





Introducing report of the Joint ApPEC-ECFA-NuPECC working group

Recognition of individuals in large collaborations







Reminder: What was the issue?

- How to recognize individual scientific contributions and achievements of researchers in large collaborations?
- How can these achievements be made transparent for the evaluators and communities outside the collaborations?
- A community wide survey (1355 participants) was launched by ECFA.
- Results indicate significant "unhappiness", in particular amongst early career scientists in large collaborations, see the extensive report:
 - https://ecfa.web.cern.ch/sites/ecfa.web.cern.ch/files/ECFA-Survey-Recognition-Results.pdf
- Follow-up with our combined ApPEC-ECFA-NuPECC working group. Invite representatives from (large) collaborations to a discussion.
- Discuss and exchange best practices, reflect on alternative procedures







Reminder: Who are we?

From ApPEC:

- Karl-Heinz Kampert (kampert@uni-wuppertal.de), co-chair
- Emmanuel Gangler (emmanuel.gangler@clermont.in2p3.fr)

From ECFA:

- Bogna Kubik (bkubik@ipnl.in2p3.fr)
- Djamel Boumediene (Djamel.Boumediene@cern.ch)
- Marcel Merk (marcel.merk@nikhef.nl), co-chair

From NuPECC:

- Eberhard Widmann (Eberhard.Widmann@oeaw.ac.at), co-chair
- Gerda Neyens (Gerda.neyens@cern.ch)
- Nasser Kalantar (nasser@kvi.nl)







Reminder: What was our mandate?

- Discuss the Recognition issue with large collaborations in our field
- Explain our advisory and exploratory mandate.
 - exchange and discuss best practices, collect collaboration feedback on alternative or additional procedures,
 - report discussion results of collaboration inputs in the report
 - not our opinions
 - no ombudscommittee for individual problems.
- The collaborations remain themselves responsible for the actions of the working group and to implement (or not) recommendations!



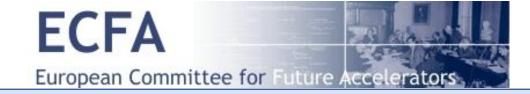




Activities

- July 2019: Installation of the committee on 13-7-2019 in Ghent
- Oct 2019: First discussions during JENAS meeting in Orsay/Paris
- Feb 2020: Completed list of experiments and spokespersons to contact
 - Full list in appendix D of the document
 - Pragmatic decision to proceed discussions with ApPEC / ECFA / NuPECC in parallel
- Spring 2020: Decided to postpone discussions with collaborations due to Covid
 - We felt that leaders in the field had other priorities
- <u>June 2020</u>: Completed list of discussion topics and questions to ask the collaborations
 - Same questions to each of the JENAS fields
 - List of questions and answers is included in the appendix of the document







Activities

- <u>June-July 2020</u>: First round meetings with collaborations
 - Provide background information and of the recognition issue and clarification of our advisory mandate.
 - Lay out the list of questions to the collaboration and exchange ideas
 - First discussions with collaboration representatives
- Oct Nov 2020: Second round meetings with collaborations
 - Collecting the feedback as discussed in the collaborations internally
 - Exchange feedback/ideas between collaborations
- Feb-Sep 2021: Writing process
- Oct 2021: Draft sent to JENAS chairs
- Comment: the process frankly took (too) long
 - Covid-19 did not help, as senior group leader in the field were confronted with issues that preceded in urgency the recognition discussion





General Observations

- The "Individual recognition" issue is generally seen as important and relevant; efforts to improve are appreciated by collaborations at large.
 - Actions/initiatives in various collaborations already being taken.
 - Various further problematic issues were brought up by large collaborations.
 - Collabs welcome feedback and suggestions; several eager to learn outcome.
- Outcome of previous ECFA questionnaire was generally not very surprising to collab's, but helped to raise further awareness.
- Focus tends to be on early career scientists. However, we should not forget recognitions of seniors and their career path as well.
- Recognition issue particular important for technical ("enabling") work: detector, softare, calibrations, analysis objects,...
- Problematic issue scales with the size of the collab's.
 - Large collaborations already often have measures in place while small ones do not need them.





Topics of Discussion

- Publications: Individual authors do not see their role reflected
- Talks and Conferences: "Representing" a large collaboration goes at the cost of individual creativity and leads to repetition
- Analysis Procedures: Time scales are too long
- Information about Individuals: Evaluation of individuals by referees is difficult, in particular outside the field of specialization
- Promoting Juniors: Explanations of contributions require understand how large collaborations work
- Recognition of Technical work (Detectors, Software, Calibration,...: Technical work is very challenging and extremely important; not sufficiently appreciated.
- Governance and decision making: examples of good practices available
- Prizes and Awards: Many prizes have been initiated, but little attention for non-competitive "rewards"







Conclusions & next steps?

- Lack of recognition for individual contributions in large collaborations is a real and more and more urgent topic.
 - It provides a realistic danger to make our field less interesting to young ambitious scientists
- Large collaborations have an awareness and are taking measures
 - There are very nice best practices being implemented
 - We feel that more needs to be done
- Our committee does not have the solution; our main recommendations are two-fold:
 - Many good practices exist. Consider them seriously and try to implement as many suitable practices as possible in your collaboration; be inventive.
 - Openly re-consider whether some standard traditions can be reviewed to allow more room for individual freedom, in particular with respect to (conference) presentations and written documentation.
- Another survey, now including ApPEC and NuPECC?







Back-up material

















Report Joint ECFA-ApPEC-NuPECC Working Group Recognition of Individuals – 26-01-2022







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