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# Oppenheimer Science and Energy Leadership Program (OSELP)

*Welcome!*

**Angela Mielke**, Executive Officer for the Deputy Directorate  
for Science, Technology & Engineering (DDSTE)

Oct. 16, 2023

# Agenda: Monday, Oct. 16

## Monday, October 16, 2023

7:30	Meet in Buffalo Thunder Hilton Lobby and Depart for LANL	LANL Taxi
8:00	Walk to JRO Study Center; Coffee & Pastries	
<b>J.R. Oppenheimer Study Center, Jemez Cochiti, TA-03-0207-0218</b>		
8:15	Welcome and Plan for the Visit	Angela Mielke <i>Executive Officer for Science, Technology, and Engineering</i>
8:30	Laboratory Overview and NNSA 101 Mission Context, Capability Pillars, Lab Agenda, & Simultaneous Excellence	Angela Mielke
9:30	LDRD Overview and Strategy	Laura Stonehill <i>Program Director, Laboratory Directed Research and Development OSELP Alumna</i>
10:00	Break	
10:15	NA-LA Perspective	Ted Wyka <i>Field Office Manager, Los Alamos Field Office</i>
10:45	Campus and Infrastructure Strategy	Deb Lewis <i>Senior Director, Infrastructure Program &amp; Planning Office</i>
11:30	FLM Engagement and Disciplined Operations	Angela Mielke
12:15	Break	
12:30	Lunch Discussions: Perspective from former Laboratory Director	Sig Hecker
1:30	Walk to Badge Office	
1:35	Badge Office Processing (Otowi)	Sarah Mathis <i>Protocol</i>
2:15	Finish Badging, Transit to SM-40	LANL Taxi

## SM-40, Quantum Conference Room, TA-03-0040-N101

2:30	Deep Dive & SM-40 Tour (Fuel Cells and Space Programs)	Andrew Dattelbaum <i>Division Leader, Materials Physics &amp; Applications Division</i>
3:45	Break; Transit to JRO Study Center	LANL Taxi
<b>J.R. Oppenheimer Study Center, Jemez Cochiti, TA-03-0207-0218</b>		
4:00	Director's Perspective	Thom Mason <i>Laboratory Director</i>
5:00	Day One Wrap Up/Plan for Day Two	Angela Mielke
5:20	Adjourn; Transit to Bradbury Science Museum	LANL Taxi
<b>Bradbury Science Museum, 1350 Center Ave, Los Alamos NM</b>		
5:30	Dinner Reception and Presentation: <i>The Manhattan Project and The Survival of Los Alamos</i>	Nic Lewis <i>Laboratory Historian</i>
7:30	Return to Buffalo Thunder Hilton	LANL Taxi

# Agenda: Tuesday, Oct. 17

7:15 Meet in Buffalo Thunder Hilton; Depart for LANL; Coffee & Breakfast

LANL Taxi

**J.R. Oppenheimer Study Center, Jemez Cochiti, TA-03-0207-0218**

8:00 Workforce & University Outreach

Dave Clark

*Program Director, National Security Education Center*

J. Bradley Beck

*Program Director, Workforce, Partnerships & Pipeline Office*

Diversity Office

Katherine Haight

*EEO Diversity Specialist, Human Resources Division Office*

Technology Transfer at LANL

Mariann Johnston

*Deputy Division Leader, Richard P. Feynman Center for Innovation*

Candice Siebenthal

*Deputy Division Leader, Richard P. Feynman Center for Innovation*

9:00 Mark Peters Engagement with Cohort

10:00 Break; Transit to Sigma (FN to stay at Study Center)

**Sigma, Steinberg Conference Room TA-03-0066-J105**

10:15 Deep Dive: Materials and Manufacturing

Safety & Security Briefing; Sigma Welcome and Overview

Matthew Kerr

*Deputy Division Leader, SIGMA-DO*

Advanced Manufacturing & Facility Tour

John Carpenter

*Finishing Manufacturing Science; SIGMA-2*

12:00 Break; Transit to JRO

12:30 Lunch Discussion: Pit Production Overview (U)

David Dooley

*Senior Director, ALDWP Defense Programs Office*

1:30 Break

1:45 Place-Based Climate and Clean Energy Efforts

George Guthrie

*Program Manager, Office of National Security and International Studies*

*OSELP Alumnus*

2:45 Break; transit to LANSCE

**LANSCE, Conference Room A234, TA-53-0001-A234**

3:00 LANSCE Overview & Tour (Front End + Isotopes, Accelerator Strategy)

Frank Merrill

*Division Leader, Physics Division*

5:00 Wrap Up / Farewell (at LANSCE)

5:30 Adjourn; Return to Buffalo Thunder Hilton

LANL Taxi



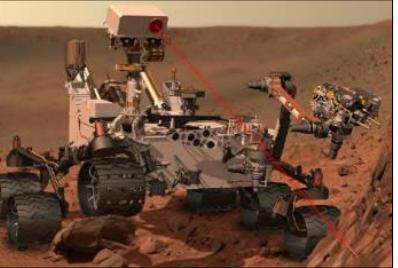
# Oppenheimer Science and Energy Leadership Program (OSELP)

## Lab Overview and NNSA 101

**Angela Mielke, DDSTE Executive Officer**

# Los Alamos delivers national security solutions

- We are dedicated to addressing complex national security issues and the world's most difficult challenges
  - By applying multidisciplinary science, technology & engineering capabilities;
  - In unique experimental, computational, and nuclear facilities;
  - With an agile, responsive, and innovative workforce;
  - And by partnering with peer institutions for mission success



\$4.4B budget

40 square miles,  
47 technical areas

727 bldgs.,  
7.6M sq ft.

