

# 1<sup>st</sup> DESY-CMS early career scientists meeting

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- One very important note:
  - > Andrea & André are the **only** ECSB representatives who joined as volunteers and were not picked by the respective group leaders
  - > In ECSB we all agreed already this should not be the status quo and discussed how to elect future representatives
- Moving forward we decided our mandate will be 2 years, at 6 months from the end we will ask for people interested in taking our place to have a few months of overlap
- We want to hear your opinion to be better representatives, so please **come look for us!**

- Retreat of the FH (particle physics) department of DESY
- Objective: discuss the current state of the department and its direction for the upcoming 10 years
- Organization:
  - > Task forces prepared posters with guidelines for the discussion:
    - Seminar program, sustainability, future accelerators, etc.
  - > Several *topical islands* dedicated to collecting general opinion on several topics:
    - Collaboration within the department, work environment, attracting people to the field, etc.
  - > Barcamp sessions which were *allegedly* organized by people during the retreat:
    - Remote work, library service, computing, communication with early career scientists, etc.
- General consensus: lack of communication in the field and transparency in the funding and decision-making process at all levels

- Most staff members reported issues in the communication within the department
- Covid is the main culprit → it reduced the level of in-person interaction
- General interest in more purely social activities (beer after work, possibility to practice sports on campus, social events with participation from multiple groups) and an increase in the social component for seminars and colloquia (post-colloquia dinners, pizza seminars)
- Organization issues related to communication:
  - > Groups having overlapping work without collaborating (instrumentation mostly, but also data analysis and theory)
  - > Incoherent implementation of programs like the mentor system or the appraisal interviews
  - > Future plans not communicated to staff at the project making level → projects might reach dead ends after the end of a PhD due to the change of direction in the strategy

- Extreme lack of transparency and availability of information on management level
  - > Funding management between groups often unclear
- Minutes of important meetings absent, agenda not clarified before meetings and material not freely accessible from participants (even at the meetings with the directorate)
- Important information communicated via word of mouth
- Decisions made at high level often not communicated at the lower levels:
  - > Relaxation of Corona prevention rules
  - > Removal of obligation to stay within 90min from DESY for remote work
  - > Group consultation for decision-making often absent and decisions are then simply communicated to the groups

- Overall pessimistic look from people who are not at the top.
- Clear strategy for the future is HL-LHC, full data collected in ~2040
  - > Time scale compatible also for people in our age group
- After HL-LHC:
  - > **Electron-positron colliders** → ECFA meeting in October
  - > Muon colliders (?)
  - > Hadron colliders → by that time we're either retired or dead (to quote one of the seniors during the discussion)
- Shift of focus towards
  - > **INSTRUMENTATION R&D** needed for all of the above
  - > Astroparticle physics
  - > Weekly interacting particles experiments

- I attached the PDF with the report on the main points :-)
- TL;DR:
  - > Improvement needed for communication across levels
    - Expectations on both sides are often not communicated
      - This carries over to postdoc-doctoral researchers collaboration
    - Feedback should be honest
  - > Lack of information for newcomers
  - > Incoherent implementation of appraisal interviews and mentor program
  - > Important to include ECS in decision-making process
    - Staff members (who care) have often overprotective behavior shielding ECS from decision-making
    - Delegation to ECS in decision-making relieve part of the work from staff and can help us get more experience in the decision-making process for those interested in staying in Academia

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Mentor definition in PIER,  
inconsistent with the one  
known by staff

Currently no money instantiated for  
forming conflict management and  
create a proper mentor program

Two separate topics

Guidance & advise

Project progress  
evaluation

Something easy would be  
fine but at the moment the  
program is absent

Separate issue: evaluation of the project plan

Not ideal that the mentor is chosen  
for you by your supervisor

Possible inclusion of postdoc in  
project planning (or other staff  
members from other groups)

Quality of the PhD sometimes  
depending on the plan more  
than the students themselves

