

Management and Human Resources

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Cultural Advisory Committee
December 5, 2022



Sanford

Underground Research Facility

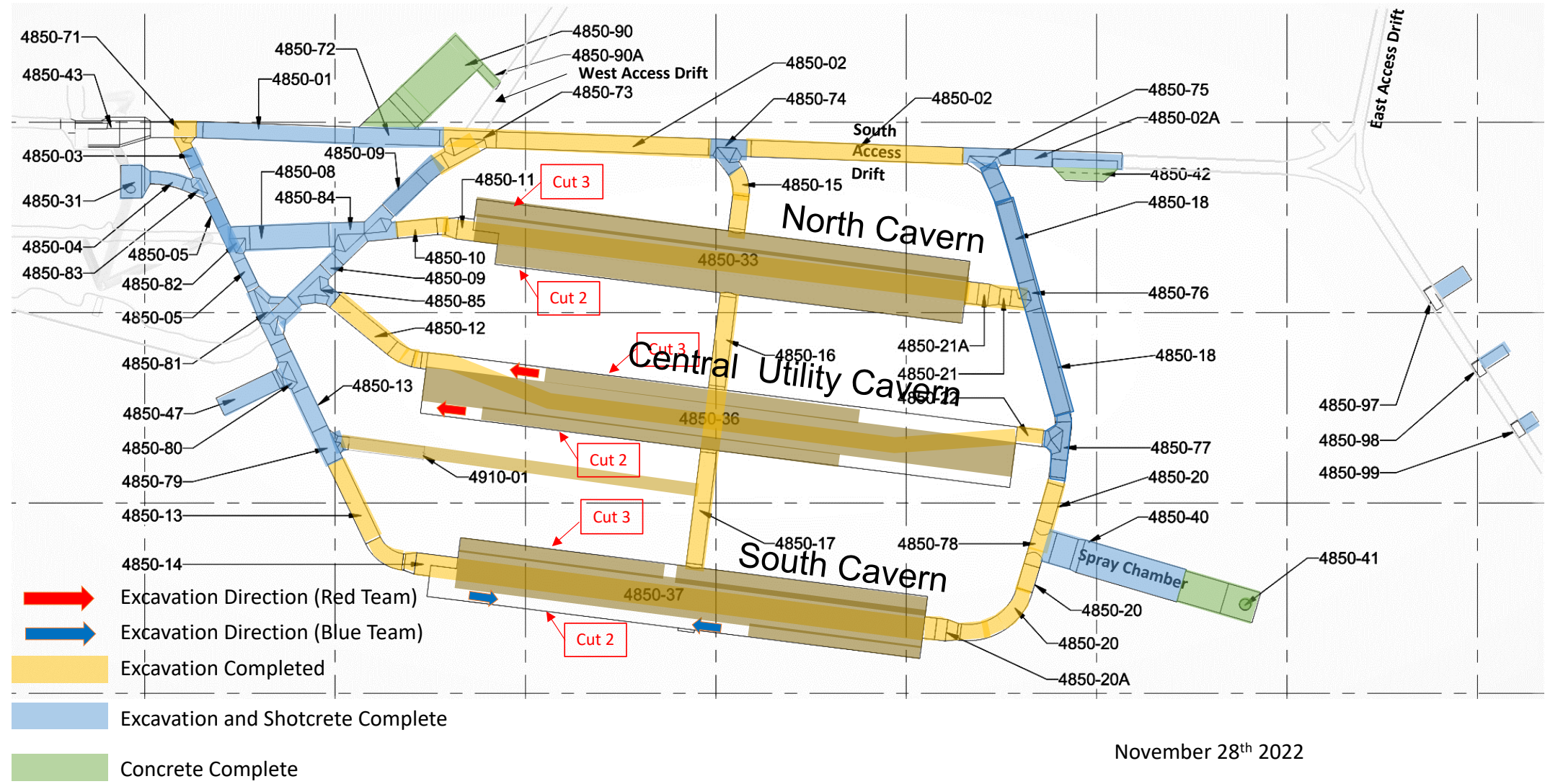
South Dakota Science and Technology Authority

