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Title: Oppenheimer Science and Energy Leadership Program(OSELP) Welcome!

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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

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

8:15 Welcome and Plan for the Visit Angela Mielke
Executive Officer for Science, Technology, and Engineering

8:30 Laboratory Overview and NNSA 101 Angela Mielke
Mission Context, Capability Pillars, Lab Agenda, & Simultaneous Excellence

9:30 LDRD Overview and Strategy Laura Stonehill
*Program Director, Laboratory Directed Research and Development
OSELPA Alumna*

10:00 Break

10:15 NA-LA Perspective Ted Wyka
Field Office Manager, Los Alamos Field Office

10:45 Campus and Infrastructure Strategy Deb Lewis
Senior Director, Infrastructure Program & Planning Office

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 (Otwi) Sarah Mathis
Protocol

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
Division Leader, Materials Physics & Applications Division

3:45 Break; Transit to JRO Study Center LANL Taxi

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

4:00 Director's Perspective Thom Mason
Laboratory Director

5:00 Day One Wrap Up/Plan for Day Two Angela Mielke

5:20 Adjourn; Transit to Bradbury Science Museum LANL Taxi

Bradbury Science Museum, 1350 Center Ave, Los Alamos NM

5:30 Dinner Reception and Presentation: *The Manhattan Project
and The Survival of Los Alamos* Nic Lewis
Laboratory Historian

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, Sheinberg 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 (OSELF)

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



LANL STATISTICS

\$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

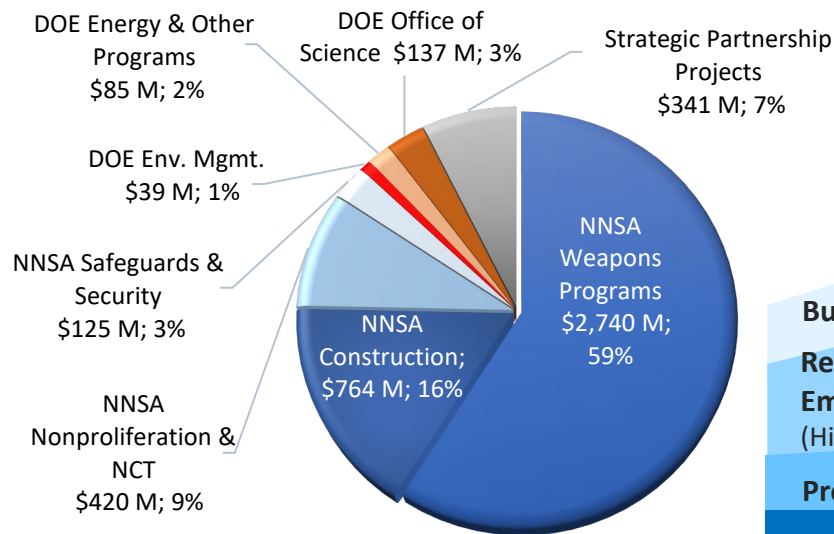
**Also production facilities*

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

FY23 LANL Programmatic Portfolio \$4.6B



	FY19	FY20	FY21	FY22	FY23 est.
Budget	\$2.9B	\$3.2B	\$4B	\$4.03B	\$4.6B
Regular/Term Employees (Hires/Attrition)	8,835 (1,250 / 746)	9,410 (1,152 / 571)	9,931 (1,277 / 756)	10,853 (2,077 / 1,065)	~12,300* (2,439 / 842)
Procurement	\$0.773B	\$1.096B	\$1.4B	\$2B	>\$2.13B

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%
TOTALS	15920	5232	32.9%	31.1%	6803	42.7%	20.4%

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)