13 nuclear  
facilities

17,000 +  
workers

12,000 career  
employees

1,812 students,  
468 postdocs

Employee  
average age: 42

67% male;  
33% female  
49% minorities

40.2% of  
employees are  
native New  
Mexicans

# Los Alamos is one of 17 Department of Energy national laboratories



# LANL is a key part of the U.S. nuclear security enterprise

## National laboratories and test sites



Los Alamos National Laboratory\*



Lawrence Livermore National Laboratory



Nevada National Security Site



Sandia National Laboratories\*

## Production complexes



Kansas City National Security Campus



Pantex Plant



Savannah River Site



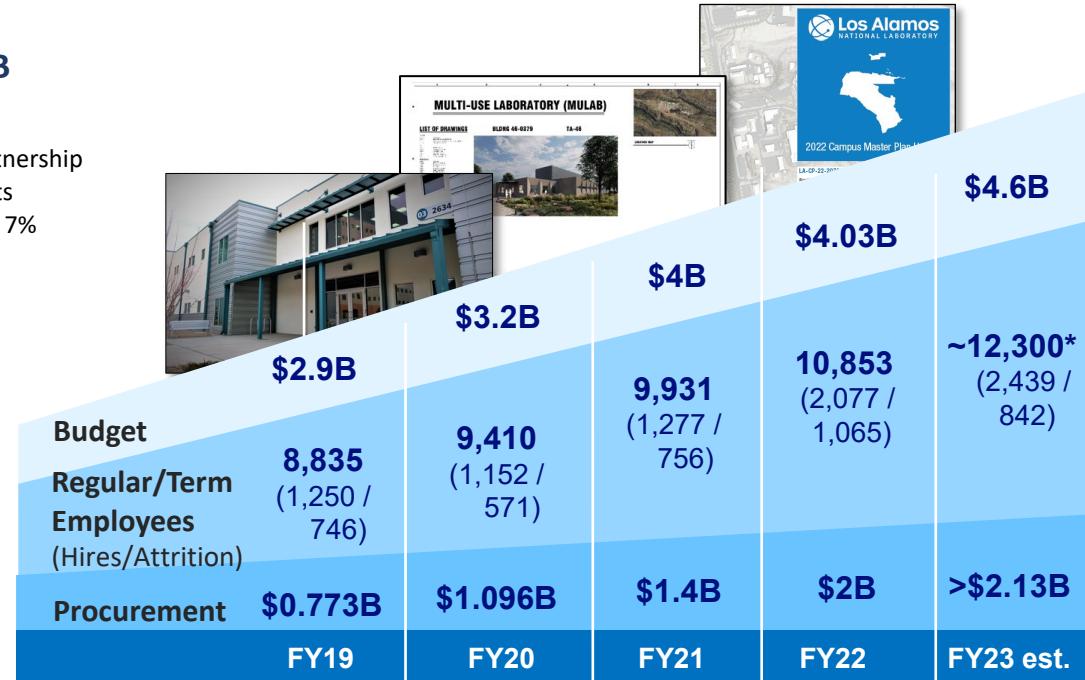
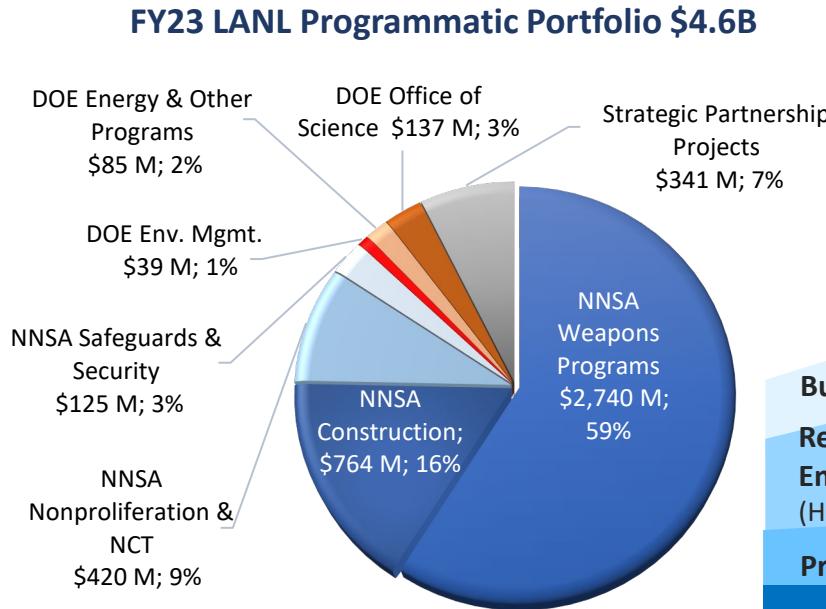
Y-12 National Security Complex

*\*Also production facilities*

# Significant increase in funding has driven hiring and procurement to record highs

## We have added capacity and are focused on increasing efficiency

- We're working to simplify processes and exploring off-site campus to address space needs



\*Total FY23 workforce: ~17,500

# Our demographics compare favorably to other Labs

	Total No. (LANL)	Women (LANL) Number / %	Women (All Labs, %)	URM (LANL) Number / %	URM (All Labs, %)		
Senior Leadership	66	21	31.8%	36.4%	8	12.1%	12.0%
Research/Technical Management (first-line and mid-level)	430	107	24.8%	19.8%	78	18.1%	12.3%
Operations (or Research Support) Management	945	308	32.5%	35.0%	414	43.8%	18.0%
Technical Research Staff	3696	997	26.9%	20.5%	751	20.3%	13.0%
Operations Support Professionals	4745	2217	46.7%	43.9%	2439	51.4%	32.0%
Postdoctoral	475	119	25.1%	27.5%	52	10.9%	8.5%
Technicians	2072	451	21.7%	20.5%	1131	54.6%	13.0%
Administrative Support	286	259	90.6%		227	79.4%	
Craft and Union	1502	80	5.3%		1196	79.6%	
Graduate Students	661	221	33.4%	32.9%	153	23.1%	18.9%
Undergraduate Students	839	361	43.0%	39.3%	354	41.1%	29.4%
<b>TOTALS</b>	<b>15920</b>	<b>5232</b>	<b>32.9%</b>	<b>31.1%</b>	<b>6803</b>	<b>42.7%</b>	<b>20.4%</b>

Data as of October 2023: Includes Laboratory recruited roles (includes roles waived from posting), Post-doc employees, and students funded by the Lab (not DOE funded students)

URM": Under-represented minorities (e.g., African American/Black, Hispanic/Latino, and American Indian/Alaskan Native



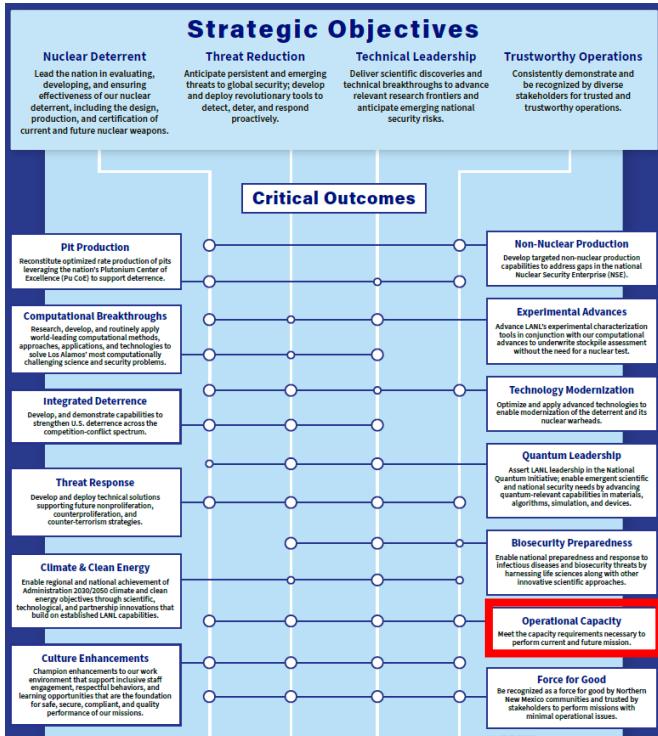
# We are focused on achieving representative demographics AND an inclusive culture