SURF Highlights

- LBNF excavation is now 46% complete. Planning for transition to outfitting and cryostat install.
- Sacred Circle Garden construction contract secured. Spring 2023 construction start planned.
- Institute for UG Science at SURF kickoff planning underway. Mid-2023 start planned.
- Fundraising efforts are underway to excavate additional 4850L underground lab space.
- “Snowmass” Summer Study held in July. SURF received strong science community support.
 - Underground Facilities and Infrastructure Frontier group provided strong recommendations to expand SURF.
 - SURF’s work with indigenous people highlighted. “*Societal impacts of particle physics projects*” paper published (<https://arxiv.org/abs/2203.07995>).
- Michelle Kane starts as the new SURF Foundation Director on Jan 9.
- Yates Shaft maintenance has increased in the upper 500’ of the shaft and around the 4100L.
- New Oro Hondo backup fan installation is underway. Planning a Jan 2023 commissioning.
- New HR Information System implementation underway. Rollout is planned for late Dec 2022.

LBNF Excavation Progress – 46% complete

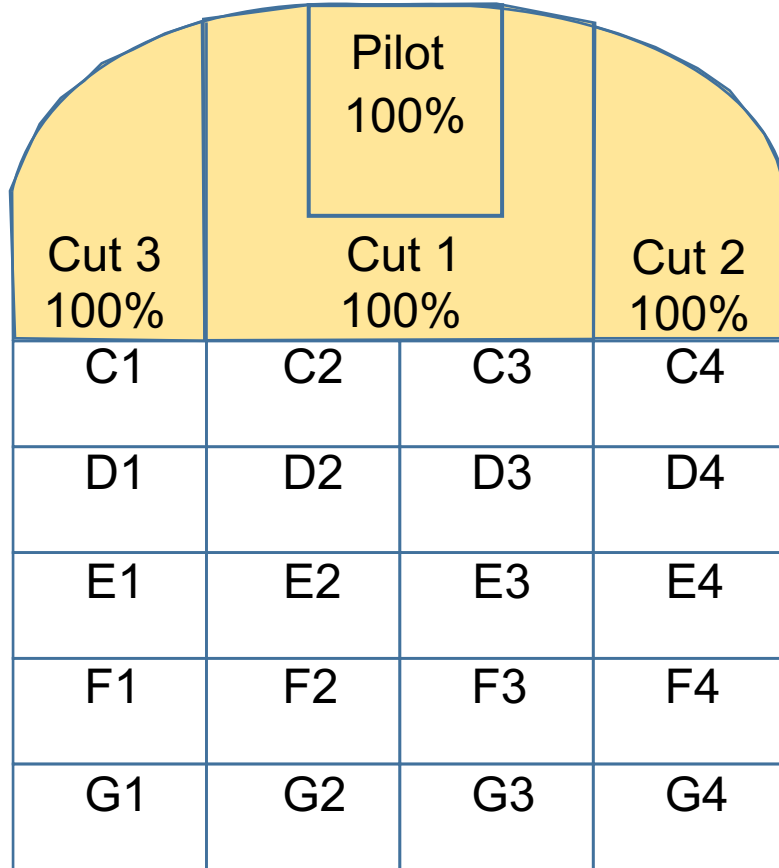
Total Excavation Complete 46%



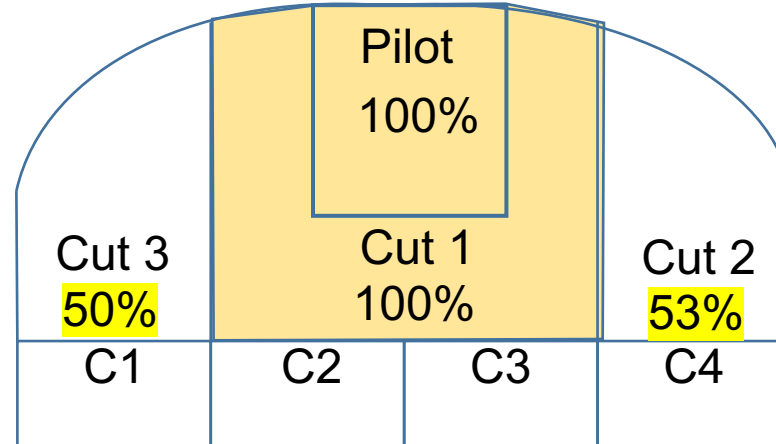
November 28th 2022

Cavern Excavation Completion Percentage

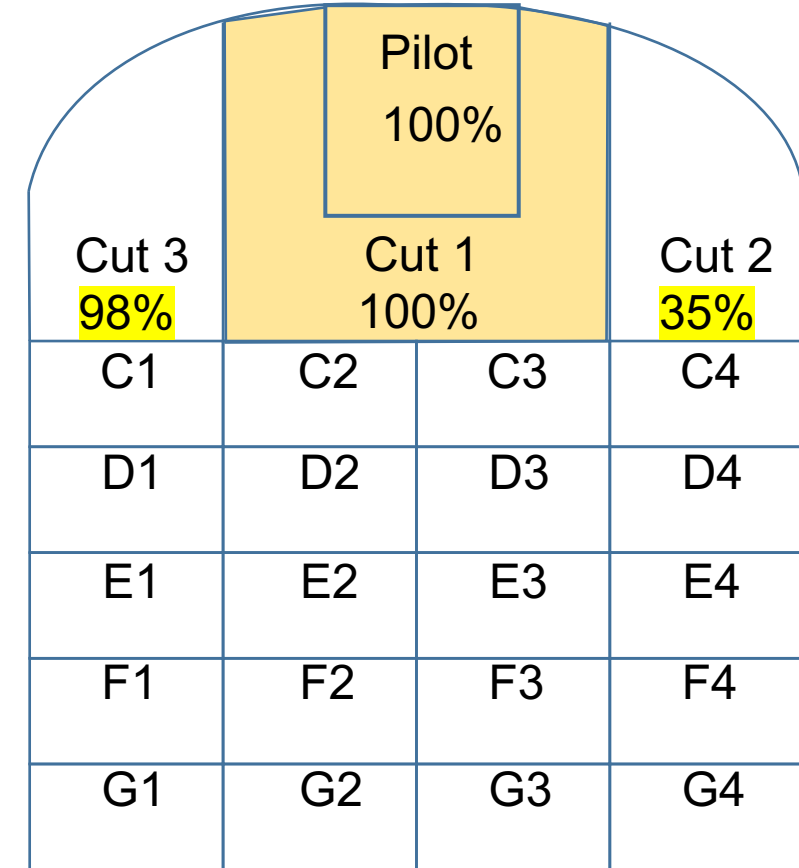
Nov 28, 2022



North Cavern



CUC Cavern

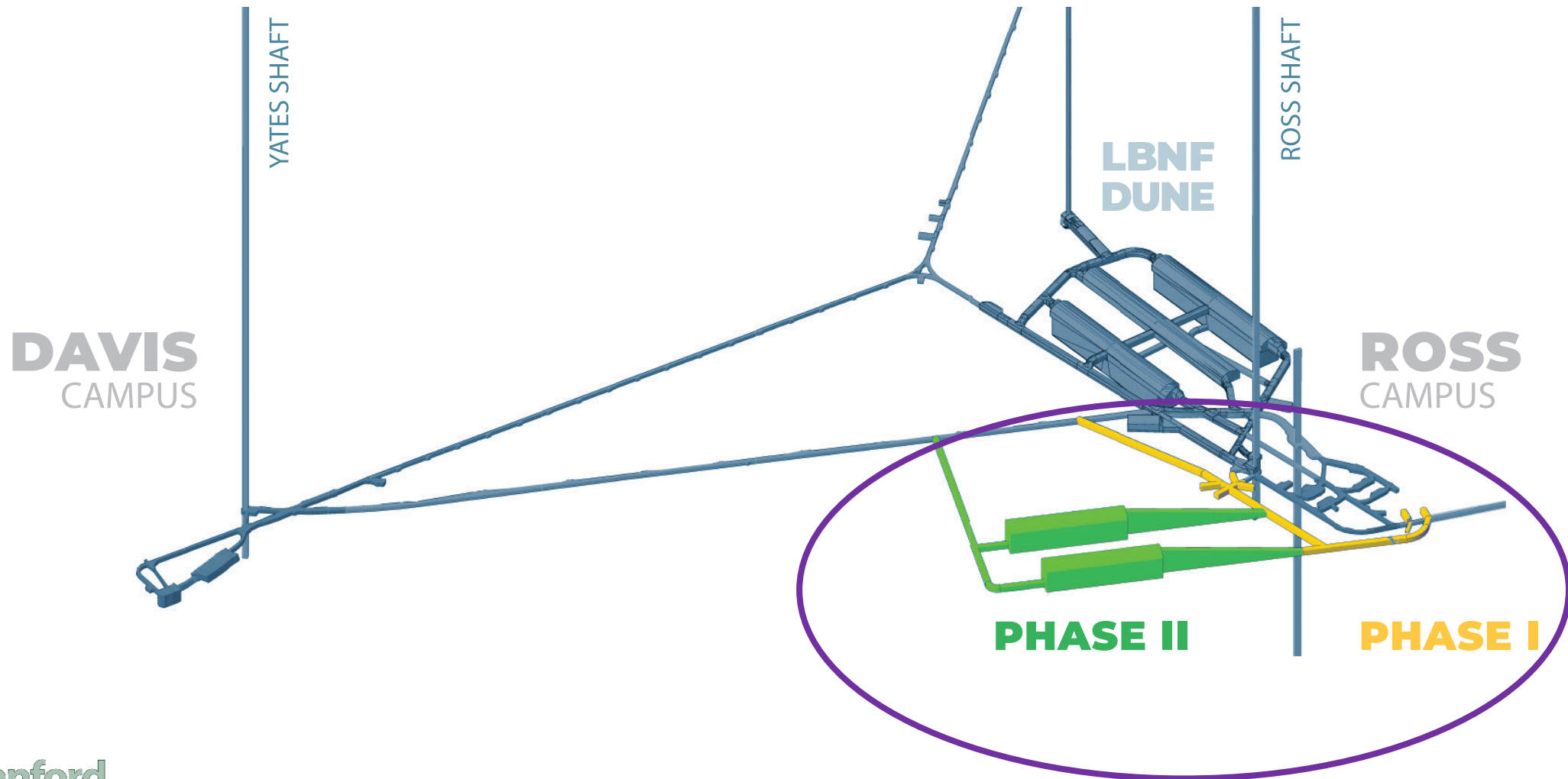


South Cavern