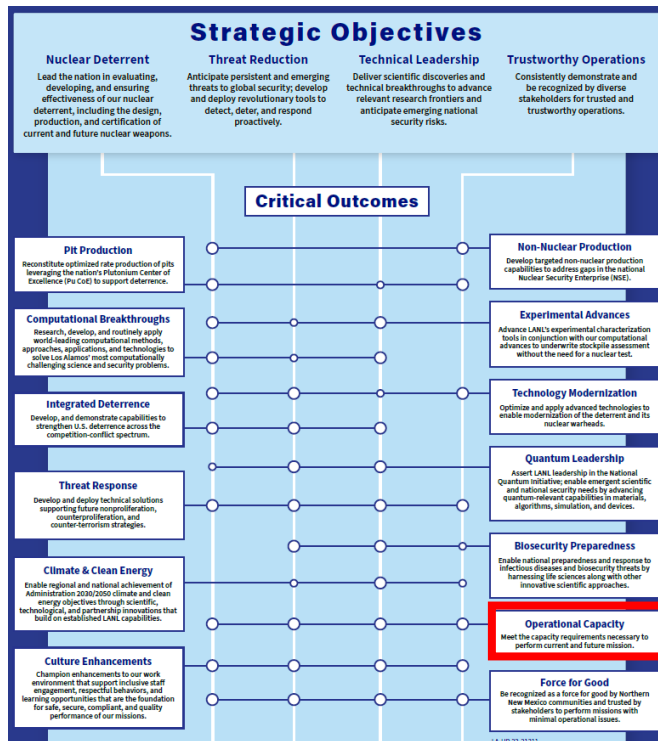


We are focused on achieving representative demographics AND an inclusive culture

	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

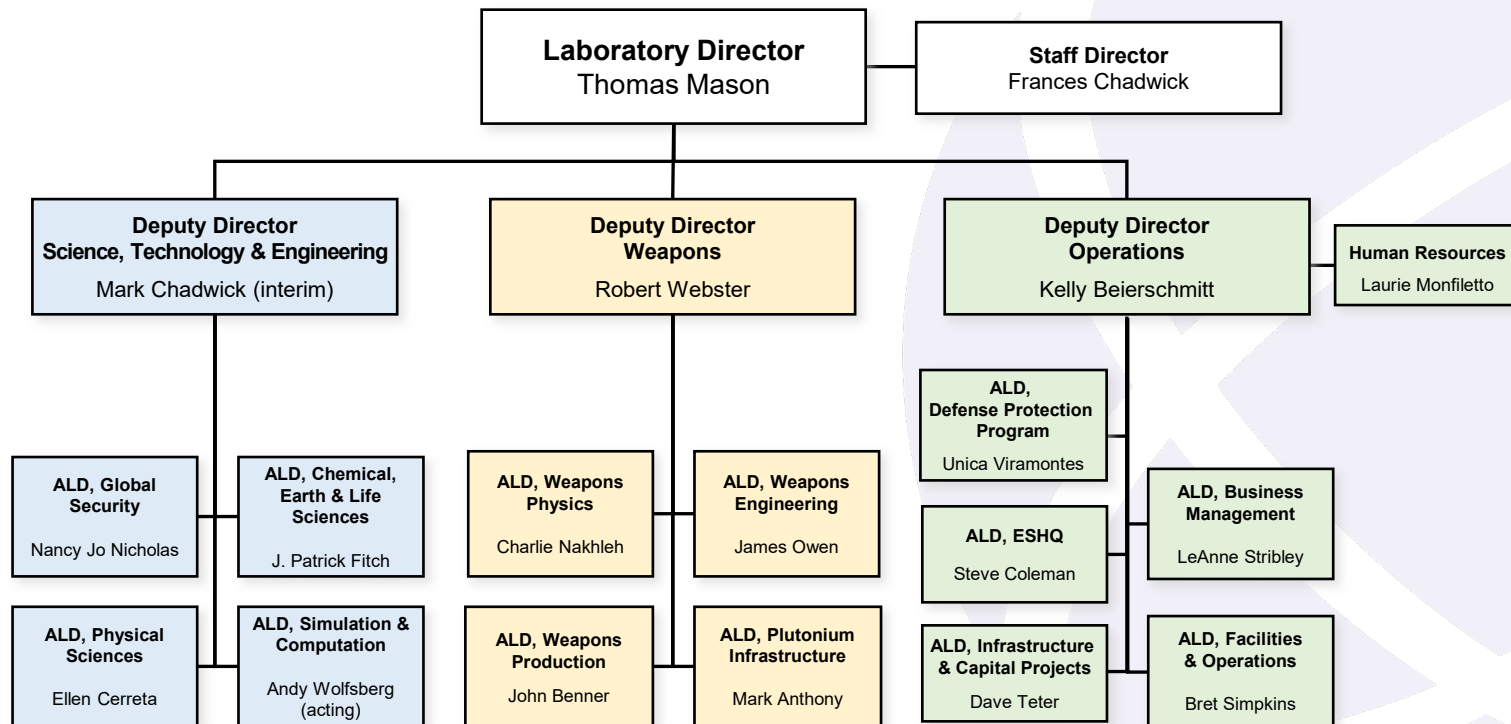
Operational Capacity

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



Unica Viramontes

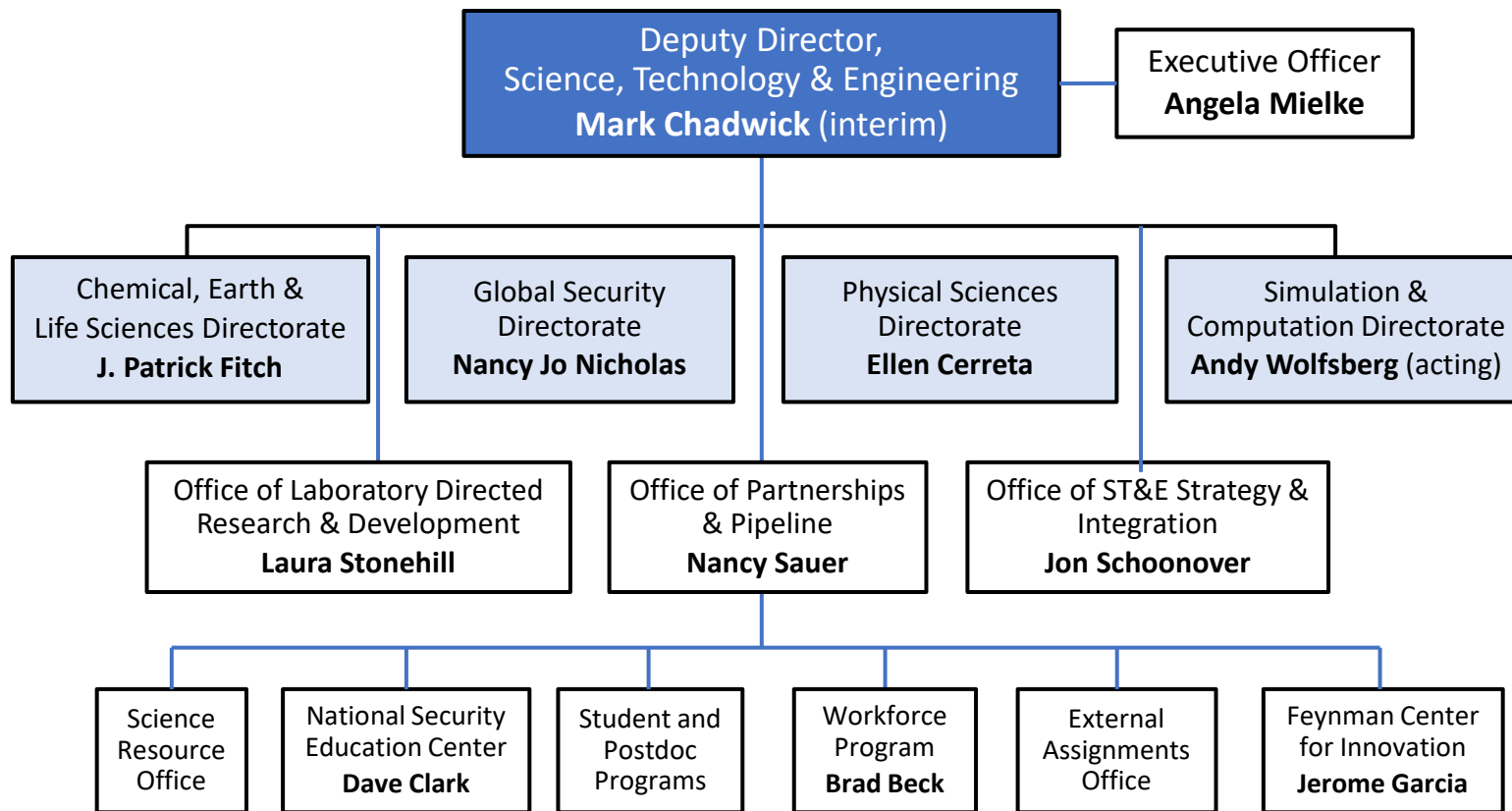


Ellen Cerreta