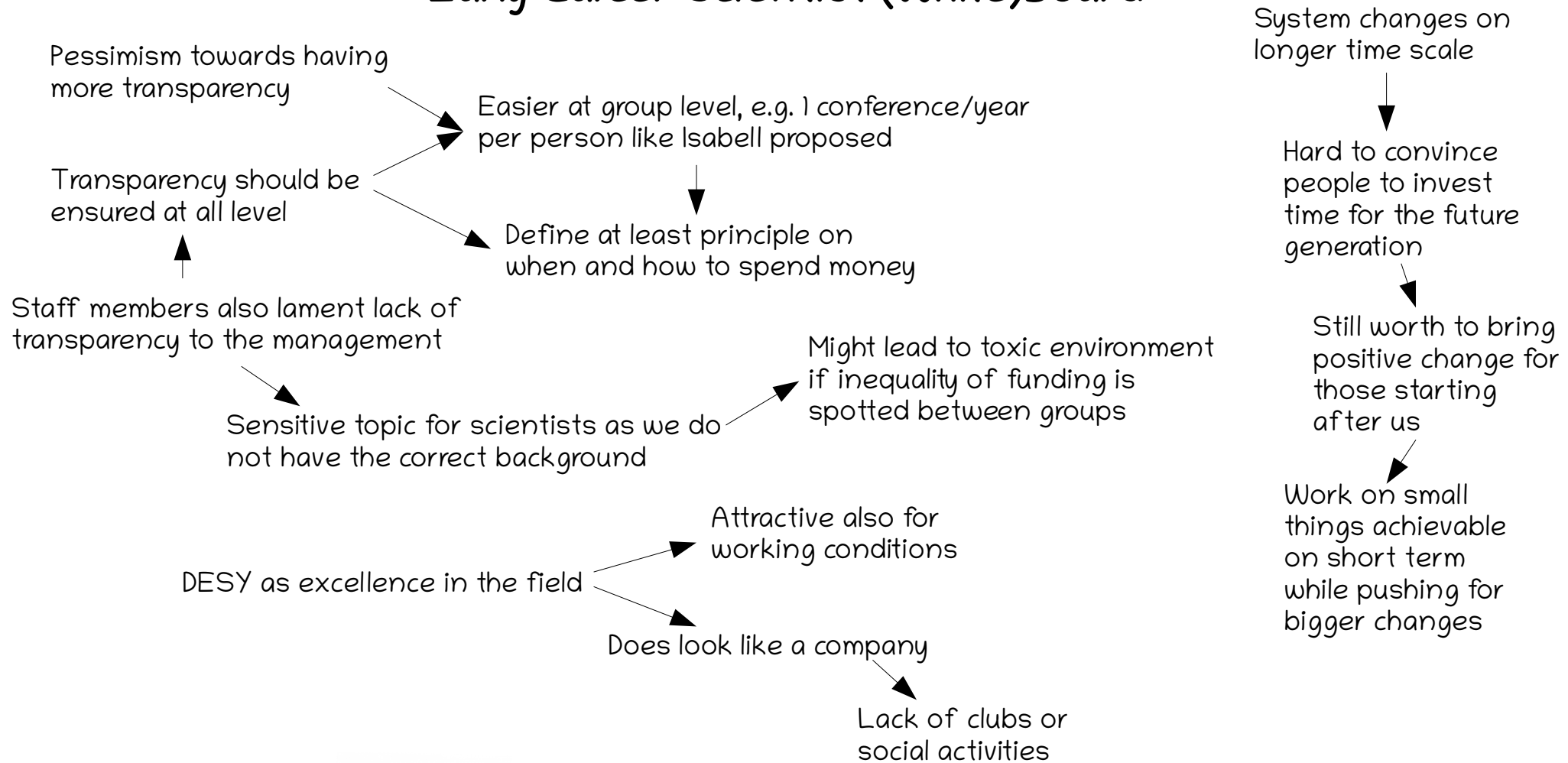
Some projects are unrealistic to be  
done within 3 years (+publication)

ECS might have better grasp of  
the technical detail of the projects

Be careful that we do not take the  
blame for solving problems we are  
not trained for solving



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