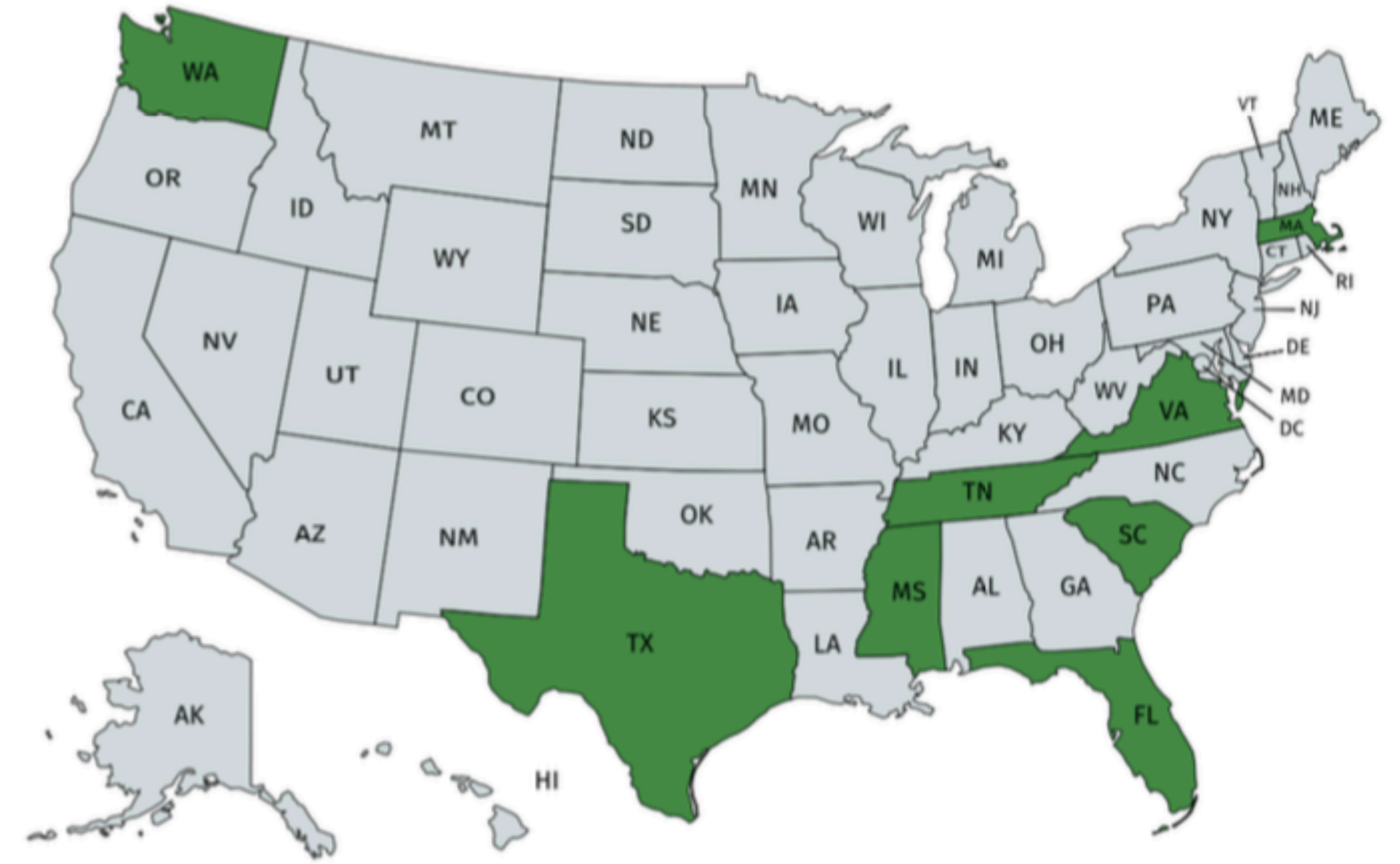
Most of the JLUO activities are supported by JSA.