Steve Coleman

DDSTE stewards institutional capabilities for the Laboratory

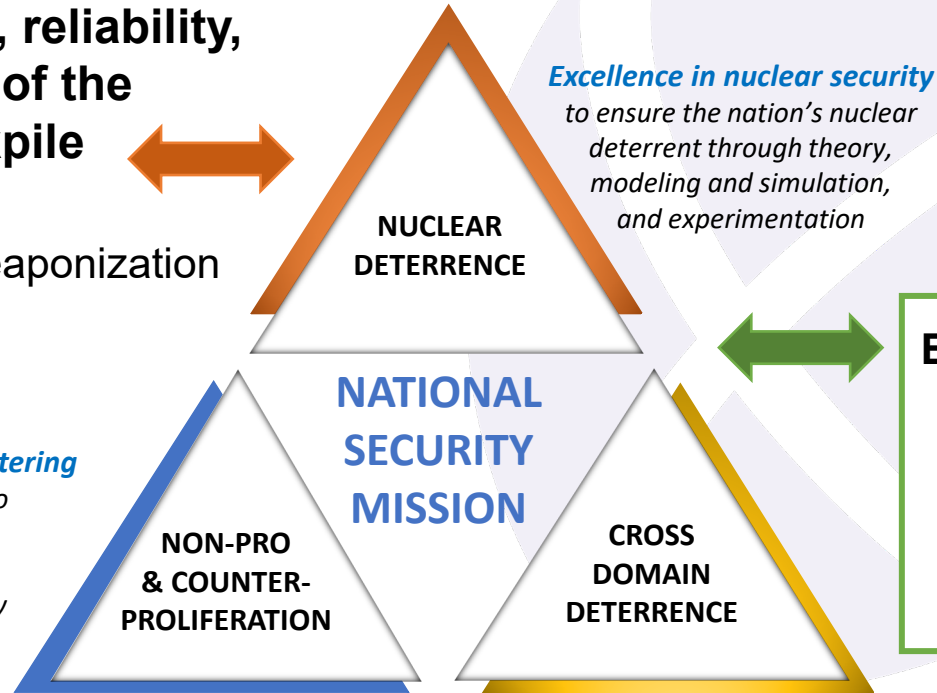


Our national security mission is broad and important — and motivates and is enabled by ST&E discoveries

**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*

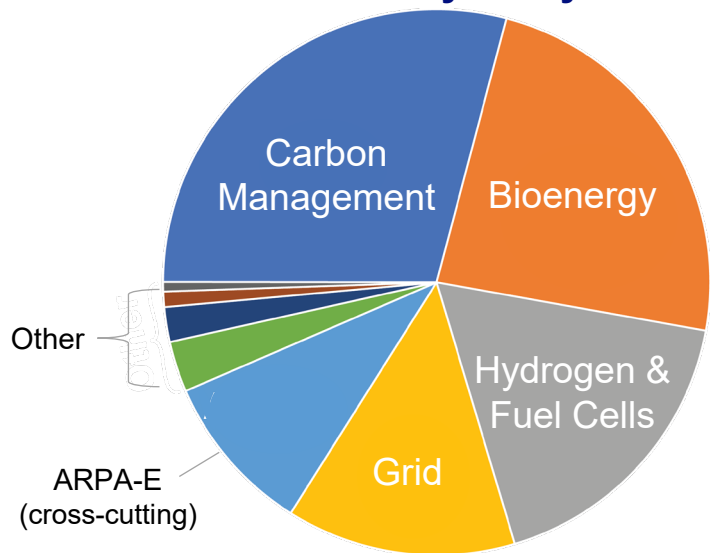


Energy security

- Sustainable Nuclear Energy
- Resilient Materials
- Complexity in Energy Systems

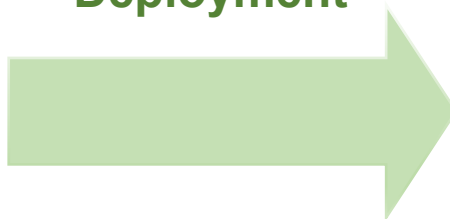
Building on 40 years of R&D in key areas of energy, Los Alamos is ready to accelerate deployment

Our applied energy portfolio is dominated by 4 key areas



~\$35M/year

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
Nuclear Deterrent
Threat Reduction
Technical Leadership
Trustworthy Operations