	Women			URM			OPC			Protected Veterans			IWD		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Executive Managers	28.6%	26.8%	28.6%	10.2%	10.7%	6.3%	0.0%	0.0%	0.0%	14.0%	8.9%	3.2%	12.0%	10.7%	6.3%
Technical Managers	23.7%	24.3%	23.2%	12.3%	15.3%	17.3%	5.8%	4.7%	3.9%	5.2%	4.0%	4.4%	2.7%	4.7%	2.6%
Operations Support Managers	29.7%	34.5%	33.5%	39.7%	42.7%	44.9%	1.1%	1.2%	1.2%	16.5%	13.5%	13.3%	8.1%	7.8%	5.5%
Technical Research Staff	23.3%	24.5%	25.6%	15.6%	17.6%	19.9%	7.9%	7.9%	7.8%	4.2%	3.4%	3.5%	2.6%	2.5%	3.6%
Operations Support Staff	42.3%	41.0%	41.5%	52.8%	54.0%	55.3%	2.1%	1.9%	2.1%	7.9%	6.7%	6.4%	5.8%	6.2%	6.0%
Post Docs	24.9%	27.2%	27.0%	6.8%	8.9%	9.0%	36.8%	33.5%	36.0%	0.4%	0.6%	0.5%	4.7%	6.3%	6.6%
Graduate Students	37.3%	36.7%	34.1%	24.4%	29.6%	26.2%	14.8%	12.5%	16.0%	0.5%	0.5%	0.3%	4.3%	6.0%	5.7%
Undergraduate Students	45.0%	45.6%	41.0%	43.6%	45.3%	42.4%	6.7%	6.3%	7.9%	0.4%	0.4%	0.6%	3.2%	4.3%	6.3%
Total numbers	3933	4143	4515	4066	4595	6123	657	650	728	676	616	673	525	612	680