Examples of User Representation at JLab activities

- JLab standing committees: Director Safety council (E. Brash), JLab radiation review committee (C. Hyde), Director's Inclusion and Diversity Council (Y. Illieva)
- PAC: the JLUO chair is a member of the PAC, with a unique charge to observe deliberations and the interactions between PAC members and proposers. Board suggests new PAC members to B. McKeown.
- Meet with lab management: JLab and JSA

Flagship Outreach event: Nuclear Physics Day on the Hill

- JLab, RHIC, FRIB and fundamental symmetry user groups/organizations meet with the offices of senators and representatives
- JLab participants (8th year)
 - 2013: 7 persons
 - 2017: 23 from 13 states
 - 2018: 27 from 13 states
 - 2019: 25 from 8 states
 - 2020: cancelled due to COVID
(JLUO coordination by L. El Fassi)



To receive information on outreach like this,
send email **from a non-governmental email address**
to listserv@sura.org with this message:
[subscribe jlabusersorganization](#)

(instructions also
on JLUO wiki page)

Flagship Community Building Event: JLUO Annual Meeting

This summer meeting dates are TBD

JUNE 24-26, 2019

JEFFERSON LAB • NEWPORT NEWS, VA

Program Includes:

- JLab Science Around the World
- **Featured Speakers:**
 - **Prof. George Sterman**
Distinguished Professor and Director of the C. N. Yang
Institute for Theoretical Physics at Stony Brook University
 - **Dr. Kazunori Akiyama**
NRAO Jansky Fellow, MIT Haystack Observatory
 - **Dr. Kenneth Evans**
Baker Institute for Public Policy at Rice University
- Reports from Laboratory Management and Funding Agencies
- User Group Business Meeting
- Talks from JSA Thesis and Postdoc Prize winners
 - Thesis Prize
 - Postdoc Prize
- Registration and lunch for students are covered for the duration of the User meeting.


2019 Poster




- Reports from the lab director, science director, accelerator director
- Government agency representatives
- Talks from JSA Thesis and Postdoc Prize winners
- A broader and deeper presentation of the JLab physics program is on display
- Virtual Poster Exhibition and Competition
- 2020 virtual meeting: 290 registrants (~18% of registered users, about 60% higher than usual)


2020 JSA Prize Winners

JSA Thesis Prize

- ~ Established SURA in 1999 and continued by JSA through the Initiatives Fund Program
- ~ Over 20 thesis prizes have been awarded to recognize contributions of graduate students
- ~ This year's Prize is awarded to: **Antoni James Woss**
 - Thesis: *The scattering of spinning hadrons from lattice QCD*
 - PhD, University of Cambridge, UK, 2019; advisor: Christopher E. Thomas
 - Post Doc Research Associate, University of Cambridge






2020 JSA Thesis Prize
Antoni Woss




The scattering of spinning hadrons from lattice QCD


Criteria: Quality of written thesis, student's contribution to the work, and contribution to JLab physics

JSA Post Doctoral Research Prize

- ~ Established by JSA in 2008 as part of Initiatives Fund Program
- ~ Over a dozen awards have been made to recognize post docs who support the Lab's scientific mission
- ~ 2020 Prize awarded to: **Wenliang "Bill" Li**
 - Proposal: *To collaboratively develop a 12 GeV backward-angle research program*
 - PhD, University of Regina, Canada, 2017; advisor: Garth Huber
 - Post Doc Researcher, College of William and Mary





2020 JSA Postdoc Prize
Wenliang "Bill" Li (W&M)

To collaboratively develop a 12 GeV backward-angle research program

Criteria: Record of accomplishment, planned high-impact JLab physics program, future promise