Critical Outcomes
Pit Production
Non-Nuclear Production
Computational Breakthroughs
Experimental Advances
Integrated Deterrence
Technology Modernization
Threat Response
Quantum Leadership
Climate & Clean Energy
Biosecurity Preparedness
Culture Enhancements
Operational Capacity
Force for Good

Strategic objectives are achieved through critical outcomes



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

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

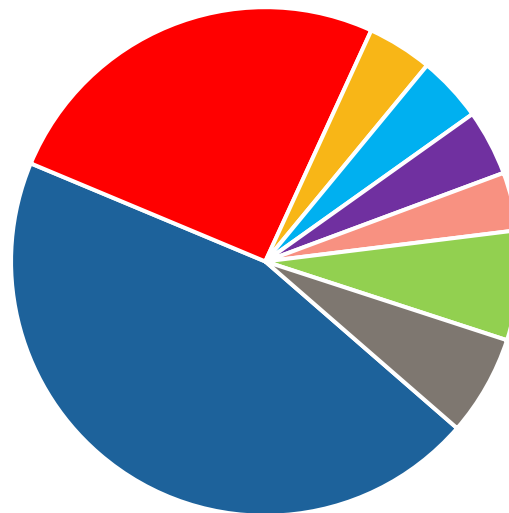
LDRD supports technical vitality, mission agility, and workforce development

Exploratory Research
26%
Innovate at the frontiers of technical disciplines

Directed Research
45%
Create multidisciplinary solutions to complex problems defined by Lab strategy

Reserve (unencumbered)
6%

Director's Initiatives
7%
Invest in the Lab Agenda with the rigor and creativity of LDRD



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

Early Career Research
4%
Develop next-generation technical leaders

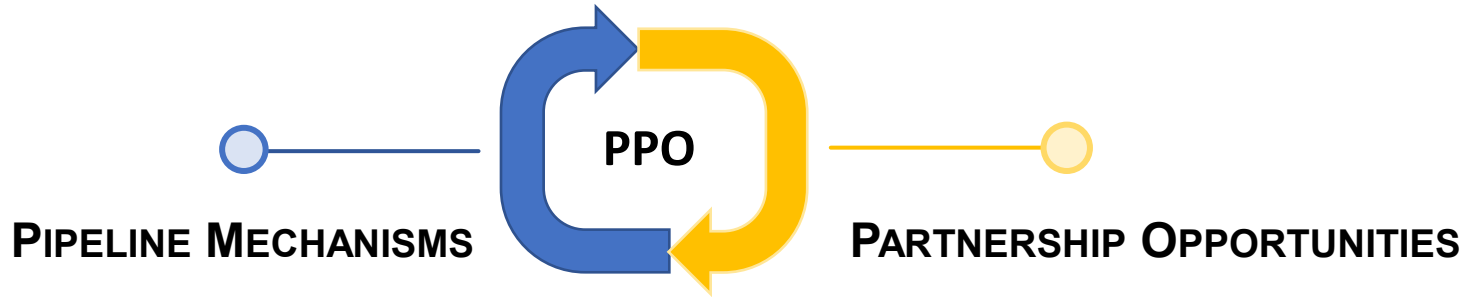
Postdoctoral R&D
4%
Attract and recruit top-quality talent into the Lab's pipeline

Mission Foundations
4%
Translate discovery into novel mission solutions

Centers Research
4%
Incubate emerging ideas and talent in areas defined by the Lab's Strategic Centers



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

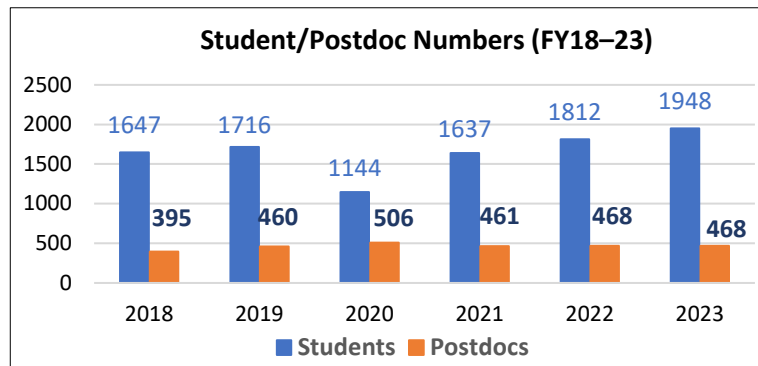


- **Student Programs:**
Education opportunities for high school, undergraduate, and graduate students
- **Postdoctoral Programs:**
Postdocs contribute to research efforts, enhance our science, technology, and engineering capabilities
- **National Security Education Center Strategic Centers:**
Scientific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

