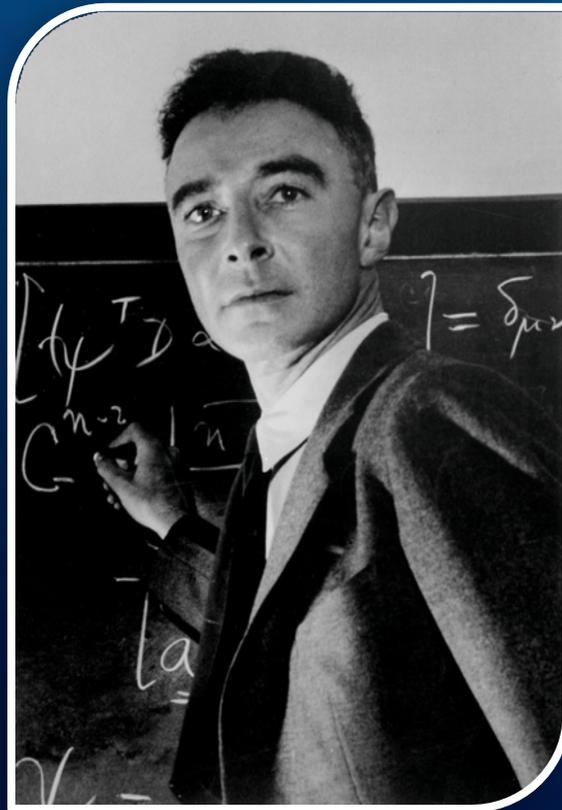


# Oppenheimer Science and Energy Leadership Program

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**2023 Call for Nominations**

**Deadline: October 14, 2022**



## Oppenheimer Science and Energy Leadership Program

### Important notes for the 2023 Oppenheimer Program—Cohort 6:

- The deadline for Lab nominations is October 14, 2022.
- The 2023 Cohort will consist of two groups, each consisting of approximately 17 Fellows.
- Lab Directors may submit up to 4 nominations for consideration by the Selection Committee and the NLDC Executive Committee.
- Peer nominations are also encouraged. Peers may nominate other National Lab staff to participate in the program. The program staff will forward any received peer nominations to the relevant Lab Directors' office.
- To assist Lab Leadership in identifying candidates for the program, we have included the evaluation criteria that will be used by the Selection Committee to evaluate candidates (Appendix B). These criteria will also be posted on the OSELP website to assist peers in identifying potential OSELP candidates. To assist the Selection Committee in evaluating candidates, all nominees should also ensure their resumes follow the guidance provided in Appendix C.
- For 2023, Fellows will participate in approximately 11 site visits, with each visit encompassing multiple days of engagement with Lab leadership and staff. Site visits will consist of both on-site engagements and virtual interactions. Participants will provide capstone presentations to the NLDC in December 2023. In addition to these elements, the program will convene the Fellows for regular planning meetings, seminars with distinguished guests, and other related activities. The program staff will work with Labs hosting site visits to develop the site visit agenda. As in the past, the primary responsibility for costs associated with site visits is borne by the host Labs. The schedule of activities for both Cohort 6 groups is provided in Appendix D.

# OSELP 2023 Call for Nominations

## APPENDIX A

### Detailed Nomination Instructions for OSELP Cohort 6

#### Cohort 6 Selection Timeline

The following diagram depicts the timeline for nominating and selecting the members of Cohort 6. The deadline for submission of nominations is October 14, 2022. The Selection Committee will review and rank all nominations and provide a recommended Cohort to the NLDC Executive Committee. The Executive Committee will use this recommendation as the basis for finalizing the composition of Cohort 6.



### 2023 Nomination & Selection Process and Administration

#### Who to Consider for this Program

OSELP is designed to bring together exceptional professionals who have the potential to contribute significantly to DOE's work, whether at DOE or in the National Labs, academia, or industry. Over the past five Cohorts, Fellows have represented a diverse range of disciplines and professions. Lab Directors are strongly encouraged to consider candidates from diverse disciplines, professions, and backgrounds. The inclusion of participants from outside the scientific and technical domains has immensely enriched the program.

Labs may also nominate candidates affiliated with universities or industry. Such candidates should be formally affiliated with the Lab (e.g., through a joint appointment or research partnership) and be likely to have ongoing interactions with DOE and the Lab system throughout their career.

There is no requirement that OSELP Fellows be U.S. citizens. However, please note that in some instances non-U.S. citizens will not be able to participate in some site visit activities.

#### Nomination Process and Required Elements

For 2023 there will be two methods for a candidate to be considered for admission into the program: (1) Lab Leadership Nominations, which is the system employed in prior Cohorts; and (2) Peer Nominations. A Lab may submit up to 4 nominations for placement into Cohort 6. Note that Cohort 6 will consist of two groups, each with a distinct schedule of activities.

