Institutional Key Performance Indicators (I-KPIs) History

BNL I-KPIs were developed and established by the Institutional Risk Management Committee (IRMC), in concert with the Performance Analysis Group (PAG).

The PAG met with each Management System Executive to determine their respective KPIs, which were refined by the IRMC to establish a set of I-KPIs. Frequency of reporting and ownership for each I-KPI were then established and vetted through the Policy Council. (~2011)

Original set included 12 I-KPIs. Additional I-KPIs have been added and removed over the years

- Prime Contract Management System Requirements Reconciliation
- Machine Shop Safety
- Succession Planning
- BSA Corporate Commitments
- BNL Publications
- User Facility Performance for ATF and CFN

The PAG is responsible for coordinating I-KPI reporting with the I-KPI owners and providing presentations to the Operations (OPS) Council for review on a quarterly basis. The I-KPI Owner presents that data to the OPS Council
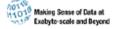
Brookhaven
National Laboratory

Institutional Key Performance Dashboard

The I-KPI Dashboard groups the I-KPIs by the Annual Laboratory Plan Strategic Focus Areas

Nuclear Physics: RHIC, EIC
- Lab Agenda Objectives
- PEMP Objectives 1.1, 1.2, 2.3, 2.4, 3.1, 3.2, 3.3
- Notable Outcomes 3.1, 4.1, 7.1
- User Facility Performance C-AD (RHIC) IKPI
- eRHIC Capture Risk Area

Materials and Chemical Sciences
- Lab Agenda Objectives
- PEMP Objectives 1.1, 1.2, 2.3, 2.4, 3.1, 3.2, 3.3
- Notable Outcomes 1.1 (2), 2.1 (2), 2.3, 3.1, 3.2
- User Facility Performance NSLS-II IKPI
- User Facility Performance CFN

Making Sense of Data at Exabyte-scale and Beyond
- Lab Agenda Objectives
- PEMP Objectives 1.1, 1.2, 3.1, 3.2, 3.3

High Energy Physics: Building for Discovery
- Lab Agenda Objectives
- PEMP Objectives 1.1, 1.2, 2.1, 2.2, 2.3, 3.1, 3.2, 3.3
- Notable Outcome 1.2

Accelerator Science and Technology: From Innovations to Applications
- Lab Agenda Objectives
- PEMP Objectives 1.1, 1.2, 2.1, 2.2, 2.3, 2.4, 3.1, 3.2, 3.3
- User Facility Performance ATF IKPI

Quantitative Plant Science Initiative
- Lab Agenda Objectives
- PEMP Objectives 1.1, 1.2, 2.3, 2.4, 3.1, 3.2, 3.3

Quantum Information Science and Technology Cross-Cut
- Lab Agenda Objectives
- PEMP Objectives 1.1, 1.2, 3.1, 3.2, 3.3

Mission Capabilities and Applications, and Strategic Partnership Projects that Address Key Mission Areas
- Lab Agenda Objectives
- PEMP Objectives
- Notable Outcomes 1.1, 4.2, 8.3

Safe, Efficient and Secure Operations that Ensure the Delivery of the Research Mission
- Lab Agenda Objectives
- PEMP Objectives 5.1, 5.2, 6.1, 6.2, 6.4, 8.1, 8.2, 8.3
- Notable Outcomes 4.2, 5.1 (2), 8.2, 8.3
- Revenue YTD vs Plan IKPI
- Overall Staffing Levels IKPI
- Competitiveness Cost of Doing Business: Labor IKPI
- Overtime Metric IKPI
- TRC/DART Rates IKPI
- Event & Issue Performance IKPI

Agile Business Systems, Processes, and Tools to Ensure Delivery of the Research Mission and Diversification of Strategic Partnership Projects
- Lab Agenda Objectives
- PEMP Objectives 4.1, 4.2, 4.3, 6.1, 6.2, 6.4
- BSA Corporate Commitments IKPI
- Major Project Execution (CPI/SPI)

BROOKHAVEN NATIONAL LABORATORY

STRATEGY
- Laboratory Agenda Execution IKPI
- Pulse of the Customer IKPI

Quality of Work Life
- Lab Agenda Objectives
- PEMP Objectives 4.1, 4.2

Stakeholder Engagement that Ensures the Delivery of the Research Mission
- Lab Agenda Objectives
- PEMP Objectives 1.1, 1.2, 3.1, 3.2, 3.3
- Notable Outcomes 4.2, 4.4

Renewed Research Campus that Enables the Research Mission
- Lab Agenda Objectives
- PEMP Objective 7.1, 7.2
- Conventional Facility/Utility Reliability IKPI

Attract, Develop, and Retain a Diverse and Inclusive Workforce that Enables the Research Mission
- Lab Agenda Objectives
- PEMP Objective 6.3
- Notable Outcomes 4.2, 6.3
- Strategic Hires IKPI

