

Which of these positions best describes you?

R&D Engineering	25
R&D Basic Science	12
Program/Project Manager	6
Bussiness Professional	3
Technical Professional	3
Other (please specify)	2
Administrative Assistant	1
Safety and Operations Support	0
Total	52

Other:

Management

Social Science Researcher

Networking Events

	Uninterested	Neutral	Interested	Total
Tours to user facilities and research labs	3	11	27	41
One PowerPoint slide session: A single slide presentation on what you do at ORNL	7	14	25	46
Dinner at Martin's Farm	6	16	24	46
Lunch at Martin's Farm	8	15	23	46
Subcommittee to identify LDRD: Put together a subcommittee that is charged with identifying LDRD proposal concepts and ideas that use at least one skill set or unique facility from each of the divisions	10	13	21	44
Lunch roulette: System for matching people who set themselves as "available for lunch" on a given day for casual discussion of research or other interests	13	11	21	45
SEED proposal review: Solicit volunteers to commit to reviewing and commenting on one, but no more than two, SEED proposals per year from a different division other than their own within the EES directorate	15	9	20	44
Brown bag lunch: Informal 45 mins sessions for a researcher to present and discuss a 1-page flyer about a particular topic	11	16	18	45
Speed networking	16	14	15	45
Collaboration stories: Informal poster/speed networking session where people can share examples/anecdotes of reaching out to others	19	15	11	45
Intramural Sports: Organize sport tournaments such as soccer, flag football, basketball, softball, etc.	19	17	8	44
Poster session	15	22	7	44
Photo guessing game: Take a photo of something in your workspace and members of the DDR group will try to identify which division, group or even more specifically the person to whom the photo belongs.	27	15	3	45

DDR should focus on career development for staff. Networking is useful but not sufficient. As of now all the focus is on networking. Lack of opportunity is not just because of lack of networking across the lab. Even if you are connected to people of similar interest, what's lacking is the opportunity to develop ideas and to be able to make it happen. Discussion of shark tank style competition is cool, but how are we supposed to cover our time to develop ideas. Few hours of networking event is not sufficient for sure. And just because one can come up with idea doesn't mean it can get visibility or even go anywhere. LDRD, SEED etc. are all "strategic" which mean you have to have the plan for next million dollar sponsor to go for to get the 300K. And you need star studded team. I am yet to see something that would help with career development. So let's talk about career development, not the next lunch or dinner or football game. I would give up social over professional goals.

Invited "success/career lectures by very high visibility leaders/thinkers in business/entrepreneurship/research or other recognized path-breakers.

At the moment, my time is rather limited. Otherwise, I would have more interest in some of these activities would.

My interest is in contacts, groups, and the capabilities. There is a lot that is not known about what other groups or labs do or what their capabilities are. Power points are cheaper and easier than posters; I'm not sure that a single slide will necessarily cover all of what is done in a given lab.

Monthly lunch meeting at the cafeteria open to all EESD members as an informal opportunity to network.

Potential Tours

	1	2	3	4
Manufacturing Demonstration Facility (MDF) (http://www.ornl.gov/user-facilities/mdf)	13	7	4	7
Carbon Fiber Technology Facility (CFTF) (http://www.ornl.gov/user-facilities/cftf)	10	13	5	6
SPRUCE (http://mnspruce.ornl.gov/)	9	5	15	6
Aquatics Ecology Laboratory (http://www.esd.ornl.gov/facilities/aquatic_ecology_lab.shtml)	6	7	3	11
Building Technologies Research & Integration Center (http://www.ornl.gov/user-facilities/btrc)	5	7	7	7
ORNL Greenhouse	1	5	10	7

Other tour ideas:

Instead of MDF Tour, make it an NTRC and NTRC-2 tour to capture other R&D areas such as FEERC, PEEM, VSST, etc

Partner companies

PEEM Laboratory at NTRC-1

Historic tour.