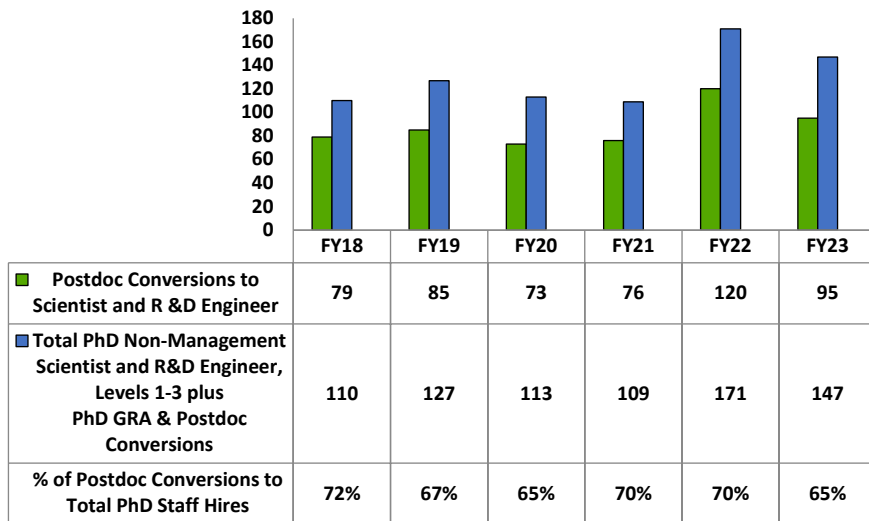
Student and Postdoc pipelines are essential

- 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](https://www.lanl.gov/people/women/index.html)

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

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



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

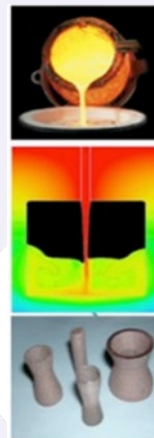


Significant
experimental effort

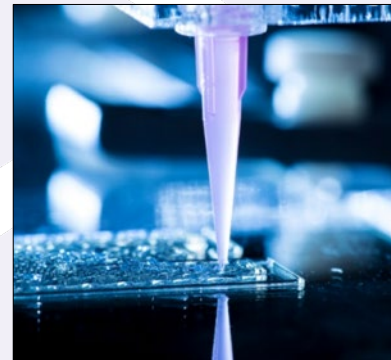
Significant R&D effort

LANL is also responsible for the production of essential weapon components

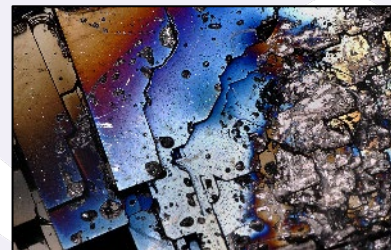
- LANL serves as the **production agency** for:
 - Detonators, Power supplies, Pits
- We serve as **technical reachback** for
 - High explosives, Cases, Gas systems
- Our **enhanced pit production mission** (from boutique R&D capability to sustained 30 pits per year) is a major focus of the entire Laboratory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



Casting



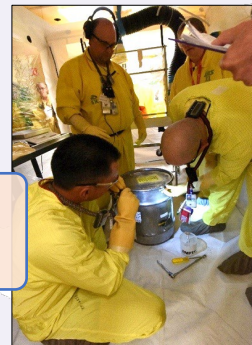
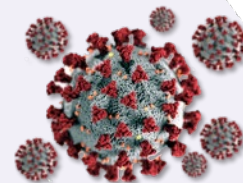
Additive Manufacturing



Actinide Science

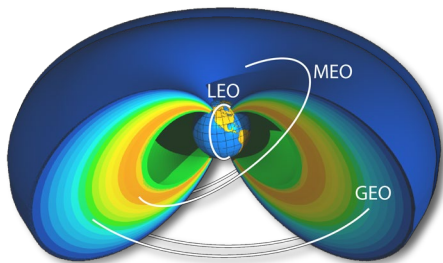
Our Global Security portfolio is responsive to national needs and answers “Why LANL?”

