

yHEP Report

Ulrike Schnoor on behalf of the yHEP MB

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KET Jahrestreffen 17. November 2018



yHEP: Young High-Energy Physicists association



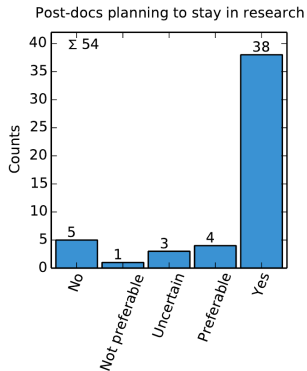
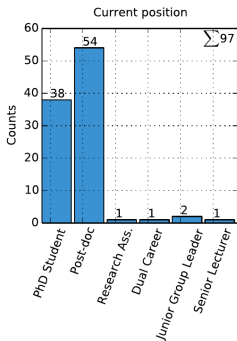
Currently more than 300
members

- Representation of young scientists in HEP in Germany
- Young Scientists = all with limited-term contract, i.e. PhD students, PostDocs, Fellows, Junior group leaders, Junior professors, etc
- Founded in 2015
- Goals:
 - Understand and improve situation of non-permanent scientists
 - Get involved in future of HEP
 - Network of young scientists within and beyond HEP



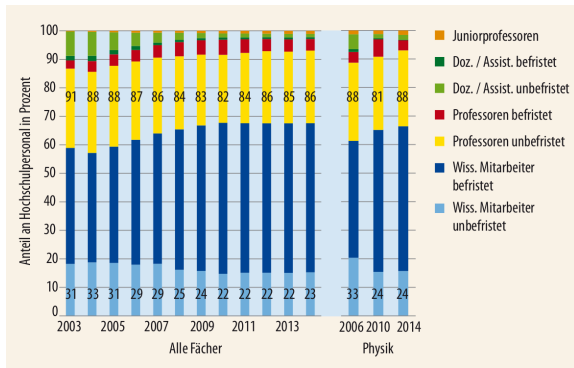
yHEP in numbers

- 100 survey participants in March 2017
- 76% in experimental physics
- 66% in particle physics
- 70% in a collaboration
- 93% of PostDocs male



Situation of non-permanent scientists in Germany

- Large number of scientific staff employed non-permanently
 - Less permanent positions (from 2006 → 2014: **-10%**)
more non-permanent staff (from 2006 → 2014: **+44%**)
especially: decrease in “Mittelbau”
- Chances of gaining permanent position have decreased



Plot and numbers from:
PhysikJournal 01/2017
“Auf Dauer befristet”

Situation of non-permanent scientists in Germany

Implications:

- **Relative increase of non-permanent positions** ⇒ rate and time spent in science **increase** for temporary scientists who migrate to industry afterwards
- **WissZeitVG** limits number of years on limited-duration contracts, but **not for project funding sources ("Drittmittel")**, so chain of limited-duration contracts quite common
 - ⇒ planning life is difficult (family, community, property)
 - ⇒ "Permadocs"
 - ⇒ (too) late departure to industry
- Decrease in "Mittelbau" ⇒ negative impacts on **teaching and infrastructure**

How to improve the situation

Some **ideas**:

- **Tenure-track** positions
- Establish processes offering more **transparency** and feedback on individual chances
- More responsibilities, more **participation** already for post-docs
- **Clear career paths** also for computing and detector experts
- Permanent positions for **infrastructure** instead of series of limited-term contracts
- Equal pay for PhD students regardless of funding source



New Management Board

- Election October 2018
- Two elected members per section: one representative and one deputy (according to votes)
- Thanks to previous MB members, in particular Hendrik Jansen (KET representative) for all his work in the last years

New MB starting from December 2018:

KET: Ulrike Schnoor
Christian Grefe

KAT: Anna Pollmann
Michael Schimp

KHuK: **NEW!**
Elisabetta Prencipe
Anna Hützen



Christian Grefe
Uni Bonn



Anna Pollmann
Uni Wuppertal



Elisabetta Prencipe
FZ Jülich



Michael Schimp
Uni Wuppertal



Ulrike Schnoor
CERN

+Anna Hützen (no picture, Forschungszentrum Jülich)

