

## Minutes of the 286th Session of the DESY Scientific Committee (WA / SciCom)

on 8 November 2019

### Participants:

**WA:** R. Aßmann, N. Baboi, T. Behnke, K. Borras, M. Diehl, H.-J. Eckold, S. Fiedler, H. Graafsma, I.-M. Gregor, C. Grojean, V. Gülzow, S. Haid, K. Honkavaara, R. Kammering, T. Laarmann, L. Lilje, I. Melzer-Pellmann, N. Müller, A. Mußgiller, C. Niebuhr, K. Peters (später gekommen), C. Porthun, P. Reest, A. Ringwald, N. Rohringer, R. Röhlsberger, M. Schmitz, M. Schnell-Küpper, T. Schörner, S. Schreiber, H. Schulte-Schrepping, O. Seeck, G. Servant, A. Stierle, M. Tischer, R. Treusch, N. Walker, G. Weiglein.

**External:** M. Ackermann, D. Berge, B. Heinemann, M. Kasemann, W. Winter, J. Knapp

**Directorate:** H. Dosch, W. Leemans, J. Mnich

**Guests:** F. Lehner

**Works Council:** ---

**Minutes:** T. Schörner

### Agenda:

TOP 1: Adoption of the agenda  
TOP 2: Report from the Directorate (H. Dosch)  
TOP 3: Status of high-level appointments (F. Lehner)  
TOP 4: Campus development (T. Piekatz)  
TOP 5: WA Internal

### TOP 1. Adoption of the agenda

The proposed agenda is accepted without changes.

### Formation of DESY Commission for Ethics in Research:

The commission is being formed. The list of members and deputies has now been established:

- Scientific Committee: O. Seeck / K. Borras
- Scientific Council: B. Murphy / NN
- External members: U. Beisiegel (Chair) / NN
- Member qualified to hold judge positions: S. Celo / K. Paulat
- Additional members: K. Jansen / A. Dippel

A first meeting with U. Beisiegel took place at DESY; a constituting meeting of the commission will take place in early 2020 at DESY.

## TOP 2. Report from the Directorate (H. Dosch)

Helmut Dosch reports on the following topics:

**A workshop on the dual-use of FEL technology** took place at DESY, in particular with a view to our collaboration with the Chinese Academy of Science. This is related to our mission that limits our research to civil and peaceful purposes. The event was triggered by a refusal, by the BMBF, of export of technology and knowledge in the context of CHILFEL. People from various countries (USA, Europe, ...) were present, and the event was productive and successful. At DESY, we had two or three cases where decisions had to be taken whether or not certain aspects of our research were critical.

**With respect to the PoF process**, H. Dosch reports that the “Matter” proposals are now ready and can be printed. Rehearsals will take place for the review in January 2020 at DESY and in Berlin, and the review proper takes place in Berlin from 27-30 January 2020.

The financial frame is an average +2 % increase per programme (for the topics depending on their rating into categories A, B – the average category -, C). For LK II, an increase of 2 % with an ex-post check is foreseen. DESY is in a tight budget situation. The management is currently preparing the lab for more restricted financial conditions (2020/21: moderate budget increase of 1-1.5 %, 2021: possibly minor reductions in international commitments). In any case, the lab has to set clear priorities – with a focus on our research infrastructures.

We have **major initiatives and investments 2020+** from different corridors (“Investitionsumlage”, direct support from finance ministry, etc.) in the pipeline:

- “Richtfest” on 10 December for CXNS,
- WPC: DESY ready to go, UHH clarifying financial contribution;
- CAST accelerator building in the hot planning phase;
- CMWS in the planning phase – possible cooperation with EMBL new building;
- DESYUM visitor centre – hot planning phase;
- KALDERA – new high-power laser for LPWA;
- preparation phase for Petra 4 started, with partly own money for prototyping and development;
- Petra 3 installations going on – also Petra 4 in preparation
- FLASH2020+ - the FLASH upgrade, CDR has been completed, merges into the TDR phase
- Green light given for BabyIAXO
- VacLab – vacuum laboratory for PETRA IV 4 etc. in the planning phase
- ITGZ – Integriertes Technologie- und Gründerzentrum is profiting from separate funding and is now fully financed.

DESY decided to have a **more robust decision process, the “DESY Critical Decision Process for Major Investments”** with volumes in excess of 2.5 MEUR. The process follows the DoE example – a 4-steps process from CD0 to CD4; until CD3 all decisions can be revised. The hard step from CD0 to CD1 means the transition of a project in the DESY roadmap, and decisions will be taken in strategy meetings with DESY staff involvement. The last steps are the approval by the Foundation Council and the clearance by management.