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

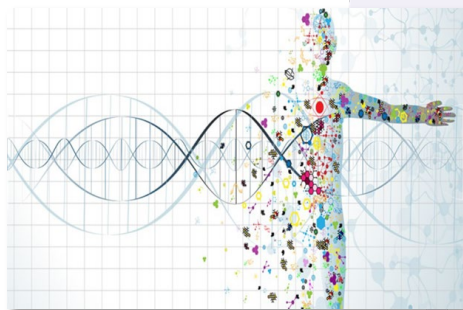


Our non-NNSA portfolio spans diverse programmatic partners and is consistent with our core capabilities

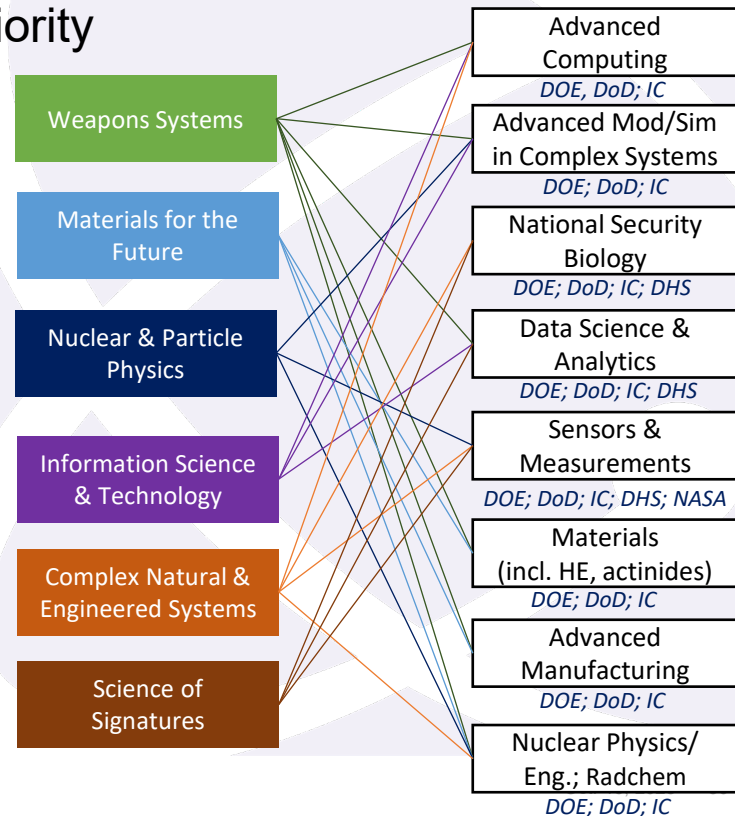
- LANL contributes to key mission drivers and priority objectives for DOE and other USG sponsors
 - Space and biological science are two areas with strong representation in SPP Projects



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

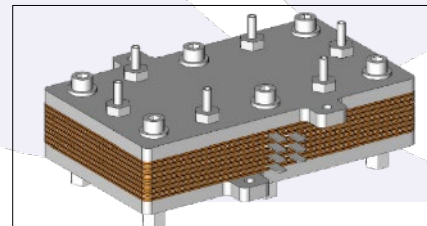
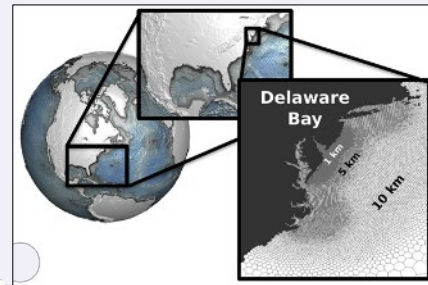


LANL leverages its capabilities in biotechnology, bioinformatics, and life sciences



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

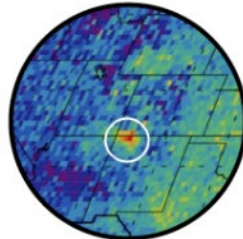


Los Alamos translational work in climate science has civilian and national security foci

- 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



Coastal Resilience



Geoengineering



The New Arctic



Nuclear Env.



Regional Stability

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.