Data as of Oct. 1 of each year

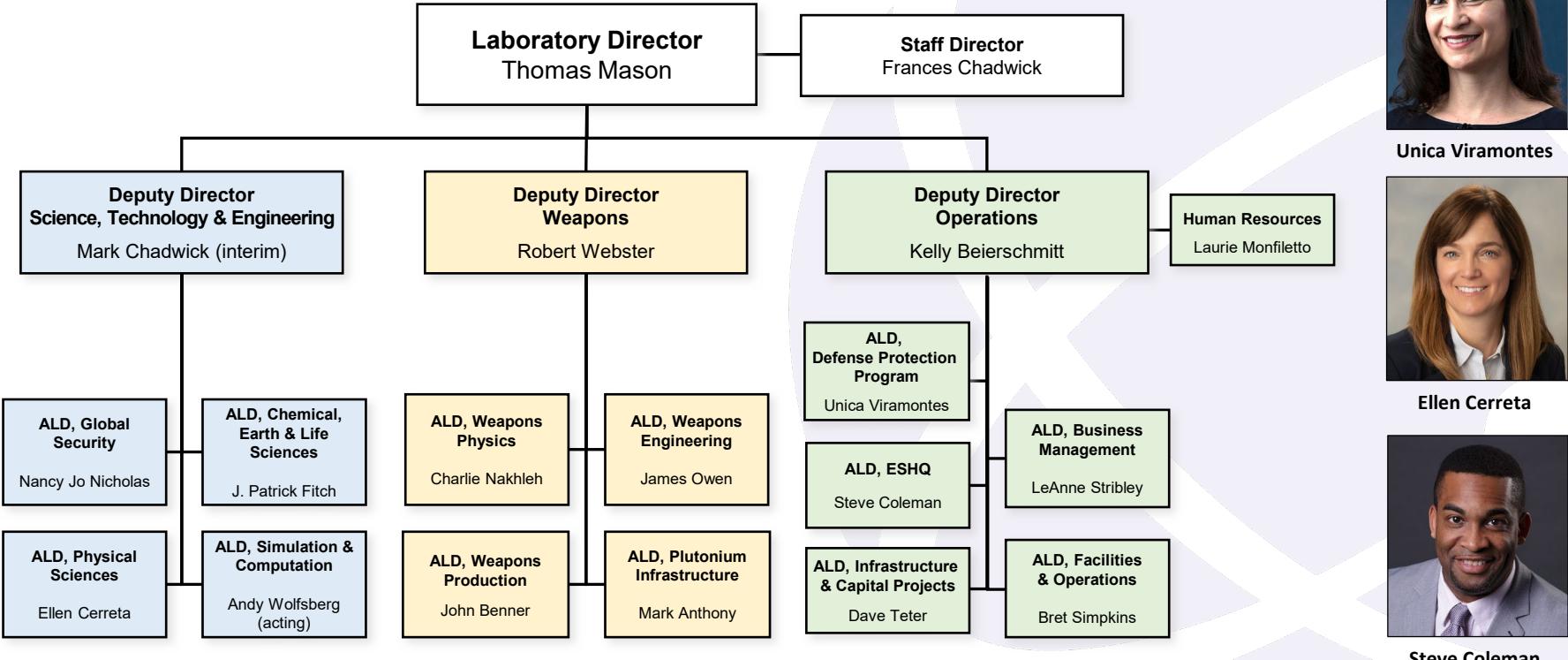
# Operational Capacity

## Critical Outcome: Initiatives

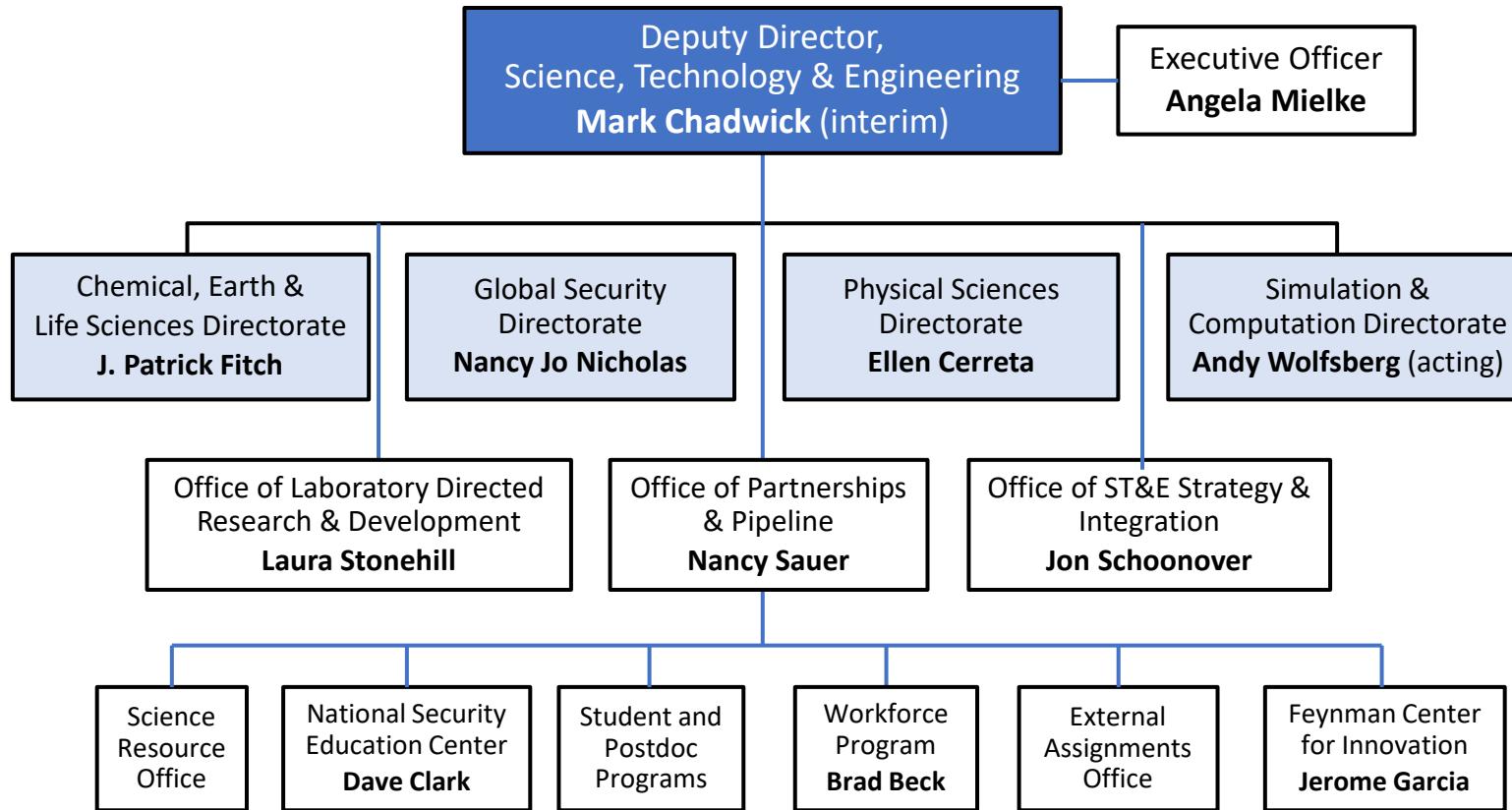


1. Implement **talent acquisition** plans, tools, practices, and **career development** opportunities to meet requirements of the Laboratory missions.
2. Improve the fidelity of **procurement planning** and increase **procurement volume** in support of Lab spending plans, leveraging new tools such as Ariba and Master Agreement Task Order Contracts (MATOCs), and Construction Manager/General Contractor (CM/GC) project delivery method, and using both forward-looking input and existing data from previous procurement cycles. Assure procurements are executed efficiently and support missions and community-centered/small business targets to the extent possible.
3. Ensure **construction capacity** to meet construction growth by leveraging tools such as MATOCs to decrease self-perform work and to support entire site's plans as identified in the critical outcomes.
4. Meet increased demand for **space** including office space and lab space for critical outcomes and to support growth in mission and support activities.
5. Complete and present a **comprehensive transportation study** and develop/execute a plan that enables mission, optimizes commute times, incentivizes user adoption of mass transit as the preferred option, leverages regional partnerships for off-hill parking/bussing, and supports net-zero goals.
6. Develop and execute a comprehensive **facility-based five-year plan for major maintenance** to improve the overall reliability and mission readiness of the LANL facility portfolio.
7. Improve and measure **critical mission process efficiencies** through innovations in process design and implementation, increased use of automation and workflow tools, better training with end users in the loop, consistent with the integrated System of Management Systems (iSoMS) online tool framework for improvement.
8. Develop an IT RoadMap to **improve and prioritize IT infrastructure investments** and communications tools, including wireless in PF-4, red net capacity in new and existing Laboratory facilities, and other capabilities to ensure modern collaboration tools.
9. Continue to develop the **campus master plan** (CMP) and the CMP White Board application to fully integrate facility/infrastructure requirements with mission drivers, environmental opportunities and constraints, and security requirements.
10. Deliver **operational tools, processes, and management systems** that are streamlined to provide effective and efficient mission execution.
11. Deploy innovative and strategic approaches to **permitting strategy and implementation** to enable mission delivery.