Brookhaven National Laboratory

Institutional Key Performance Indicators

KPI	Organization Key POC / ALD	Definition/Explanation	Goal/Target
Lab Agenda	**Policy & Strategic Planning** Owner Name	Status of OBJECTIVE completion	
Pulse of the Customer	**Policy & Strategic Planning** Owner Name	Estimate of the performance-based fee earned (PEMP). After the 2nd and 3rd reporting period - status projected % of fee earned	
Strategic Hires	**HR** Owner Name	Completed vs. Plan	Fill 80% of positions by targeted fill date.
BSA Corporate Commitments	**Business Systems** Owner Name	Status regarding BSA Corporate Commitments	Meet targets for BSA Corporate Commitments
Revenue	**Business Services** Owner Name	**YTD v Plan** (Sales, Costs, Carryover)	Meet targets for new funds, costs, and growth
Overall Staffing Levels	**Business Services** Owner Name	• Total number of BSA personnel (BNL Headcount) • Total that are Direct FTEs	Meet targets and Direct/Indirect Ratio Objective
Competitiveness	**Business Services** Owner Name	Cost of Doing Business: Labor	Maintain rates/grow direct programs
Overtime	**Business Services** Owner Name	Overtime Cost as a Percentage of Total Payroll	Overtime usage as a percentage of payroll to NOT exceed 4%.
Conventional Facility / Utility Reliability	**F&O** Owner Name	Reliability Index	>0.9997

Institutional Key Performance Indicators

KPI	Organization Key POC / ALD	Definition/Explanation	Goal/Target
User Facility Performance: RHIC	**C-AD (RHIC):** Owner Name	• Report on machine capability/facility Availability: **RHIC** • RHIC Project Status and Challenges	Availability = 85%
User Facility Performance: NSLS II	**NSLS II:** Owner Name	• Report on machine capability/facility reliability: **NSLS II** • NSLS II Project Status and Challenges	Reliability = >90%

User Facility Performance: ATF	**ATF:** Owner Name	• ATF Status and Challenges
		  • Major Deliverables Status
		  • Facility Risks
		• ATF Performance Metrics
		  • User Hours
			Annual Facility Target: Deliver >2300 User Hours

User Facility Performance: CFN	**CFN:** Owner Name	• CFN User Operations Status and Challenges
		• Proposal Review/Success Rates
		• CFN Performance Metrics
		  • Equipment Reliability
		  • Number of Unique Users
		  • Number of Publications
		  • $ Invested in New Capabilities
		  • Status and Challenges	

Brookhaven National Laboratory

Institutional Key Performance Indicators

KPI	Organization Key POC / ALD	Definition/Explanation	Goal/Target
TRC/DART rate	**ES&H** Owner Name	Injury rates normalized to hours worked; impact on productivity	
Event Performance	**PPQM: QMO** Owner Name	Event Performance, Corrective Action Management, Effectiveness Review Status, NTS Status, recording and management of events	
Major Project Execution (CPI/SPI)	**PPQM: Project Management** Owner Name	• Major Projects Status: Measure of project performance and use of contingency for projects that are post CD-2 or CD-2 equivalent. • Pre-CD-2 Projects Status	SPI and CPI at 1.00, + , – 10% Contingency % of Budget, 25+ or greater

Brookhaven
National Laboratory

Streamline Meetings

- Prior to January 2023
    - On a monthly basis report out Operational metrics (F&O, HR, BS)
    - On a quarterly basis report out I-KPI metrics (Science and Operations)
- Combined Monthly Operations Meeting and I-KPI Meeting
- On a quarterly basis all metrics reported on
    - Jan/Apr/Jul/Oct
- Off months report only on Monthly Operations Metrics, if needed

Brookhaven
National Laboratory

I-KPI & Operational Metrics Dashboard 4/26/2023

STRATEGY

- Laboratory Agenda Execution IKPI & Pulse of the Customer IKPI

THE RESEARCH MISSION: SCIENCE INITIATIVES, STRATEGIC PARTNERSHIP PROJECTS, & CAPABILITIES AND APPLICATIONS
USER FACILITY FOCUS

Nuclear Physics: From RHIC to EIC
- User Facility Performance C-AD (RHIC) IKPI
- User Facility Performance CFN IKPI

Clean Energy and Climate
- User Facility Performance NSLS-II IKPI

Accelerator Science & Technology
- User Facility Performance ATF IKPI

OPERATIONS THAT ENSURE THE DELIVERY OF THE RESEARCH MISSION

Safe, Efficient and Secure Operations that Ensure the Delivery of the Research Mission

- ITD Help Desk & Cyber Metrics OP
- Facilities & Operations OP
- TRC/DART Rates IKPI/OPS
- Event & Issue Performance IKPI/OP
- Assessments OP
- Internal Audit OP
- SBMS Documents OP
- Requirements Management OP
- Cost vs. Budget

- Revenue YTD vs Plan/Staffing Levels/Competitiveness IKPI/OP

Agile Business Systems, Processes, and Tools that Ensure the Delivery of the Research Mission and Diversification of Strategic Partnership Projects

- Business Environment Learning Tool (BELT) IKPI/OP
- Travel OP
- PPM Requisitions OP
- RPTT – PIQ Packages OP

- BSA Corporate Commitments IKPI
- Major Project Execution (CPI/SPI) IKPI

LEARNING AND GROWTH THAT ENABLE THE RESEARCH MISSION

Renewed Research Campus that Enables the Research Mission

- Conventional Facility/Utility Reliability IKPI

Attract, Develop, and Retain a Diverse Workforce and Create an Inclusive and Equitable Work Environment that Enables the Research Mission

- Personnel Requisitions, Movement & Turnover OP
- Concerns, Investigations, & Disciplines OP
- Benefits Metrics OP

- Strategic Hires IKPI
- Workers' Compensation Metrics OP
- Training & Completion Attendance OP

KEY:
Blue - Monthly
Magenta – Quarterly
Gray – Not Presented

Brookhaven
National Laboratory