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### A. Lab Leadership Nomination Process – Deadline: October 14, 2022

- 1. Lab Director Letter of Support.** For each nominated candidate, the Lab Director shall provide a Letter of Support. The letter shall include:
  - A commitment from the Lab to provide funding for the candidate's program tuition if the candidate is selected. Tuition for 2023 is \$23k per Fellow. In addition, Labs will cover the travel costs of their admitted Fellows.
  - Designation of a Point of Contact for processing tuition funding.
  - A commitment that Lab management will support the candidate's full participation in OSELP site visits and associated activities. Lab management should communicate this support to the supervisors of successful nominees. We estimate that the virtual and physical site visits and other program activities will occupy ~39 days or about a 15%-time commitment. Please refer to Appendix D for the Schedule of Activities for Cohort 6's Group A and Group B. Candidates must commit to at least one of these schedules.
- 2. From the Nominee:**
  - **A resume** that provides the information requested in Appendix C (Candidate Resume Guidance).
  - **A Candidate Statement committing** to full participation in at least one or both Cohort program schedules (successful candidates will be assigned to one of these), with a specification of which schedule if only one is chosen. See Appendix D, Schedule of Activities.
  - **A 2-page** response to the following questions:
    - a. Why would you benefit from participation in the Oppenheimer program?
    - b. What are some innovative ways in which the National Labs might more effectively work to advance diversity throughout the system?
    - c. What are the big challenges facing the National Lab system and what are your ideas for addressing them?
    - d. How can leadership excellence be best achieved and sustained to meet the needs of a continually changing National Lab system?

### B. Peer Nomination Process – Deadline: October 14, 2022

- 1. Peer Nomination.** Peers (i.e., full-time staff employed at a National Lab) may initiate the peer nomination process by submitting the following information to the NLDC Secretariat (Julie Wulf-Knoerzer, [wulf@anl.gov](mailto:wulf@anl.gov)), Executive Assistant to the Chair (Liz Flynn, [lflynn@bnl.gov](mailto:lflynn@bnl.gov)), and the OSELP Director and Deputy Director (Kevin Doran, [dorank@colorado.edu](mailto:dorank@colorado.edu) and Sue Winters, [susan.winters@colorado.edu](mailto:susan.winters@colorado.edu)). A form will be provided on the OSELP website ([www.oselp.org](http://www.oselp.org)) to collect peer nominations. The form will ask for the following information:
  - Nominee's name and email address
  - Brief responses to the following two questions (~2 paragraphs each):
    - Why is this person suited for the program?
    - How would this person benefit from participation in the program?
- 2. Communication to Labs of Peer Nomination and Lab Decision on Eligibility.** The Chair's Executive Assistant will communicate the peer nomination to the nominee's home Lab. The Lab will decide if the nominee meets eligibility requirements.

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3. **Nominee's Decision to Continue the Process.** If the Lab decides to continue the peer nomination process, they will notify the person of the peer nomination. The nominee will decide whether to continue the process (e.g., based on availability vis-à-vis the activity schedule). If the peer nominee wishes to continue the process, that person shall create a nomination a package identical to the Lab Leadership nominees—i.e., a resume provides the information requested at Appendix C; a commitment to fully participate in at least one or both program schedules, with a specification of which schedule if only one is chosen (see Appendix D, Schedule of Activities); and a 2-page response to the 4 questions provided above.
4. **Submittal.** The Lab Director shall submit a Letter of Support for the Peer Nominee that contains the same required elements as the Lab Leadership nominee letters: i.e., a commitment to cover tuition costs; designation of a point of contact for processing the tuition payment; and a commitment to support the peer nominee's full participation in all program activities.

### **Selection – Finalized by November 23, 2022**

Each Lab may submit up to 4 candidates for consideration. All nominees will be reviewed and ranked by a Selection Committee. The Selection Committee will provide a recommended list of 2023 OSELP Fellows to the NLDC Executive Committee. The program staff will assign these recommended participants to one of two groups based on scheduling and other factors. The NLDC Executive Committee will review the recommendations from the Selection Committee and finalize—per its discretion—the composition of Cohort 6. We anticipate announcing the members of Cohort 6 during the first week of December 2022.