# Leadership team continues to evolve



# DDSTE stewards institutional capabilities for the Laboratory

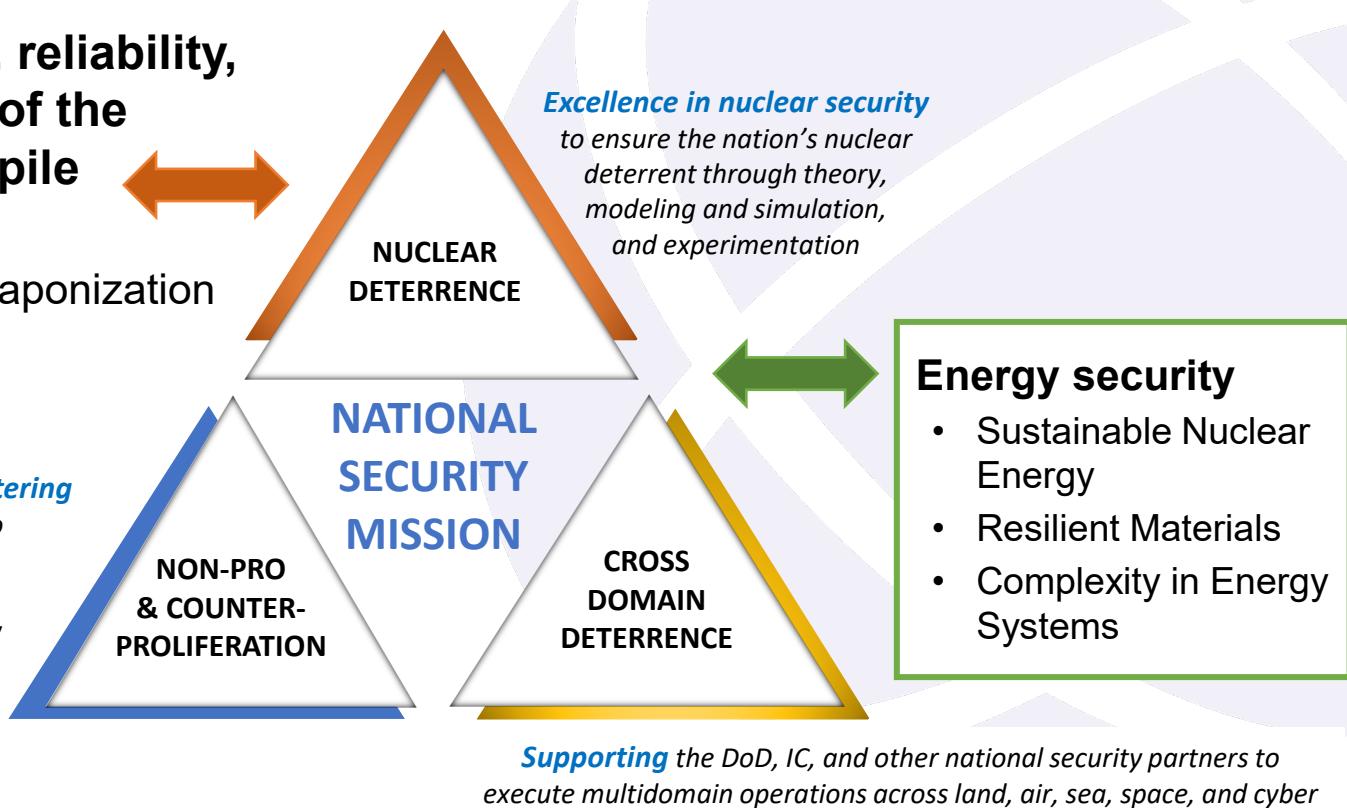


# Our national security mission is broad and important — and motivates and is enabled by ST&E discoveries

## Ensure the safety, reliability, and performance of the U.S nuclear stockpile

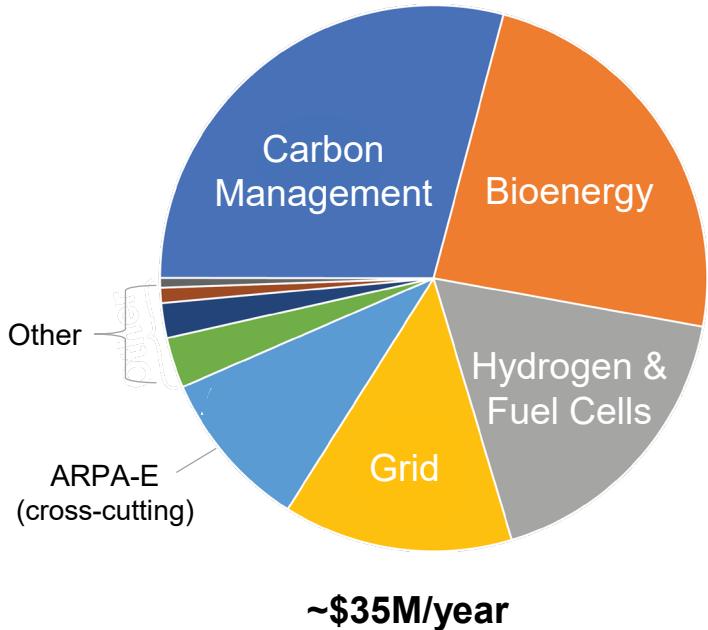
- Physics & Design
- Engineering & Weaponization
- Production

*Preventing and countering efforts of proliferants to acquire, develop or disseminate materials and expertise necessary for nuclear weapons*



# Building on 40 years of R&D in key areas of energy, Los Alamos is ready to accelerate deployment

Our applied energy portfolio is  
dominated by 4 key areas



## Technology Deployment

National energy targets



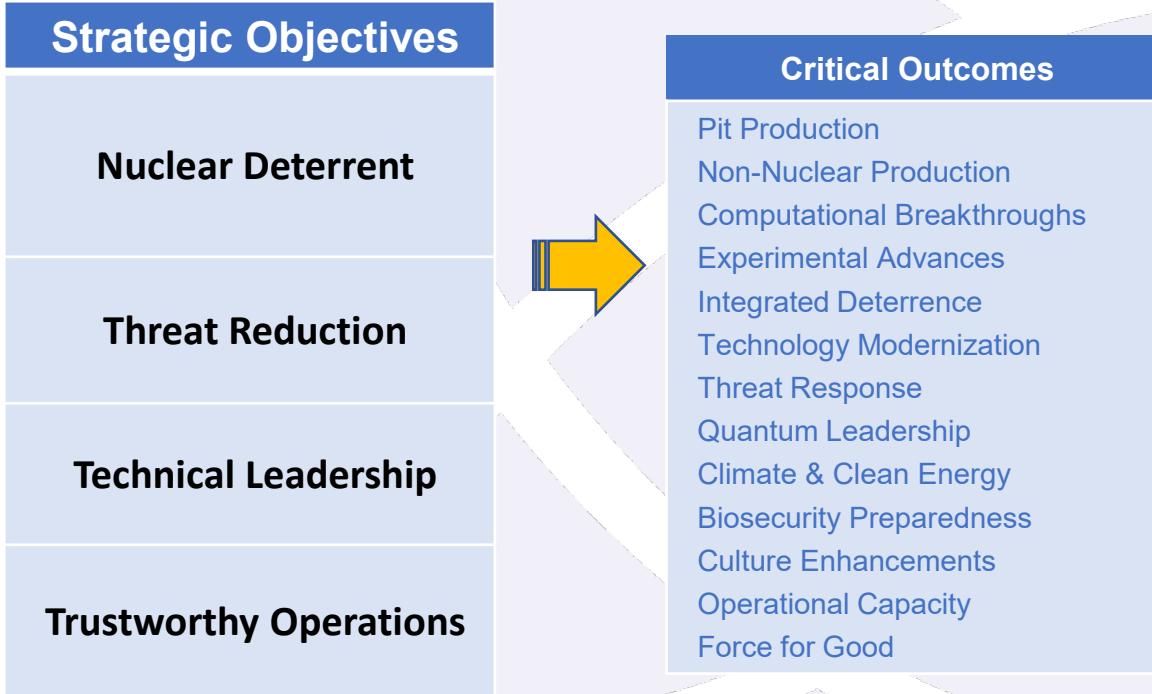
FACT SHEET: President Biden Sets  
2030 Greenhouse Gas Pollution  
Reduction Target Aimed at Creating  
Good-Paying Union Jobs and  
Securing U.S. Leadership on Clean  
Energy Technologies

On Day One, President Biden fulfilled his promise to rejoin the Paris Agreement and set a course for the United States to tackle the climate crisis at home and abroad, reaching net zero emissions economy-wide by no later than 2050. As part of re-entering the Paris Agreement, he

# Our Lab Agenda emphasizes Simultaneous Excellence



**How we do our work is as important as *what* we do**



# Strategic objectives are achieved through critical outcomes

## Strategic Objectives

<b>Nuclear Deterrent:</b> Lead the nation in evaluating, developing, and ensuring effectiveness of our nuclear deterrent, including the design, production, and certification of current and future nuclear weapons.	<b>Threat Reduction:</b> Anticipate persistent and emerging threats to global security; develop and deploy revolutionary tools to detect, deter, and respond proactively.	<b>Technical Leadership:</b> Deliver scientific discoveries and technical breakthroughs to advance relevant research frontiers and anticipate emerging national security risks.	<b>Trustworthy Operations:</b> Consistently demonstrate and be recognized by diverse stakeholders for trusted and trustworthy operations.
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## Critical Outcomes

