

Goal 4: Provide Sound and Competent Leadership and Stewardship of the Laboratory (20%)

- Objective 4.1 – Provide a Distinctive Vision and Effective Plan for Accomplishment of Vision (30%)
 - Measure 4.1.1 – JSA’s Vision
 - Measure 4.1.2 – Business Plan
 - Measure 4.1.3 – Vital Collaborations
 - Measure 4.1.4 – Corporate Citizenship Programs
- Objective 4.2 – Provide for Responsive and Accountable Leadership throughout the Organization (35%)
 - Measure 4.2.1 – JSA Board and Corporate Owners Assure Effective Leadership and Oversight
- Objective 4.3 – Provide Efficient/Effective Corporate Office Support as Appropriate (35%)
 - Measure 4.3.1 – Corporate Expertise and Reach Back
 - Measure 4.3.2 – JSA Board Proactively Pursues Opportunities to Strengthen Lab Ties
 - Measure 4.3.3 – JSA Board Provides Non-DOE Resources to Promote or Enhance Lab

Notable Performance Items: (See JLab Insight for Additional Performance Data on Objectives and Measures)

- On April 30th, JLab management met with Dr. Orbach and SC Leadership to present and confer on JLab’s 10-Year vision and plan. Revisions to this plan were provided in May upon the recommendation of Dr. Orbach.
- The Science Education department received the Virginia Mathematics and Science Coalition “Programs That Work” award. This award is given out every five years to teacher programs across the Commonwealth →the DOE ACTS Program at JLab was one of five programs recognized.
- JLab currently has a total of 17 joint appointments, with five existing at HBCUs. The Lab also has a total of nine active bridged appointments; all are tenure eligible – four affiliated with a SURA member university and two existing at HBCUs. There were no new MOUs/MOAs signed during this performance period.
- The Tidewater Regional Fire Academy held its graduation ceremony at CEBAF Center, evidence of ongoing efforts to promote JLab facilities.
- All Hands Meetings were held in April to introduce the new Lab Director, Dr. Hugh Montgomery. Service Awards were also held in April to honor those employees who have served 5, 10, and 15 years at the Lab.
- Vital collaborations during this performance period include meetings with ANL for the Lab’s partnership in FRIB and meetings with FNL on the Lab’s partnership and MOA with Project X.
- The Hampton University Graduate Studies Program was held at JLab June 2nd – 20th.

Board, Committee, Corporate: Board, Committee, and Corporate activities during 3rd quarter performance period.

- JSA continued to have regular communications with and provided regular reports to JSA directors to ensure that JLab issues and areas of concerns were appropriately and timely addressed. As an example, the JSA Board contributed to successfully addressing the DOE’s concerns following 1st quarter performance review issues. DOE mid-year review comments are currently being addressed. Corporate staff met regularly with TSJO to ensure continuous and improved communication with Site Office.
- Board and Compensation Committee conferred to finalize various aspects of Lab Director hire. JSA Board directors met with TJSO to provide close-out report on director’s search process. JSA owners put in place an agreement with Lab Director Elect to enable him to spend time as appropriate with JLab and JLab-related activities. The JSA owners committed to other monetary support to contribute to an effective leadership transition including employee morale activities and other types of support
- JSA finalized the employment agreement with the Lab Director designate agreeing to a September start date, and a formal announcement was made on April 3. In the interim period, JSA implemented a transition plan which includes the continuation of the current Lab Director in the leadership role, while putting in place an agreement with the Director designate to spend the necessary time at the Lab to ensure a seamless leadership transition. The Director designate has attended several meetings and reviews at the Lab and in behalf of JSA in anticipation of his pending leadership role.
- Programs Committee discussed TJSO review of 1st quarter PEMP performance, status of FY2008 Initiatives Funds expenditures; status of relations support, status of Residence Facility, refinement of Initiatives Fund process for FY09 solicitations. Committee chair and JSA Board director met with TJSO to provide update on status of Initiatives Fund Program

- Corporate members continued support of JLab technology commercialization activities, including coordination with industry contacts, participation on Technology Review Committee, and management of IP database. Owner held fifth annual Terahertz Applications Symposium attracting over 100 attendees from nine countries and 19 states. This conference has grown significantly each year and is the only conference in the field dedicated to cross-fertilization of industry, academia and government agencies, and included for the first time, a trade show with industrial sponsors providing the opportunity for JLab staff to feature the work of the THz Research Group at the FEL.

Initiatives Fund Program: During 3rd quarter, JSA completely revised the Initiatives Fund web site to provide information about the Program readily to the general public as well as all current PI's. This web site revision was in anticipation of the FY2009 Call for Proposal, made on July 10, 2008. Through 3rd quarter, approximately \$300K of the FY2008 committed \$574K has been expended. The following are 3rd quarter activities.