LBNF North Cavern at Full 65' Width

4850L Additional Space Plans



Snowmass Underground Facility Recommendations

- UF Conclusion #1: Leverage the Long Baseline Neutrino Facility excavation enterprise to increase underground space at Sanford Underground Research Facility in a timely and cost-effective way to permit siting of next-generation underground high energy physics research experiments.
- UF Conclusion #2: Designate the Sanford Underground Research Facility as a U.S. Department of Energy User Facility.
- UF Conclusion #3: Provide full support for the underground facilities hosting the Long-Baseline Neutrino Facility (LBNF) and the Deep Underground Neutrino Experiment (DUNE).
- UF Conclusion #4: Following the 2014 P5 Recommendation 20, R&D and decision making for a third-generation direct detection dark matter program should commence immediately to enable a construction start in the late 2020s.
- UF Conclusion #5: To ensure a robust collection of scientific programs in underground facilities, support the enabling capabilities, technique development, and expertise required for underground experiments.

HR Report – Since last CAC meeting

- Headcount (11/30/2022) – 194
 - Full-time 180
 - Part-time 14
 - Temporary 0
 - Turnover 0.96
 - Time to Offer 47
 - Time to Fill 60
 - App to Interview Ratio 2.73
 - App to Hire 13.03
 - Interview to Hire 4

- Demographics
 - Avg Age 51
 - Male 77%
 - Female 23%
 - White 96%