Pit Production	Reconstitute optimized rate production of pits leveraging the nation's Plutonium Center of Excellence (Pu CoE) to support deterrence.	Quantum Leadership	Assert LANL leadership in the National Quantum Initiative; enable emergent scientific and national security needs by advancing quantum-relevant capabilities in materials, algorithms, simulation, and devices.
Non-Nuclear Production	Develop targeted non-nuclear production capabilities to address gaps in the national Nuclear Security Enterprise (NSE).	Climate and Clean Energy	Enable regional and national achievement of 2030/2050 climate and clean energy objectives through scientific, technological, and partnership innovations that build on established LANL capabilities.
Computational Breakthroughs	Research, develop, and routinely apply world-leading computational methods, approaches, applications, and technologies to solve Los Alamos' most computationally challenging science and security problems.	Biosecurity Preparedness	Enable national preparedness and response to infectious diseases and biosecurity threats by harnessing life sciences along with other innovative scientific approaches.
Experimental Advances	Advance LANL's experimental characterization tools in conjunction with our computational advances to underwrite stockpile assessment without the need for a nuclear test.	Culture Enhancements	Champion enhancements to our work environment that support inclusive staff engagement, respectful behaviors, and learning opportunities that are the foundation for safe, secure, compliant, and quality performance of our missions.
Integrated Deterrence	Develop and demonstrate capabilities to strengthen U.S. deterrence across the competition-conflict spectrum.	Operational Capacity	Meet the capacity requirements necessary to perform current and future mission.
Technology Modernization	Optimize and apply advanced technologies to enable modernization of the deterrent and its nuclear warheads.	Force for Good	Be recognized as a force for good by No. NM communities and trusted by stakeholders to perform missions with minimal operational issues.
Threat Response	Develop and deploy technical solutions supporting future nonproliferation, counterproliferation, and counter-terrorism strategies.		

# HOW we do our work is as important as WHAT we do

## ▪ Safety Culture

- 8 Safe Conduct of Research (SCoR) principles
- SCOR applies equally to Security & Environmental Compliance
- “Culture Alliance” is reiterating the fundamentals:
  - Leadership Expectations
  - Workforce Engagement
  - Organizational Learning

## ▪ Commitment to diversity, inclusion, and belonging

“Diversity is a fact, inclusion is a behavior, but belonging is the emotional outcome that people want in their organization.”

– Christianne Garofalo, Heidrick & Struggles



- 1 Everyone is personally responsible for ensuring safe operations.
- 2 Leaders value the safety legacy they create in their discipline.
- 3 Staff raise safety concerns because trust permeates the organization.
- 4 Cutting-edge science requires cutting-edge safety.
- 5 A questioning attitude is cultivated.
- 6 Learning never stops.
- 7 Hazards are identified and evaluated for every task, every time.
- 8 A healthy respect is maintained for what can go wrong.

## Technical Leadership

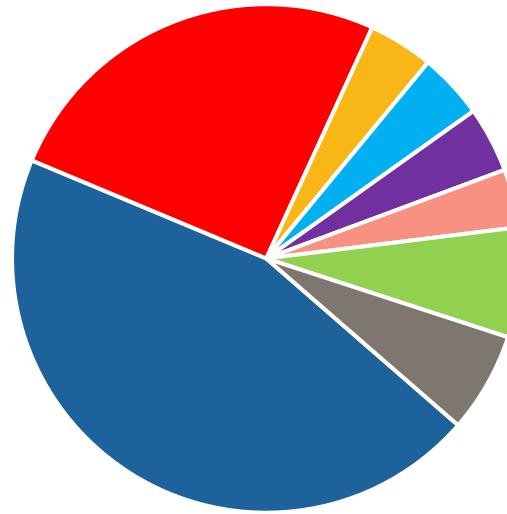
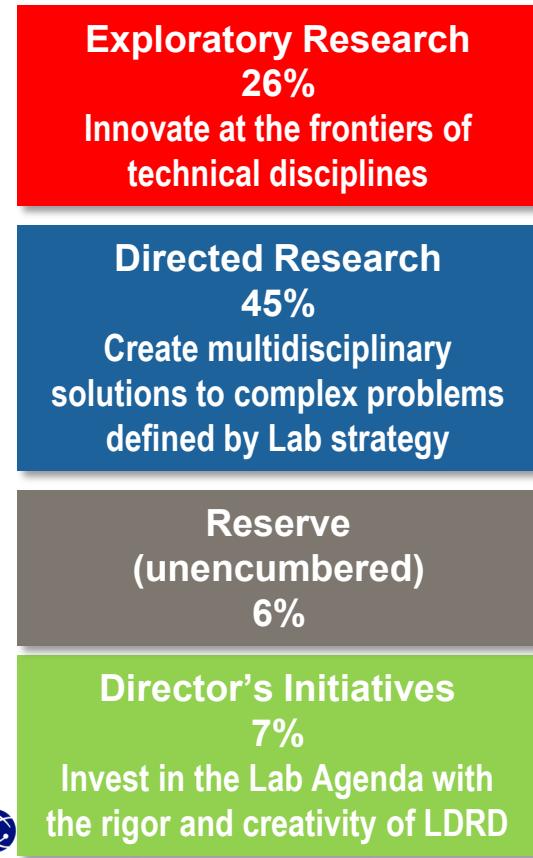
Deliver scientific discoveries and technical breakthroughs to advance relevant research frontiers and anticipate emerging national security risks

## Long-term ST&E stewardship is based on Capability Pillars

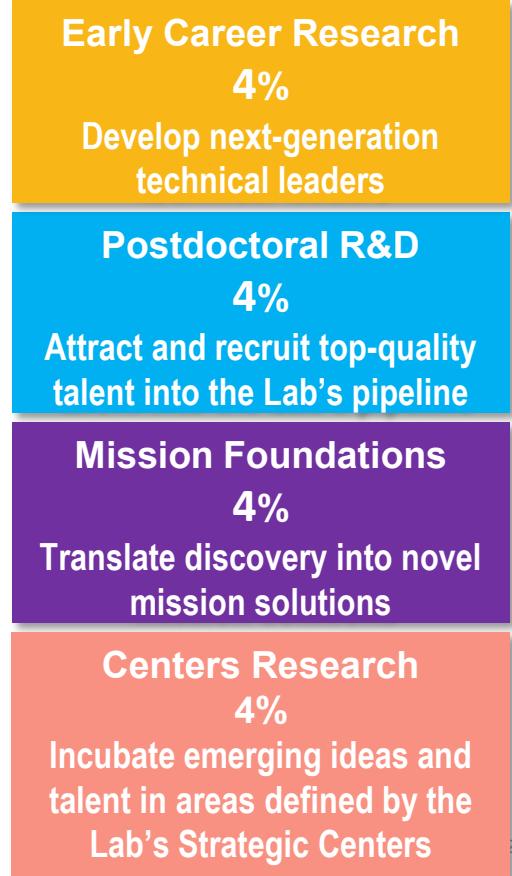
- Our capability pillars define six key areas of science, technology, and engineering in which we must lead