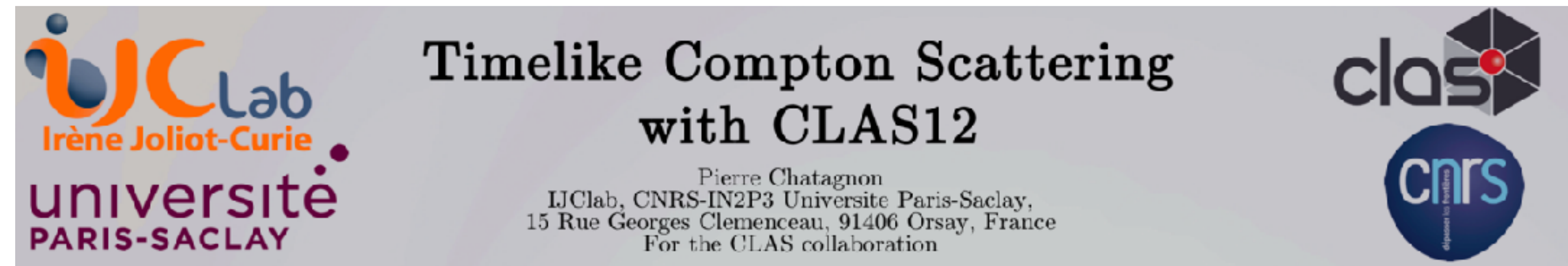


2020 Poster Exhibition and Competition

- 24 entrants, 2 hours of meeting time set aside for the virtual event
- PDF posters for viewing, 4 minute video presentations on YouTube
- Q&A via YouTube comments. Most presentations counted >100 views.
- Slack channel as virtual space for general discussion
- Very positive feedback

<https://www.jlab.org/conference/jluo2020/posters>

Pierre Chatagnon (Universite Paris-Saclay)



Murchhana Roy (University of Kentucky)



Iresha Senevirathne (Old Dominion University)



Recent issues of interest

- Site access / registration
 - Attempting to help review documentation to improve the user experience
 - Helping to communicate policy changes to users
- JLUO bylaws to be updated
- D&I issues
 - Making sure that users are considered in the efforts to create an inclusive and safe workplace
 - Helping communicate about D&I issues with user community
 - Of note: recent Inclusion survey (closed Jan 28)

Standing working group on Diversity and Inclusion

promoting diversity and inclusion in the user community

Yordanka Ileava, Wouter Deconinck, Amy Schertz

- Representing users on Director's Diversity and Inclusion Council
- Advise and discussion with Rhonda Barbosa (HR Director) and Steven Uwajeh (Program Lead on D&I)
- Review of documentation, communication of user concerns

Results from User Inclusion Survey (early 2020)

Experience is different for male and female users

USERS ONLY		Filtered Results	Male	Female	I prefer not to ans...	Not Specified	Transgender	Other
NO. OF RESPONSES	180	129	32	14	n/a	n/a	n/a	
Decision Making	56%	+7	-17	-6	n/a	n/a	n/a	
Fairness	61%	+4	-11	-1	n/a	n/a	n/a	
Opportunities & Resources	72%	+5	-18	+5	n/a	n/a	n/a	
Engagement	70%	+4	-6	-10	n/a	n/a	n/a	
Voice	75%	+6	-15	-10	n/a	n/a	n/a	
Belonging	79%	+5	-7	-11	n/a	n/a	n/a	

Results from User Inclusion Survey (early 2020)

Respectful behavior is seen as a crucial inclusion topic

Question	USERS ONLY	Filtered Results	Male	Female	I prefer not to answer
	Compared to my peers at Jefferson Lab, I have equal opportunity for growth and development.	70%	9	-29	7
	I have sufficient information to make appropriate decisions about my work.	80%	5	-21	12
	Senior leadership effectively directs resources (funding, people, and effort) toward mission goals.	64%	10	-22	-26
	Disrespectful behavior toward anyone is acknowledged at Jefferson Lab.	51%	6	-17	-18
	I feel Jefferson Lab is an inclusive workplace.	77%	7	-21	0

JLUO Board of Directors Elections

Elections in Spring 2020

4 at-large members + chairline

Nomination committee chaired by Will Brooks

Suggestions welcome (william.brooks@usm.cl)

The primary mission of the JLUO nominating committee is to select candidates for the annual elections to the JLUO Board of Directors (BoD).

The nominating committee might also consider nominating JLab users to other award and service committees within or outside JLab (eg DNP awards and committees).

The chair of the committee is the past-chair of the JLUO BoD and serves for one year. The four members-at-large each serve for four years and are nominated by the JLUO BoD chair.

- The JLUO helps
 - Bring the users together
 - Represent the users to the lab and the lab to the users
 - Represent the lab+users to Congress and the DOE
- Please add your non-governmental email address to our outreach mailing list to stay in the loop on opportunities and news.

send email **from a non-governmental email address**
to listserv@sura.org with this message:
[subscribe jlabusersorganization](#)

- JLUO Board of Directors recent concerns:
 - User registration and quality of life issues
 - Fostering an inclusive work environment for users and staff at JLab
 - Opportunities for outreach to agencies and Congress
 - **Your issues here: tell us your concerns**