Walker Branch Watershed, SNS

Power Electronics & Electric Machines, Battery Manufacturing, Vehicle Systems Integration

Power Electronics and Electric Machinery Laboratory at NTRC

5	6	Total	Average Ranking
5	8	44	3.82
7	3	44	4.09
5	4	44	3.89
13	4	44	3.32
10	8	44	3.23
4	17	44	2.66

Communication Events

	Uninterested	Neutral	Interested	Total
Seminars/Presentations From Program Managers	2	10	31	43
Suggestion Box: Feedback mechanism to provide the division directors and Martin Keller with suggestions on areas for improvement within ORNL processes, procedures, and policies.	2	15	27	44
Seminars/Presentations From Division Directors	6	13	25	44
Improve Management Open Door Policy	5	17	23	45
Automated "Fire" Station: Coordinate with Shaun Gleason's enterprise systems effort to provide feedback and system proposals for "automation" of items staff identify as time-consuming and distracting from the core mission.	5	17	22	44
Forum: Create an ETSD or ORNL "forum" for sharing ideas and communication.	5	20	18	43
Shark Tank	17	13	12	42

Comments:

Automated "Fire" Station: I do not understand the concept... sorry...

For Seminars/Presentations, this would be very worthwhile if there are specific topics that the DDR members identify to be of interest. For example, one topic of interest that I feel the Division Directors could help with is becoming more effective using PD funds. A seminar (or a series) with Division Leaders and others that have been successful in receiving awards/grants to provide guidance for success in using PD funds to obtain research funding would be helpful.

The fire station, forum and suggestion box could be wrapped into a single online forum.

How frequently would you like to have a Shark Tank event?

Answer Choices	Responses
Once a year	12
Twice a year	14
Three to four times per year	7
Total	33

Comments:

7. How frequently would you like to have a Shark Tank event? - 0 times per year.

Do you believe management has an open door policy?

	Strongly Disagree	Disagree	Neither Disagree Nor Agree	Agree	Strongly Agree	Total	Average Rating
Open Door Policy	4	3	13	23	2	45	3.36

Comments:

I believe there is an open door policy, but I also believe there is a distinction between opening the door and listening to the people that come through the door.

The lab leadership emphasizes the chain of command and conformance. Taking an issue directly to directorate leadership violates those two precepts. Line management will quietly but firmly take care of any offenders.

My direct managers have an open door policy. I can talk to them anytime. But I am not sure about upper management.

The policy would just be another dead end if it is not helping.

The managers aren't available regardless of the status of their doors.

Regardless of whether they have open door policies, people will not take advantage of them. There are better and more effective strategies (contact: Judith Henry).

Problem Solving

	Uninterested	Neutral	Interested	Total
Have/Need System: Create a “have/need system” for inter-division and cross-division collaboration.	4	11	28	43
Champion Pool: Setup a “champion pool” of representatives in certain groups, centers, and the division as subject matter experts for processes that are independently and sub-optimally reinvented on a frequent basis.	6	16	21	43
Partnership Process Review: Have a review of the partnership process with the team that builds partnerships and CRADAs with outside entities.	5	18	20	43
Funding Proposal Tracking System (FPTS): Coordinate with Ramie Wilkerson on adapting PTS to allow bottom-up addition of “funding proposals” from PIs that can be workflow-automated, management-retrieved, and easily tracked.	9	15	19	43
Project Status Tracking System (PSTS): Coordinate with Shaun Gleason’s enterprise systems effort to allow tracking of project milestones and deliverables with enough flexibility to accommodate reporting requirements of the largest ETSD sponsors.	14	12	17	43
Email Analytics: Allow opt-in for “email metrics” calculations to determine communication patterns that are abnormal or indicators of burnout, overwhelmed, emotionally charged, etc.	22	9	12	43
Succession Planning for Business Professionals and Administrative Assistants	14	17	11	42
Develop Process to Troubleshoot Roadblocks	10	23	10	43
Informal Training by Operations Support Team: Organize informal training sessions by the Operations Support Team or other ORNL SME’s for systems the research staff have problems with (e.g., RHACS, HMMIS, Procurement, etc.).	19	17	7	43

Comments:

Succession planning for technical professionals.

Regarding the challenges in collaboration among researchers at ORNL, it would be worthwhile to hold a session to identify and discuss the barriers of collaborating, and work to develop means to overcome key barriers identified. I feel this would be most effectively done as a breakout session of interested DDR members with follow up in the overall DDR meeting.