<b>ENGINEERING</b>	<b>MATERIALS FOR THE FUTURE</b>	Defects and Interfaces Extreme Environments Emergent Phenomena
	<b>NUCLEAR AND PARTICLE FUTURES</b>	Accelerator Science, Eng. & Technology Applied Nuclear Science & Engineering High Energy Density Plasmas & Fluids Nuclear, Particle, Astrophysics & Cosmology
	<b>INTEGRATING INFORMATION, SCIENCE, AND TECHNOLOGY FOR PREDICTION</b>	Computing Platforms Computational Methods Data Science
	<b>SCIENCE OF SIGNATURES</b>	Nuclear Detonation Nuclear Processing, Movement, Weaponization Natural and Anthropogenic Phenomena
	<b>COMPLEX NATURAL AND ENGINEERED SYSTEMS</b>	Human–Natural System Interactions: Nuclear Engineered Systems Human–Natural System Interactions: Non-Nuclear
	<b>WEAPONS SYSTEMS</b>	Design Manufacturing Analysis

# LDRD supports technical vitality, mission agility, and workforce development



**Baseline LDRD Program**  
**FY23 Budget: \$215M**  
[FY22 was \$180M]



# Partnerships & Pipeline Office (PPO) enhances our internal coordination and external outreach



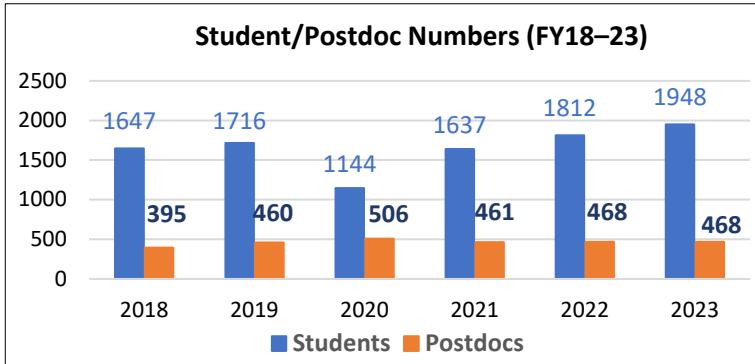
- **Student Programs:**  
Education opportunities for high school, undergraduate, and graduate students
- **Postdoctoral Programs:**  
Postdocs contribute to research efforts, enhance our science, technology, and engineering capabilities

- **National Security Education Center Strategic Centers:**  
Scientific centers of excellence with high international visibility that innovate strategic new science and education programs
- **New Mexico Consortium Coordination:** Creative mechanisms for collaboration with NM research universities through joint appointments and unique facilities
- **Feynman Center for Innovation:** From “tech transfer” to innovation asset stewardship, with strategy driven through Innovation Asset Strategic Council

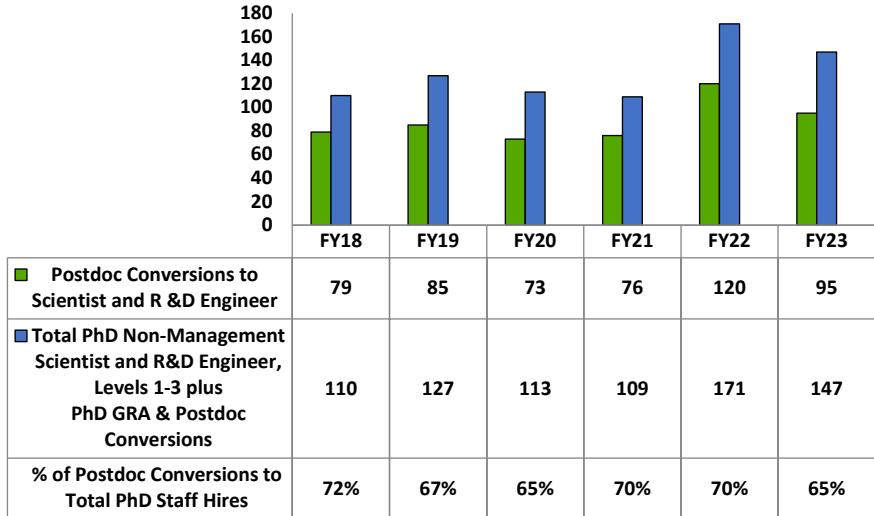
# Student and Postdoc pipelines are essential

- 2023 Student Program had 1,948 student interns and guests at peak in July
  - Up 7.5% from 2022
- Summer schools are a unique pipeline to recruit students in key technical areas
- Rigorous postdoc conversion process leads to talented early career staff with key mission skills
- Student programs, pipeline initiatives boost diversity in student pipeline
  - See e.g., [women.lanl.jobs](http://women.lanl.jobs)

31.7% of regular/term employees have at least one degree from a NM college or university

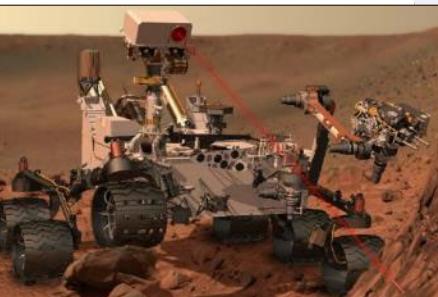


Postdoc Conversions compared to total non-management technical hires (FY18–FY23)



# Los Alamos delivers national security solutions

- **We are dedicated to addressing complex national security issues and the world's most difficult challenges**
  - By applying multidisciplinary science, technology, and engineering capabilities
  - In unique experimental, computational, and nuclear facilities
  - With an agile, responsive, and innovative workforce
  - And by partnering with peer institutions for mission success



# Backup slides



# Los Alamos is working with DOE & other partners to pioneer a new, place-based initiative on energy transitions

## Intermountain West Energy and Sustainability Transition (I-WEST)

*A Place-based Approach to Achieving Carbon Neutrality in the Intermountain West*

- **Two Primary Goals (for Phase I)**

- Develop a stakeholder-based roadmap to achieve carbon neutrality by 2035
- Build regional coalitions to deploy the roadmap

- **Place-Based Approach**

- Prioritize regional attributes and societal readiness first, and technologies second

- **Multiple Technologies and Economies**

- Carbon capture, storage, and utilization; clean hydrogen, bioenergy, and electricity
- Cross-cutting solutions from all DOE energy programs to ensure sustainability in an evolving climate



[www.iwest.org](http://www.iwest.org)



# Modern stockpile stewardship differs radically from last-century stewardship

- LANL is the design laboratory for 4 of the 7 weapons systems in the nation's on-alert deterrent
- Stewardship today involves testing facilities, surveillance, simulation and supercomputing, and nuclear material facilities
- Multidisciplinary science and engineering underpin all LANL programs, as experiments enrich our nation's confidence in the stockpile
- LANL collaborates exclusively with DOE labs and industry to perform R&D for federal sponsors

