

**WBS 1.9 GLOBAL CONTROL SYSTEMS  
HUMAN RESOURCES SURVEY**  
(rev. 3/8/99)

**1. Organization Charts**

**1.1 Laboratory Organization Charts**

Design staff serving WBS 1.9 are organized in a matrix structure that reports to a project figurehead rather than to a given lab's management structure. This is the result of a conscious decision made early in the project. It was thought that this structure would be conducive to obtaining a truly integrated control system. The feeling was that if the controls group for each technical system reported to that system, then there was a chance each technical system could end up with their own unique control system. Also, it was felt that we could make WBS 1.9 responsive to our customers (i.e. each technical system). If the customer complained then action could be taken.

As a consequence of having a matrix organization, the line organization for WBS 1.9 design staff is in some cases somewhat removed from the Lab Director and even from other lab line management devoted to SNS.

The following organization charts are attached:

WBS	Title	Lab	Figure No.
1.1.9	Global Control Systems R&D	N/A*	-
1.9.1	ICS Integration	N/A*	-
1.9.2	ICS Global Systems	N/A*	-
1.9.3	Front End ICS	LBNL	1.1-1
1.9.4	Linac ICS	LANL	1.1-2
1.9.5	Ring ICS	BNL	1.1-3
1.9.6	Target ICS	ORNL	1.1-4
1.9.7	Instrument ICS	ANL	1.1-5
1.9.8	Conventional Facilities ICS	ORNL	1.1-6

\*Not applicable; these global functions are being collaboratively developed and are not assigned to any single lab.

**1.2 WBS 1.9 Global Controls Subproject Organization Chart**

The organization charts for global control systems (WBSs 1.1.9 and 1.9) are shown in figures 1.2-1 through 1.2-3. [Figures shown in PowerPoint file icsOrgChart.ppt.] If a person spends less 90% of their time on SNS, then the approximate percentage of time devoted to SNS is shown in parenthesis next to the person's name. Asterisks are shown for those names where the apparent supervisor on the SNS org chart is NOT the person responsible for the individual's performance appraisal.

**2. Inventory of Space and Specialized Facilities**

Table 2-1 provides an inventory of space and facilities available for use by

Table 2-2 provides a list of specialized equipment available for use by WBS 1.9 Global Control Systems.

[Tables shown in Excel file "hrInfo.xls".]

**3. Roster of Staff.**

Table 3-1 provides a roster of staff working on WBS 1.9. [In spreadsheet hrInfo.xls.] Some position descriptions are also attached where available. [Got any?]

**4. Short Answer Section**

A. Who writes the performance appraisal for the STL? Who provides input?

Mike Thuot. Group Leader for LANSCE-8 at LANL. So far nobody else. Should be Bev Hartline and the Project Director.

B. What input does the STL have into the performance appraisal process, PD, and salary increases for the leaders of each of the WBS level 3 tasks? For other subproject participants in the lab's SNS organization?

None so far. WBS 1.9 level 3 task leaders are distributed among the collaborating labs. I consider it important that I have input into these decisions.

- C. What input does the ORNL Project Office have into the performance appraisals for any project participants at the lab?

None to my knowledge.

- D. Identify specific human resource and infrastructure/facilities assets the lab provides or will provide to the SNS Project that are not captured elsewhere.

WBS 1.9 uses the HR infrastructure at each of the collaborating labs for supporting hires and other activities there. (See individual lab responses.)

- E. Describe any HR and/or infrastructure/facilities issues/concerns you have.

None.

- F. Make any HR, organizational, and/or infrastructure/facilities recommendations that would improve your part of the project or the development of the project and SNS facility at ORNL.

Although the possibility has existed for some time, WBS 1.9 has not yet taken advantage of using ORNL hires to work at the collaborating labs with the expectation of moving permanently to ORNL at the appropriate time. Recent hires at BNL might have used this process to advantage for the project.

- G. Describe any organizational links and HR feedback loops within your lab and between your subproject and any other lab's subproject or the Project Office at ORNL.

I should be involved with WBS 1.9 hires at each of the participating labs.