## APPENDIX B

### Selection Criteria for OSELP Cohort 6

The Selection Committee will evaluate each candidate, with each candidate reviewed by at least two committee members. Selection Committee members will score each candidate in five areas. Each area is assigned a total possible point value, with the cumulative total possible points equaling 100 points. The five evaluation areas are:

1. Background & Professional Accomplishment (up to 20 points)
2. Leadership & Potential (up to 30 points)
3. Diversity of Perspective (up to 20 points)
4. Communication & Engagement (up to 15 points)
5. Quality of nominee responses to the 4 nomination questions (up to 15 points)

Labs may provide this selection criteria to candidates to assist in preparing their nomination materials. In addition to these five categories, Selection Committee members are asked to assess the candidates relative to general evaluation guidelines, and to use these guidelines to inform their numeric evaluations for the five evaluation areas.

#### General Evaluation Guidelines

Selection Committee members should consider the extent to which a nominee has a demonstrated record of the following:

- A remarkable professional achievement early in one's career.
- Evidence of and demonstrated leadership and potential for further growth.
- Analytical and problem-solving abilities—and communication skills.
- The ability to work effectively as part of a team.
- Breadth of disciplines and interests.
- Potential of the nominee's unique experiences and perspectives to benefit and strengthen the National Lab system.
- Strong interest in applying knowledge toward the solution of problems in innovative ways.
- Willingness and flexibility to tackle issues beyond the nominee's primary area of professional expertise.
- Commitment and/or interest in applying scientific, technical, legal, business, or policy expertise to serve society.

#### 5 Evaluation Domain Guidelines (Total 100 Points)

##### ***Background & Professional Accomplishment (up to 20 points)***

- Solid education and experience in area of expertise, appropriate to career stage.
- Employment in relevant academic, scientific/technical, research, administration, legal, policy, outreach or other positions appropriate to career stage and field.
- Demonstrated excellence in profession or area of expertise.
- For candidates with scientific/technical or other related backgrounds: record of participation in research projects or other initiatives appropriate to career stage, field, and institutional setting.
- For candidates with operational, business, legal, or other non-scientific backgrounds: record or interest in applying skills towards creative problem-solving and innovative solutions.

##### ***Leadership & Potential (up to 30 points)***

- Prior leadership roles relevant to career stage (e.g., management roles, leadership of major initiatives, service on committees or other bodies; professional activities, such as professional

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- societies, community initiatives, outreach, and other service).
- Skill/potential to organize, build consensus, lead projects and people toward positive outcomes.
- Confidence, maturity, and self-direction with the capacity, initiative, and flexibility to work well independently and in groups.
- Ability to identify personal strengths and areas for growth and development.
- Open to feedback and new ideas; willingness to be challenged and the ability to be self-critical.
- Potential to take initiative to make the experience a rich and positive experience, to disseminate the skills learned, and to take advantage of networks developed.
- A willingness to engage in service of others.

### ***Diversity of Perspective (up to 20 points)***

- Diversity of perspective and experience (inclusive of life experiences, area expertise, technical background)
- Evidence of unique contributions to their organization/institution.
- Potential to broaden and enrich the experience of the Cohort as a whole.

### ***Communication & Engagement (up to 15 points)***

- Excellence in communication: The ability of the candidate to clearly articulate complex information in a way that is accessible, concise, and cogent.
- Ability to convey professional knowledge in broader, non-scientific contexts.
- Capacity to work effectively with diverse stakeholders outside the scientific and/or engineering communities.
- Track record of organizational and/or community service.

***Quality of Nominee Responses to Nomination Questions (up to 15 points). Selection Committee members will assign up to 15 points for this section based on the creativity and substantive quality of the nominee's responses, as well as the ability of the nominee to effectively communicate their ideas. Selection Committee members may use these responses to inform their rankings for the other evaluation areas.***

- Why would you benefit from participation in the Oppenheimer program?
- What are some innovative ways in which the National Labs might more effectively work to advance diversity throughout the system?
- What are the big challenges facing the National Lab system and what are your ideas for addressing them?
- How can leadership agility be best achieved and sustained to meet the needs of a continually changing National Lab system?

## APPENDIX C

### Candidate Resume Guidance

To assist members of the Selection Committee in evaluating nominee's relative to the 5 evaluation criteria, nominees should ensure their resumes adhere to the following guidance. Resumes should be updated to reflect all recent Job Titles, accomplishments, and other relevant activities.

For each Job Title listed in the resume, the nominee should create a bulleted list of responsibilities and accomplishments associated with that Job Title. In addition, for each Job Title the nominee should identify and describe any management roles held pursuant to that Job Title and any leadership roles held pursuant to that Job Title. ***Providing this information will substantially aid the Selection Committee members in their review process.***

The remainder of the content and format of the resume is left to the nominee's discretion; an illustration of the desired format is provided below.

