

ECSB chat with Beate

19 dec 2023

1. Communication

Things ECRs told us they would like more information about

- Budget cut situation
 - What is the status? What will 2024 look like?
 - What are the priorities for the next years?
 - Is DESY trying to negotiate to get more money, or trying to get it from other sources? If so, how?
 - ...
- Updates to previously discussed topics
 - Could the student discount at the canteen also apply to non-Hamburg students?
 - Could the profiticket for DESY employees be extended to non-Hamburg students (to replace their semester tickets)?
 - Was there any progress on having a setup to be able to work from anywhere within Europe?
- N2 survey
 - See next slide

2. N2 survey

Mental health, mostly

- We thought it would be important for the directorate to make a statement about the N2 survey
 - What the results show (this was not communicated to ECRs yet)
 - Shown by DOIT and yHEP in some meetings, but cannot/have not been widely shared
 - What DESY is doing or wants to do to address the results
 - Psychological service, for example
 - Without an official response, difficult to know that the results are acknowledged
 - Makes people feel like there was a reason for them to fill out the survey, otherwise trust is lost

2. N2 survey

Mental health, mostly

- We had a chat with the DESY psychologist recently
 - We understand better her role, would recommend that it be communicated to DESY scientific personnel better
 - Ideas:
 - Add contribution to Welcome Day
 - Add information about mental health and resources in yearly training (like for sexual harassment)
 - Discrepancy between resources scientists and non-scientist staff need
 - Personal mental health issues vs those from the work environment
 - Needs to be well communicated, and psychologist's mandate communicated ahead of time
 - Adapt introduction rounds in groups and restart doing them?
 - Training for supervisors/group leaders? Mental health first aid course for example

3. Postdoc mentoring

Our perspective

- We sent a document with our feedback earlier this year
 - Recommended a clearer distinction between expectations for mentor and supervisor, and flexibility in choice of mentor(s)
 - Any updates on the mentoring? Can we help with anything else?

4. Colloquium survey

Questions + results

- We had discussed with the Seminar Taskforce a potential colloquium survey a while ago
 - We designed it (with comments from Taskforce members) and it was circulated
 - Took some time to go over the results
 - Have a lot of plots → could have a dedicated discussion with you+taskforce?
 - A few interesting plots here