- H. Is there a human resources, hiring plan, or organizational development plan for your lab's SNS responsibilities? If so, please provide a copy and describe whether and how the ORNL project office has contributed to it.

LANL LANSCE-8 has a plan for its participation. WBS has no more than a personnel profile, with a limited number of specific job titles.

- I. What are the interfaces between your lab's SNS efforts and any DOE offices related to the SNS project? Who are the key DOE individuals, and where do they report in DOE?

None.

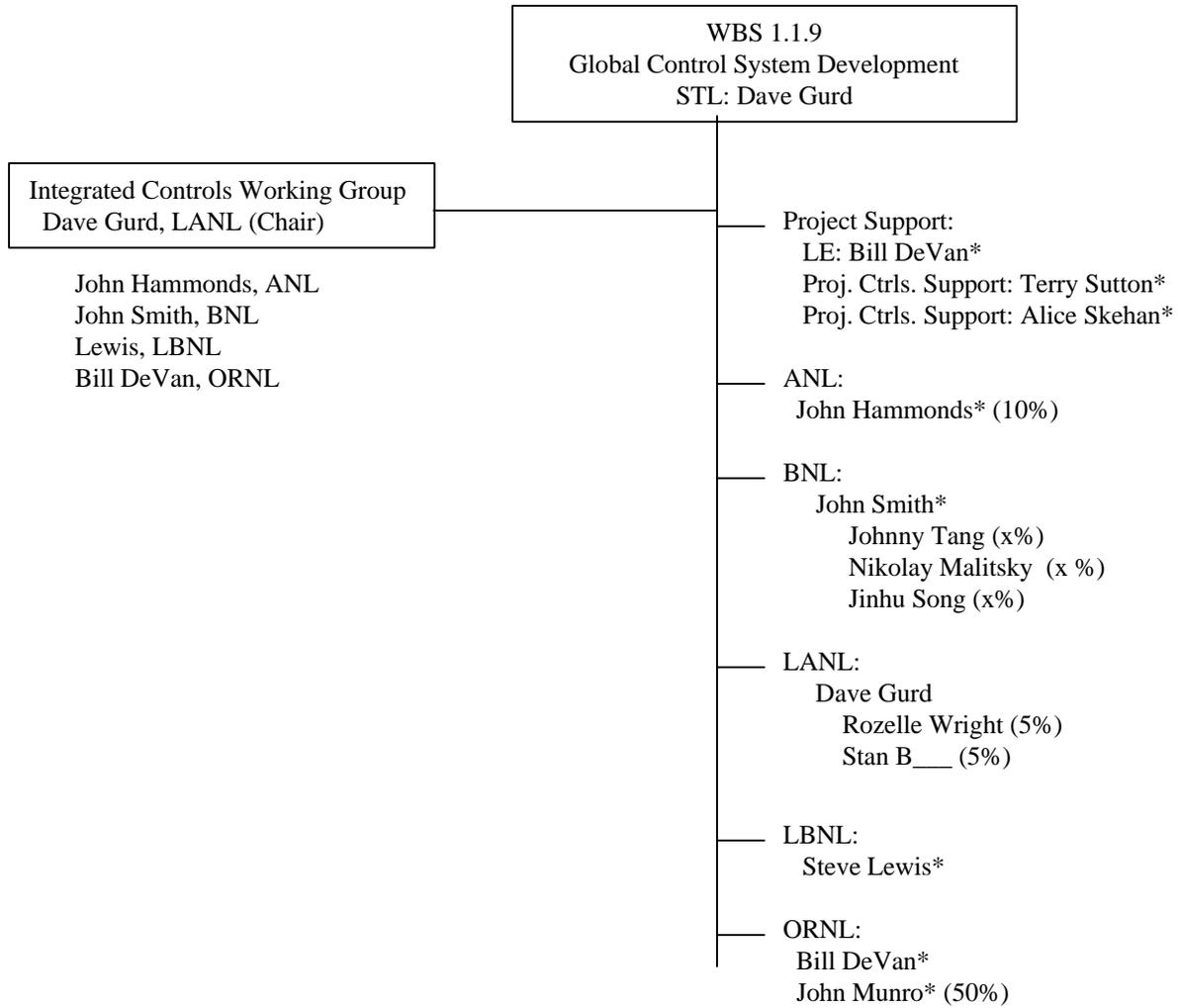


FIG. 1.2-1. WBS 1.1.9 GLOBAL CONTROLS R&D ORGANIZATION CHART

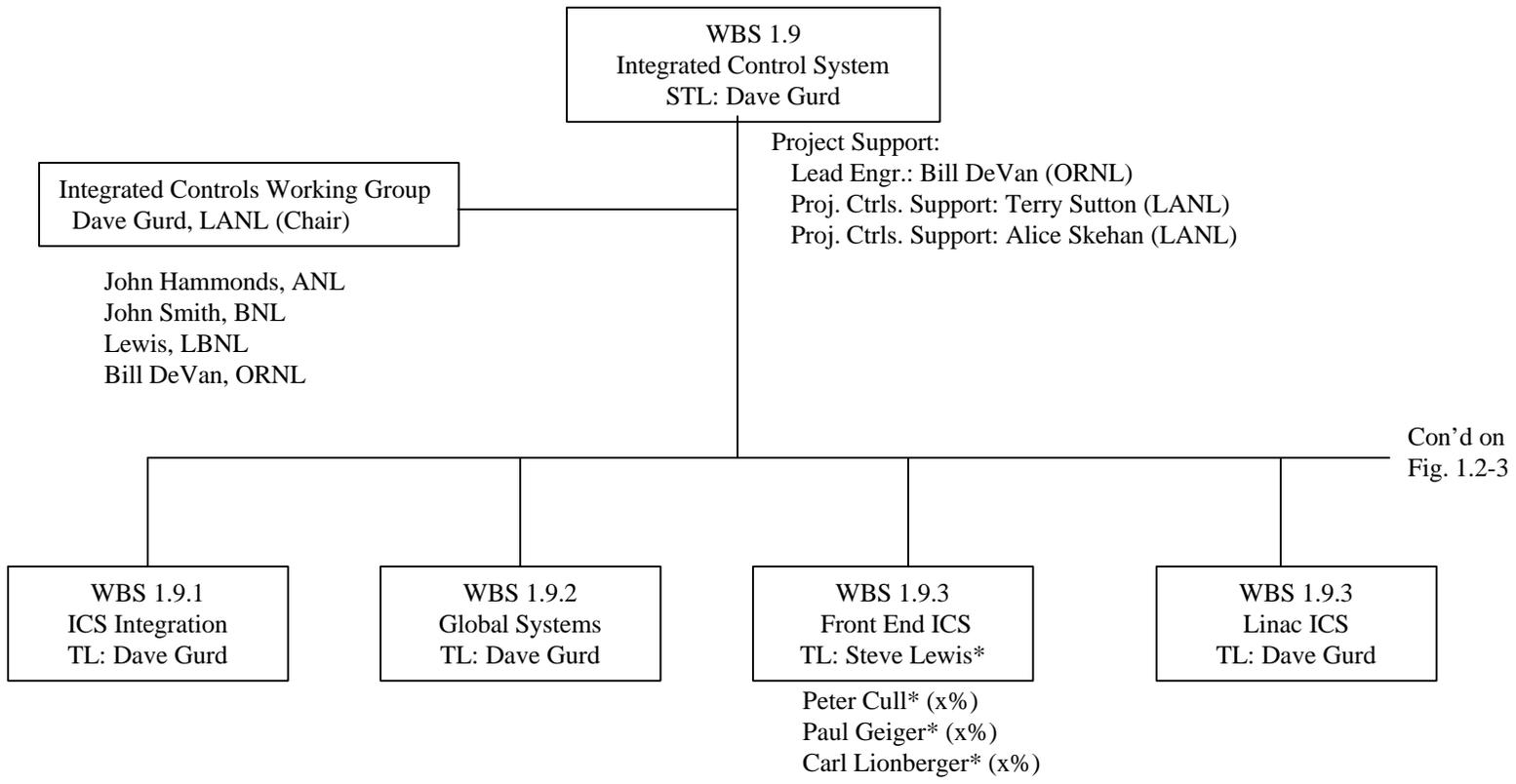


FIG. 1.2-2. WBS 1.9 GLOBAL CONTROLS ORGANIZATION CHART (SHEET 1)