A few **questions** were raised:

- M. Kasemann asked whether the PRC and other scientific boards have a role in the decision process.  
Answer H. Dosch: Yes, they have, since proposals come from the divisions, and the boards are involved.
- B. Heinemann asks what formal documentations are required for step 0 in the decision process, and will this documentation be publicly available?  
Answer H. Dosch: In a first round, the scientific directors will present the projects in an intelligible way, and the others steps will follow. There is no strictly formalized way – you have to provide all necessary information.
- A. Stierle asks about the transparency of the decision process.  
Answer: H. Dosch The process will be widely transparent.
- R. Assmann alludes to the length of the US decision process. What is the foreseen time between CD0 and CD4?  
Answer H. Dosch: This should not be a bureaucratic monster, but be pragmatic and allow decisions based on sound input and discussions in the relevant bodies.
- Question: Who is participating in the mentioned strategy meetings?  
Answer: The strategy meetings are meetings of the board of directors who will include the relevant players.
- Question: How is the personnel involved in the decision process, also in view of the sometimes tight personpower situation?  
Answer H. Dosch: We have to include follow-up costs, operations costs, overheads into the planning. This entails the personpower.  
Answer W. Leemans: It is clear that you have to check with e.g, MKK first whether the resources to execute the projects in question.
- M. Tischer asks whether in the past there were projects that failed and thus suggested to install such a structure.  
Answer H. Dosch: We did not fare badly in the past, but the transparency was very low. Now we install a robust process with more transparency.

### TOP 3. Status of high-level appointments (F. Lehner)

Individual positions and names are not recorded in the minutes – see the slides on the WA web page.

F. Lehner reports that the future of the funding lines for the **W2/W3 Programme and the Helmholtz Recruitment Initiative** is unclear. The money comes from the president's investments and networking funds (IVF), which is currently in a (regular) review process. A few slots in the recruitment initiative might still be available in 2020, and the divisions have identified candidates with potential.

There are 30 additional **Humboldt AI professorships** coming out (application deadline 15 April 2020).

Bettina Assmann is helping with dual-career solutions. With HR, we are about to define transparent and clear **guidelines and workflows for the creation of dual-career positions** in the context of high-level recruitments. Ideas will further be scrutinized with the WA or a sub-committee.

**Retirements of lead scientists:** Until 2025 only three lead scientists will retire; until 2027 another 5 will follow.

F. Lehner then points out that the **nomination process for joint committees** should be improved in order to better satisfy gender criteria. He suggests to nominate pairs of candidates. Currently, 5 WA members are required for committees:

- TUHH W3 CIMMS
- TUHH W1
- DESY LW Gravitational waves (3 candidates from the WA into the commission)

There were several questions to F. Lehner:

- M. Diehl asks about the W3 call for gravitational waves and the status of the “preferred candidate”: Is this to be an open call?  
Answer F. Lehner: This is not an ad personam procedure – there are clear criteria, and in principle other candidates than the preferred one are thinkable.  
G. Weiglein follows up by asking whether candidates that bring in their own 3<sup>rd</sup>-party funding have a chance, and whether this will be communicated.  
F. Lehner answers that this will be made transparent.
- R. Treusch asks about the appointment of A. Willner to CTO – what is the title of the position? Is Willner called “lead scientist” – the WA had reservations about this.  
F. Lehner answers that Willner is (simply) called CTO, but that we have a commission established to define career paths also for excellent people NOT in science, but in other important strategic positions.
- Question: What is the status of CDCS and data challenge  
Answer H. Dosch: We have a new PoF topic “Data Management and Analysis” (DMA). New expected funds for the topic have not materialized – so we have to rethink how (and what) to fund. CDCS is still around, a local activity, but we have no substantial additional resources to fill it.

#### TOP 4: Campus development (T. Piekatz)

See the slides for more details.

T. Piekatz presents the plans for the **DESYUM**, including the room concept.

The **CAST building** (close to buildings 25/30) needs to be finalised before PETRA IV, and in December 2019 the Foundation Council will release the funds of 15 MEUR.

The “**Arbeitswelten-Konzept**” process as a blue print for DESY buildings and as part of the renovation concept has started. Aims are a more uniform face and catalogues of equipment. An architecture and planning office will develop the catalogue in a bottom-up process (status quo analysis, qualitative interviews with affected groups, etc.).

Various outstanding **canteen concepts** have been developed. The idea is to find out which concept will be applied to DESY in the future. Currently, a de-centralised system in the sense of a food court is the favorite one. The concepts will be revisited and calculated, and will then be decided upon. The result will be a layout and floor plan.

A **VakLab** for MVS / Petra 4 will be set up quickly. In the context, many synergies are to be exploited – leading to e.g. the relocation of various workshops (MKK2, ZM4, ZM5, MEA3 ...) and the creation of an adequate assembly area. The VakLab will be realized between buildings 28 and 36.