Recent activities

- Meetings at DPG, Summary workshop in Bonn, and at CERN
- Contribution to the German input for the European Strategy:
→ Concluding statement of the summary workshop:

Die Teilchenphysik steht vor einer Vielzahl von offenen Fragen, die auch künftige Generationen von Forschern faszinieren werden. Eine herausragende europäische Forschungslandschaft in der Hochenergiephysik, mit planbaren Karriereperspektiven für junge Wissenschaftler, ist unabdinglich, um die Attraktivität des Feldes zu erhalten und wissenschaftlichen Fortschritt sicherzustellen. Um den Verlust von zentralen Fachkompetenzen zu verhindern, müssen die Arbeitsbedingungen und Zukunftsaussichten von befristet beschäftigten Wissenschaftlern substantiell verbessert werden. Dies umfasst diskriminierungsfreie Entwicklungs- und Karrieremöglichkeiten für Postdoktoranden sowie ausreichend Zeit und Freiraum für exzellente Forschung neben anderweitigen Dienstverpflichtungen. Zusätzlich muss die Vereinbarkeit von Familie und Wissenschaftsbetrieb sichergestellt werden. Die Personalstrukturen müssen wesentlich stärker als bisher an die langfristigen Laufzeiten von Experimenten angepasst werden, um die Kontinuität von unentbehrlicher Expertise in Forschung und gemeinschaftlicher Forschungsinfrastruktur (Computing, Software, Detektoren) zu gewährleisten.

Die Teilnehmer unterstützen die Forderungen des wissenschaftlichen Nachwuchses mit Nachdruck, damit auch zukünftig, trotz der sehr langen Zeitskalen vieler der oben genannten Projekte, exzellente Forschung an vorderster Front möglich sein wird.

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Recent activities, continued

- Feedback to ECFA survey: "Recognition of individual contributions in large collaborations"

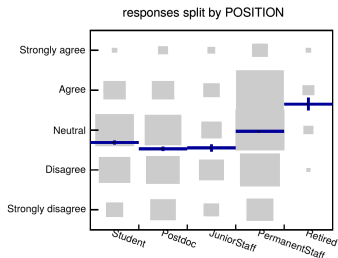
<https://indico.cern.ch/event/759130/timetable/>

- yHEP contacted for feedback and participation in the discussion

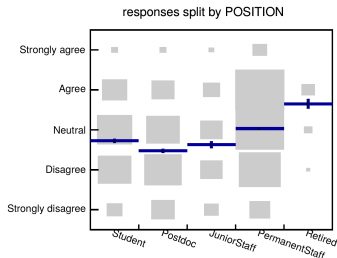
- Examples from survey results from ECFA

[https://indico.cern.ch/event/759130/contributions/3148323/](https://indico.cern.ch/event/759130/contributions/3148323/attachments/1753311/2841709/ECFA-Survey-Recognition-Results.pdf)

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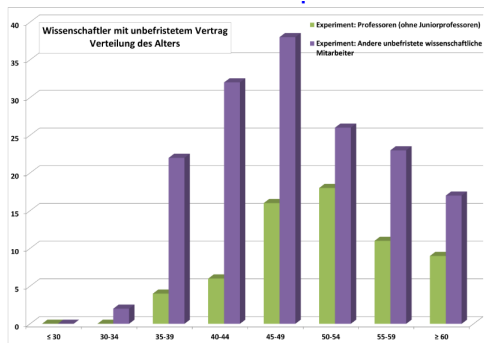
"I perceive that my technical contributions get adequate recognition in the particle physics community"



"The high-energy physics scientific community outside my collaboration is provided with sufficient information to assess me"

Upcoming KET survey about career perspectives

- We will distribute a survey about career perspectives in Germany to group leaders
- Update to the detailed survey from 2013
- Questions related to age structure and contract situations in the groups
- Make sure to avoid double-counting
- Circulation by e-mail to dhcp



From 2013

<https://indico.desy.de/indico/event/8897/contribution/0/2/material/slides/0.pdf>

Outlook

- Contact the MB at yhep-info@desy.de for questions, ideas etc
- Young Scientists: join by subscribing to yHEP mailing-list:
<https://lists.desy.de/sympa/info/yhep-members>

Spread the word!