- JSA announced the award of eight 2008-2009 graduate fellowships for research related to the science program at JLab. This Initiatives Fund program is for doctoral students at SURA member universities conducting research related to the theoretical and experimental programs at Jefferson Lab, including nuclear and related particle physics, and accelerator physics. The fellowships increase the opportunities for graduate study at JLab, enhancing the research capabilities of outstanding students in the field.
- JSA made two sabbatical support awards to recipients at Florida State University and Florida International University. This Initiatives Fund program is available to SURA university faculty conducting research at the Jefferson Lab during approved sabbatical leave from their home institutions. The Program provides living expense support for qualified researchers to relocate to the Lab during their sabbaticals.
- The JLab Science Activities for Teachers (JSAT) program continued during this performance period. This Initiatives Fund program is an educational initiative providing professional development for an additional 40 teachers, which in turn could influence an additional 4,000 students. The first Teacher Night at Jefferson Lab, held in April, drew 165 teachers, who spent an evening with the JSAT teachers, learning from, and seeing demonstrations of over 40 JSAT teachers on various science activities, that can be used in their curricula.
- JLab Users activities
 - Users Group Thesis Prizes and Poster Awards. Three poster prizes and two thesis prizes were awarded to students during the annual Users Group meeting.
 - Users Group satellite meetings. The first of two satellite meetings was held at the APS spring meeting in St. Louis. Initiatives Fund provided for this project to defray costs of room rental, audio-visual equipment rental, and catering.
 - Student-led tours. A group of graduate students trained by the Lab's Public Affairs Office assist with and/or give Jefferson Lab tours. This Initiatives Fund project gives students the experience of speaking to the general public about the Lab in return for the additional support to the Lab's overall public outreach program.
 - Users Group Annual Meeting Support. This project includes Initiatives Fund for student registrations, catering support, etc., with the goal of encouraging and enabling increased attendance.
- The Research Internship for Foreign Undergraduate program started up during this performance period. As a companion program to the DOE-funded Science Undergraduate Laboratory Internship program, four internships were awarded to foreign students, based on evaluation by Lab staff. Together with the SULI Program, these internships enable a valuable opportunity for interns to experience a true basic science research environment that includes domestic and international peers and mentors.
- Student interns from a collaborating university (Old Dominion University) worked on the CLAS, 12 GeV Architectural Model with Hall B technical staff. This model of the reconfigured Hall B CLAS with the 12 GeV upgrade will be used to plan the staging and installation sequences of the equipment and to explain the changes to the user community and the general public. This collaborative project provides students, under the guidance of trained JLab staff, an opportunity to experience the research activities of the Hall B.
- Activities continued during third quarter under the Director's Discretionary Fund, funded by the Initiatives Fund to support such activities as educational and outreach activities (Teacher's Night, Odyssey of the Mind), employee morale activities (service awards programs, expressions of sympathy); support for seminars, meetings and reviews (theory seminar, physics seminar); etc. JSA provides the Lab Director discretionary funds for the support of such activities as employee morale initiatives, user and guest support, community and corporate citizen initiatives, educational outreach support, miscellaneous reviews and workshop costs. This support from the Initiatives Fund is essential to the Lab by enabling ancillary activities that cannot be or are not supported by contract funds, but factor into the overall quality and effectiveness of the primary activity for

Jefferson Science Associates
FY2008 PEMP – 3rd Quarter Performance Report

(April 1, 2008 – June 30, 2008)



which these funds are used.

- JSA awarded additional FY2008 Initiatives Fund support (\$29K) for the Development of Prostate Imaging PET Probe based on Silicon Photomultipliers. JSA awarded additional FY2008 Initiatives fund support (\$2K) for an additional JSA Thesis Prize.

Relations Support and Activities: JSA, including members of the owners' corporate staff, continued to engage in various relations and outreach activities during this performance period.

- JSA owner signed on with other industry, association, and academic leaders, letter of support of supplemental appropriations conference to Congressional leadership adding funding for NSF and DOE SC. This, along with ongoing relations efforts in support of the America Compete's Act, contributed to the end result of the enactment of a FY2008 Appropriations Emergency Supplemental of \$62.5 Million for the Office of Science (ITER, FermiLab, SLAC, APS).
- JSA owner continued to focus relations efforts on the FY2009 appropriations bills in both houses of Congress, including meetings of the Energy Sciences Coalition at which the Under Secretary discussed the FY2009 budget request, possibility of a six-month continuing resolution, and the need for long-term basic research and science funding.
- JSA owner followed up with DoD staffers on FEL funding requests and to ensure timely receipt of ONR funding for remainder of Fiscal Year. FY2009 funding pending appropriations committee outcome.
- JSA owner presented 2007 SURF Distinguished Friend of Science Award to the honorable Senator John Warner, for his extraordinary efforts in the southeast to strengthen the scientific and technical capability of the region and nation, including his longstanding support in Congress for the Jefferson Lab.

Major Concerns/Issues:

None

TJSO Feedback:

- 4.0 The laboratory management continues to do an excellent job in managing the available resources to ensure that the science mission is not compromised at the TJNAF.

Initial comments from the DOE Office of Independent Oversight during this reporting period indicate that ES&H is managed well. This is due in part to the commitment of Senior Lab leadership's commitment to ensuring that Integrated Safety Management is effectively understood and applied to all employees at TJNAF.

- 4.1 The Science Education programs continue to perform at an exceptional level. Several sabbatical awards made to Universities contribute to continuing to enhance collaborations. The laboratory established good communications with state officials as evidenced by visits from State elected officials. No other comments at this time.

- 4.2 The Department is pleased with the completion of the lengthy evaluation process and selection of a new Laboratory Director during this reporting period.

TJSO recently reviewed JSA's fire protection program. During the review, several shortcomings were noted; the most significant being JLab's lack of conformance to DOE-required alternative protection schemes associated with a 1991 DOE-approved exemption for the experimental halls. As a result, TJSO determined that the shortcomings require prompt attention. JSA's fire protection program is essential to the protection of federal property and mission continuity. TJSO has requested compensatory measures be developed and implemented until long term fixes are in place. Prompt and timely actions by the lab are required to address program shortcomings.

- 4.3 The Site Office was pleased with the refinement of the Initiatives Fund process to enhance the understanding and transparency for those proposing new projects. No other comments at this time.