T. Piekatz also presented the overall vision for the **Science City Bahrenfeld** and the status of the process – see the slides for more details. Concerning the mobility aspect, the subway 5 will probably cross the HERA tunnel once and end at Volkspark Stadion. Talks are underway. For the S-Bahn, it should be led from Holstenstrasse or Diebsteich to Osdorfer Born and will run directly on the campus. There have not yet been talks with DB yet. However, DESY and UHH have raised concerns about EMS and vibrations, and the next step must be an expert opinion to examine the facts. The status quo for the campus must be maintained or even improved.

On and around the campus and the science city, mobility hubs will be installed, and private cars will not be allowed anymore.

In the discussion, it became clear that DESY needs excellent interfaces to the planning in the university and the city, also in order to properly take care of the impact of environmental noise on our facilities etc. The authorities want a campus without cars, and H. Dosch comments that in fact the area around the PETRA III hall will practically be a pedestrian then. However, transport of goods to the hall needs to be secured ("Werksverkehr"). There is also a balance to be found between the idea of an open campus and the necessary elements of an access management (due to security, radiation etc.).

It is asked whether also the BKR will be relocated to CAST, and whether the implications for the operation of our facilities are foreseen in the planning (shutdowns etc.).

The bicycle **way to European XFEL** will be shortened by providing new entrances to the DESY and the XFEL campuses.

## TOP 5: WA internal

### 5.1 "Access management"

S. Haid reports about the access management working group (see the slides on the web). Currently, the campus is operated as "Betriebsgelände". In future (in view of science city Bahrenfeld), the extension of the research campus with University institutes shall be open to the public, and similarly the DESY part of the campus hosts e.g. the DESYUM. ON the other hand, we are facing heavily increasing numbers of visitors on the campus (from 3500 today to 15000 in future).

Currently, we have relatively open access to the officially non-public site, and legal requirements to company site not fully matched. Requirements concerning future access are defined, as a balance between the wish for open exchange with society and the legal duty to maintain safety in the view of numerous hazards.

There is a working group with D3, D5, SAVE, BAU, MR, V1, VQ; a first report with various options was given to the DESY Directorate.

The directorate decided to be as open as possible, as safe as necessary. Presentations to the AAC in April 2019 and discussions with the WA sub-committee in August 2019 followed. Also, an exchange of ideas with UHH has started. An idea is now to describe protection zones and categorise all rooms. For this, an analysis of all buildings to better understand the distribution of hazard (zones) is required; this is under way. A cost analysis also has to follow. The funding situation for the ensuing measures – the timescale of which is the next few years – is unclear. S. Haid foresees also some significant time for the discussions of the matter – e.g. all campus partners have to get involved.

R. Röhlberger adds that the UHH Physics Theory groups and the master classes will soon move to Notkestr. 9-11 (February 2020). In this context, the question came up how the new students can get access to DESY facilities (canteen etc.).

## **5.2 “Talent management”**

N. Müller reports from the talent management working group on career paths in science at DESY. As a status, first meetings with PE, the head of human resources, the head of administration and with members from various scientific divisions took place. The analysis and the collection of information are still ongoing. The next meeting with PE will take place on 6 December 2019.

## **5.3 “Working-time models”**

A. Mussgiller reports the progress from this working group. Currently, there are several models in use at DESY (note: there is no “Vertrauensarbeitszeit” at DESY). All are to some extent outdated and do not take into account individual needs. The aim is a new model for all of DESY and make DESY more attractive as employer. There is also the new EuGH ruling on the recording of working times – future solutions need to be compatible with this EU court ruling.

There was a workshop on 25 October with the working group, V, BR, GB, R, WA etc. to get feedback from a variety of job descriptions at DESY and to find out what is needed or wished in the future from the view point of DESY employees. Also, a definition of working time needs to be established. Idea: “Working time starts when one starts to interact with work-related things.”

The wishes from DESY employees have been collected, and the feedback will now be digested. Then a new working time model will be developed within the legal boundaries. The results will be discussed at a second workshop.

#### 5.4 Nominations of new members for the Scientific Council (See slides on the web.)

The WR currently consists of 13 members; a certain number of members need to be replaced soon, some others can be prolonged. In addition, the size of the WR can be increased to 15. The directorate submitted proposals. The WA can make proposals or voice concerns.

#### 5.5 AOB

A discussion evolves about the limitation of postdoc / fellow positions to a certain number of years after the Ph.D. It is noted that the limitation (which only affects the DESY fellowship programmes) can be circumvented by issuing dedicated positions for candidates one is particularly interested in.

The discussion of the **private use of DESY workshops** with C. Haringa was reflected shortly.

**The next WA meetings** will take place on 7 February and 12 May 2020 from 11-14 hrs, in seminar room 4a+b (building 1).

Hamburg, 30 January 2020

Ralf Röhlsberger