Con'd on  
Fig. 1.2-2

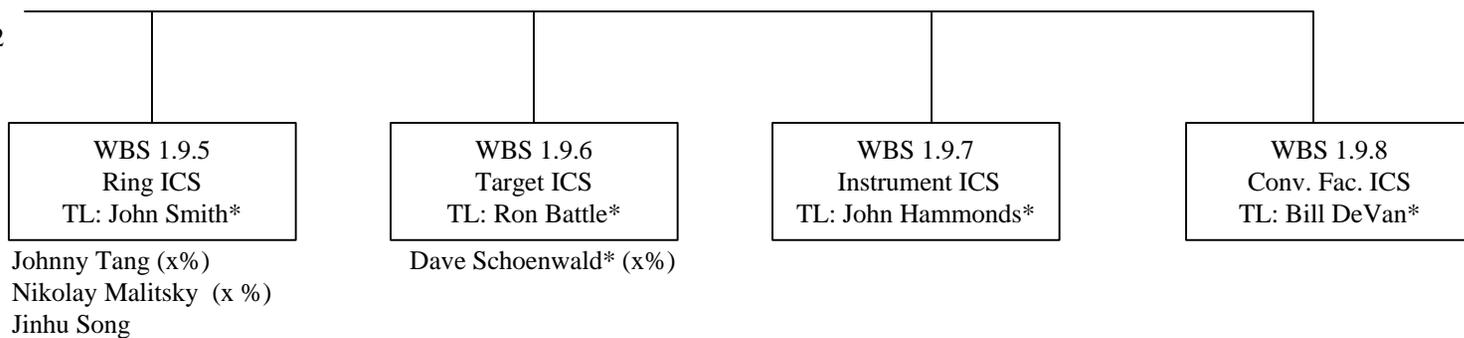


FIG. 1.2-3. WBS 1.9 GLOBAL CONTROLS ORGANIZATION CHART (SHEET 2)

Table 2-1. WBS 1.9 Space Inventory						
Provide the following information about space and facilities currently (or planned) to be used by the lab's SNS effort:						
1. Space type (office, lab (describe), high bay, shop,...)						
2. Gross square footage (10 percent accuracy)						
3. Special features/amenities/equipment						
4. Dedicated to SNS or shared; if shared what percentage use is SNS? Is this time shared or cohabitation?						
5. Is this space/facility used now? Planned to be used (give start date)?						
Space type	Square Footage	Special features, amenities, and/or equipment	% used by SNS	Is % shown time shared of cohabitation?	When available?	
ANL:						
Office						
Computer Lab						
BNL:						
Office						
Computer Lab						
LANL:						
Office						
Computer Lab						
LBNL:						
Office						

Computer Lab						
ORNL:						
Office						
Computer Lab						

Table 2-2. Inventory of Specialized Equipment						
Provide a list of specialized equipment the lab is making available to the SNS project, and the approximate utilization by SNS versus other projects. List significant items that are part of the lab's 'infrastructure.'						
Equipment Description	% used by SNS					
ANL:						
BNL:						
LANL:						
LBNL:						
ORNL:						
EPICS development system:	100%					
Sun Ultra workstation						
Allen-Bradley PLC-5/20 PLC						
IOC (VME crate, MV167 processor, etc.)						
Office PC infrastrucrure (PCs, servers, etc.)	100%					

<b>Table 3-1. Roster of Staff for WBS 1.9</b>									
<b>Name</b>	<b>Job Classification</b>	<b>Highest Degree</b>	<b>Bachelors Degree Year</b>	<b>Job Title</b>	<b>PD (yes/no)</b>	<b>EEO Info</b>	<b>Date joined SNS (effort &gt; 50%)</b>	<b>SNS Supervisor</b>	<b>Line Manager (who does performance appraisal)</b>
DeVan, Bill	Senior Engineer	BSEE	1976	Ctrl Sys Engr	No	Male Caucasian	10/1/97	Gurd, Dave (LANL)	Ogan, Missy (ORNL)
Munro, John		PhD							