#### Desired Resume Elements

- Nominee Name
- National Lab Affiliation
- Email Address
  
- Professional Summary
  
- Work Experience
  - Job Title
    - Dates of Employment for Each Job Title
    - For each Job Title include a bulleted list of responsibilities and accomplishments
    - For each Job Title, describe any management roles held
    - For each Job Title, describe any leadership roles held
  
- Other Experience
- Education
- Awards and Acknowledgements

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**APPENDIX D**

**2023 Schedule of Activities for Cohort 6**

The 2023 OSELP schedule of activities will consist of a hybrid approach to site visits, Cohort meetings, and other program activities. Candidates must commit to full participation in one or both of the following schedules in their nomination packages. If only one schedule is suitable for a candidate, the submitted materials should make this clear. Once admitted to the program, a Fellow will be assigned to one of these schedules. OSELP Staff will work with the NLDC Executive Assistants committee to schedule specific Labs into the 2023 schedule of activities. For in-person site visits, Cohort members generally arrive at the destination on Sunday and depart in the mid-afternoon on Friday.

**Cohort 6: Group A Schedule**

Week Of	M	T	W	TH	F
1/1/2023					
1/8/2023					
1/15/2023					
1/22/2023	Full Cohort 6 Kick-Off Meeting and Site Visit 1: Groups A and B				
1/29/2023					
2/5/2023				C6A	
2/12/2023	Cohort 6A In-Person Site Visit 2				
2/19/2023					
2/26/2023					C6A
3/5/2023					
3/12/2023	C6A Virtual				
3/19/2023				C6A	
3/26/2023	Cohort 6A In-Person Site Visit 3				
4/2/2023					
4/9/2023					
4/16/2023		C6A Virtual			
4/23/2023	Full Cohort 6 In-Person Site Visit 4: Groups A and B				
4/30/2023					
5/7/2023					C6A
5/14/2023	Cohort 6A In-Person Site Visit 5				
5/21/2023					
5/28/2023					
6/4/2023				C6A	
6/11/2023					
6/18/2023			C6A Virtual		
6/25/2023					
7/2/2023					
7/9/2023	C6A Virtual				C6A
7/16/2023	Cohort 6A In-Person Site Visit 6				
7/23/2023					
7/30/2023					
8/6/2023	Full Cohort 6 In-Person Site Visit 7: Groups A and B				
8/13/2023					
8/20/2023	C6A Virtual			C6A	
8/27/2023					
9/3/2023					

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9/10/2023					
9/17/2023	Cohort 6A In-Person Site Visit 8				
9/24/2023					C6A
10/1/2023					
10/8/2023				C6A Virtual	
10/15/2023					
10/22/2023				C6A	
10/29/2023					
11/5/2023	C6A Virtual				
11/12/2023					
11/19/2023					
11/26/2023					
12/3/2023					
12/10/2023	Full Cohort Capstone with NLDC, Washington, D.C.: Specific				
12/17/2023					
12/24/2023					
12/31/2023					

**Cohort 6: Group B Schedule**

Week Of	M	T	W	TH	F
1/1/2023					
1/8/2023					
1/15/2023					
1/22/2023	Full Cohort 6 Kick-Off Meeting and Site Visit 1: Groups A and B				
1/29/2023					
2/5/2023					C6B
2/12/2023					
2/19/2023					
2/26/2023				C6B	
3/5/2023	Cohort 6B In-Person Site Visit 2				
3/12/2023					C6B Virtual
3/19/2023					C6B
3/26/2023					
4/2/2023	Cohort 6B In-Person Site Visit 3				
4/9/2023					
4/16/2023			C6B Virtual		
4/23/2023	Full Cohort 6 In-Person Site Visit 4: Groups A and B				
4/30/2023					
5/7/2023				C6B	
5/14/2023					
5/21/2023	C6B Virtual				
5/28/2023					
6/4/2023					C6B
6/11/2023	Cohort 6B In-Person Site Visit 5				
6/18/2023					
6/25/2023		C6B Virtual			
7/2/2023					
7/9/2023				C6B	
7/16/2023					

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7/23/2023					
7/30/2023					
8/6/2023	Full Cohort 6 In-Person Site Visit 6: Groups A and B				
8/13/2023					
8/20/2023					C6B
8/27/2023	Cohort 6B In-Person Site Visit 7				
9/3/2023					
9/10/2023				C6B Virtual	
9/17/2023					
9/24/2023				C6B	
10/1/2023	C6B Virtual				
10/8/2023					
10/15/2023	Cohort 6B In-Person Site Visit 8				
10/22/2023					C6B
10/29/2023					
11/5/2023			C6B Virtual		
11/12/2023					
11/19/2023					
11/26/2023					
12/3/2023					
12/10/2023	Full Cohort Capstone with NLDC, Washington, D.C.: Specific				
12/17/2023					
12/24/2023					
12/31/2023					