 - American Indian or Alaska Native 0.5%
 - Two or More Races 2%
 - Hispanic or Latino 1%
- IDEA Sourcing Efforts
 - Females Hired 7
 - Females Laterally Transferred 0
 - Underrepresented Populations Hired 0

CAC Review Recommendations Status

ID #	Recommendation	Status
5 Closed	Provide the cultural mix levels of employees from contractors.	Added language to RFP templates to encourage a diverse contractor workforce and communicate the SURF culture.
13 Open	Host a Tribal Presidents/Chairmen/Elder Leaders' Day.	On hold.
15 Closed	Continue efforts to ensure diversity in the contractor workforce.	Added language to RFP templates to encourage a diverse contractor workforce and communicate the SURF culture.

New RFP Language

SURF Culture

The SDSTA recognizes the importance of diversity, equity, and inclusion amongst the SURF workforce.

The collective sum of our individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities, and talents represent a significant part of SURF's culture, reputation, and achievements. The SDSTA embraces our differences that make those who work at SURF unique. We encourage all SURF employers to support a workforce and a culture where everyone can contribute to our collective success.

Everyone who works at SURF has a responsibility to treat others with dignity and respect at all times. The SDSTA expects everyone working at SURF to conduct themselves professionally and ethically in everything they do at SURF.