U.S. testing site craters and  
the Trinity supercomputer



# LANL is modernizing three weapon systems and beginning development of the first new system since the Cold War

- The **W76-1 and W76-2 Life Extension Programs** are complete, refreshing the backbone of the US deterrent
- The **W88 ALT 370, high explosive refresh, and ALT 940** will modernize the balance of the seaborne deterrent
- The **B61-12 LEP** will consolidate four B61 weapons into a modernized, sustainable system with enhanced accuracy
- The **new W93 program** will deliver the next-generation of sea-launched warhead to meet evolving military needs

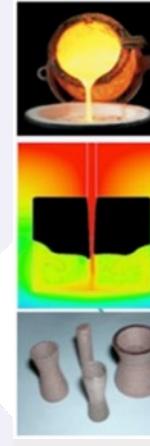


Significant experimental effort

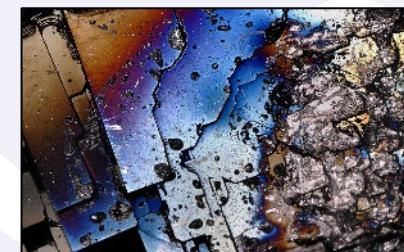
Significant R&D effort

# LANL is also responsible for the production of essential weapon components

- LANL serves as the **production agency** for:
  - Detonators, Power supplies, Pits
- We serve as **technical reachback** for
  - High explosives, Cases, Gas systems
- Our **enhanced pit production mission** (from boutique R&D capability to sustained 30 pits per year) is a major focus of the entire Laboratory
- LANL is the **NNSA Center of Excellence for Plutonium**:
  - NASA radiothermal generator production
  - Plutonium science and metallurgy
  - Americium production for the Office of Science



*Additive Manufacturing*



*Actinide Science*

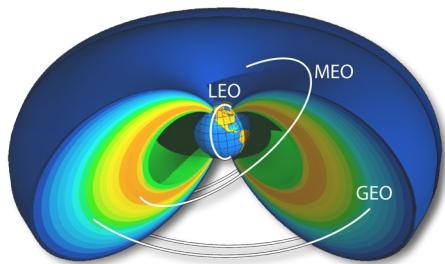
# Our Global Security portfolio is responsive to national needs and answers “Why LANL?”

- “It takes a weapons lab to find a weapons lab”
- The Laboratory as a testbed: experimentally validated intelligence

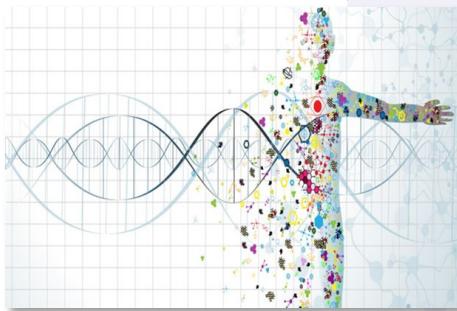


# Our non-NSA portfolio spans diverse programmatic partners and is consistent with our core capabilities

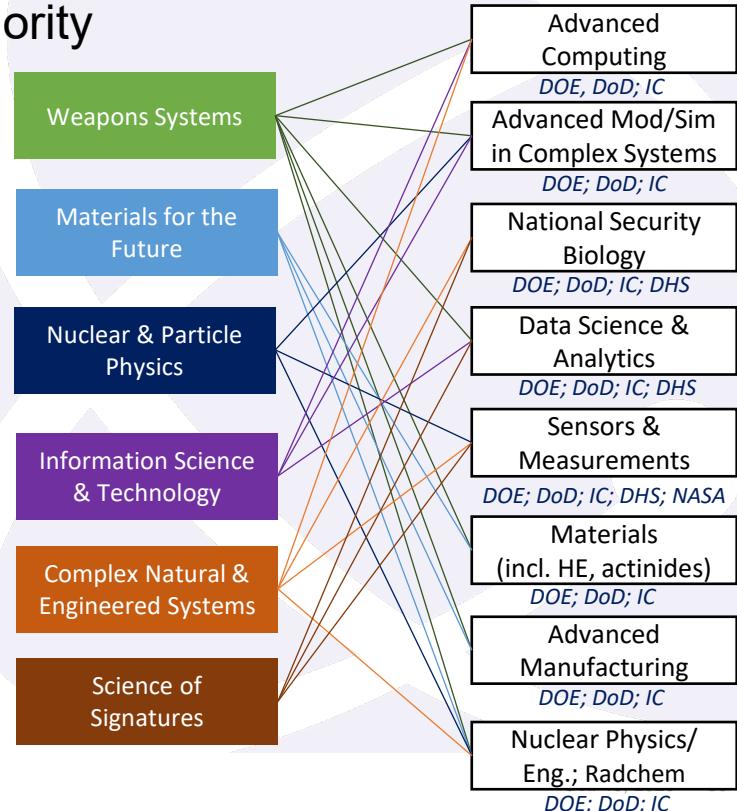
- LANL contributes to key mission drivers and priority objectives for DOE and other USG sponsors
  - Space and biological science are two areas with strong representation in SPP Projects



LANL capabilities address new and evolving threats in space situational awareness and space protection

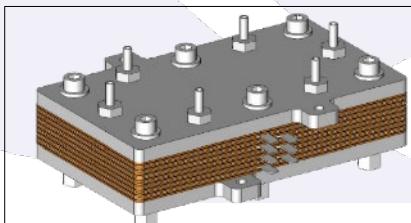
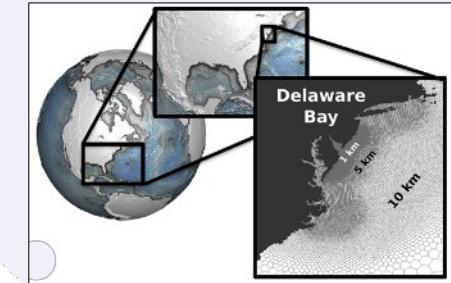


LANL leverages its capabilities in biotechnology, bioinformatics, and life sciences



# Los Alamos has a history of research in climate science, clean energy, and decarbonization

- Interface of energy, climate, environment, human health, and national security
  - Energy security
  - Climate resilience
- From basic to applied
- From planet to region to networks to new sustainable materials & devices



# Los Alamos translational work in climate science has civilian and national security foci

- Predictions for coastal resiliency
- Emergency infrastructure response to extreme weather
- Detection and attribution of climate manipulation
- Permafrost vulnerability, sea level rise
- Impacts of climate, extreme weather, fire, regional forest mortality on water resources
- Disease forecasting using satellite imagery, clinical surveillance data, climatological data, demographic data, and Google search queries



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# Nuclear energy efforts span Office of Nuclear Energy and beyond...

- Current strong support for the next generation of reactors, including robust microreactors, compact space systems, small modular, and advanced molten salt, gas-cooled, etc.
- Partnership is multi-agency (not just civilian)
  - DoD, NASA, industry, DOE joint interagency agreements, with NNSA engagement
- Growth of nuclear energy is true under a range of futures:



**Our goal is to maintain LANL as a key partner in synergistic R&D:  
reactor design and safeguards, nuclear data and modeling/simulation,  
advanced ceramic fuels, and sub-scale proof-of-principle nuclear experiments.**