

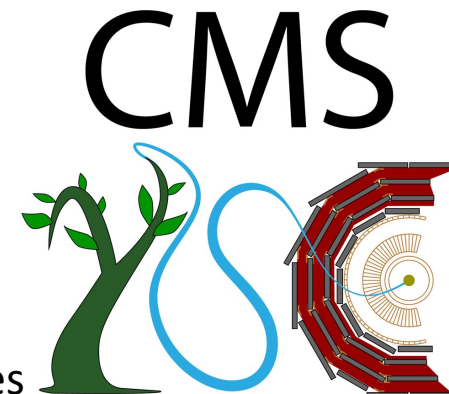


ALICE



# The LHC Early Career Mentoring Programme

Olga Sunneborn Gudnadottir,  
on behalf of the LHC Early Career Mentoring Programme Organisers



Based on Kathryn Coldham's slides

# About the programme

<https://lhc-mentoring.web.cern.ch/>

Started in 2020, after members of the **LHC Early Career Scientists Fora (LHC ECSF)** met with organisers from the WIT and US-CMS programmes.

The LHC ECSF consists of **volunteers** from the ALICE Junior Representatives, the ATLAS Early Career Scientist Board, the CMS Young Scientists Committee and the LHCb Early Career, Gender and Diversity Office.

Now in its **third round**. The first two rounds had near-unanimous satisfaction rates!

Open to all members of a **CERN experiment**. Mentor-mentee pairs can be from the same or different experiments.

# Organisational Team

## **CMS Young Scientists Committee**

Antra Gaile (since November 2022)

Andris Potrebko (since November 2022)

Charlotte Cooke (since November 2022)

Chris Brown (since November 2022)

David Anthony (May 2020-September 2022)

Elham Khazaie (since November 2022)

Jenny Lunde (since November 2022)

Katie Walkingshaw-Pass (since October 2022)

Kathryn Coldham (since September 2020)

## **ATLAS Early Career Scientist Board**

Emily Thompson (May 2020-March 2022)

Harish Potti (since March 2022)

Olga Sunneborn Gudnadottir (since March 2022)

Sebastien Rettie (May 2020-March 2022)

Sukanya Sinha (May 2020-March 2022)

## **LHCb Early Career Gender and Diversity Office**

Guillaume Max Pietrzyk (since August 2022)

Martha Hilton (March-August 2022)

Olaf Steinkamp (May 2020-August 2022)

Sara Celani (since March 2022)

Tara Nanut Petric (September 2020-March 2022)

## **ALICE Junior Community**

Hannah Bossi (since March 2022)

Tomas Herman (May 2020-March 2022)

Current members

# Matching process

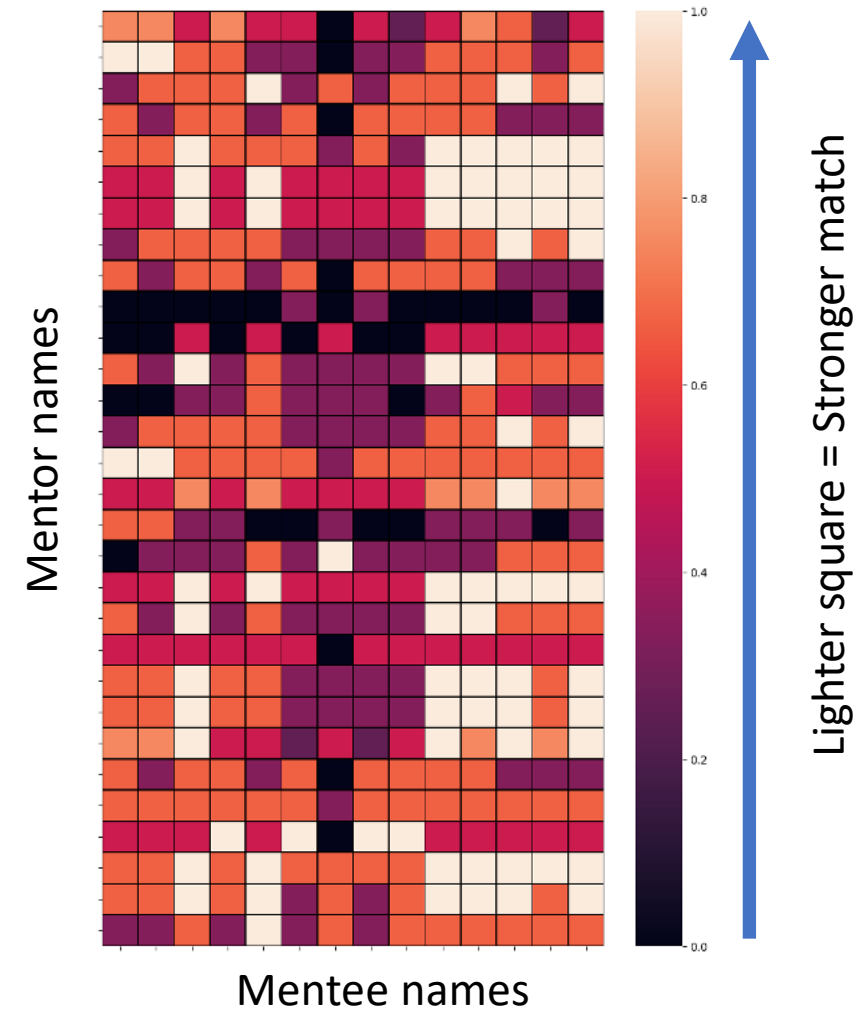
25 mentor-mentee pairs in round 1;

20 mentor-mentee pairs in round 2, with 1 mentor paired with 2 mentees.

For the first two rounds of the programme, a **limit** was set of approx. **20 mentor-mentee pairs**. This limit has been lifted for **round 3**.

Information from prospective mentors' and mentees' **CV, cover letter and registration form** is used to perform the matching:

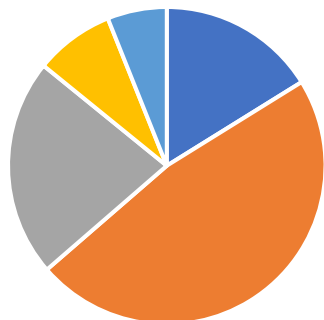
- Organisers read through the above documents listed by hand to assess mentees' and mentors' applications and to find appropriate matches. A matching heatmap was also used.
- Organisers then swapped their division of allocated mentees such that a second opinion was given for the matches. The matches were then finalized after a group discussion.



# Mentee stats

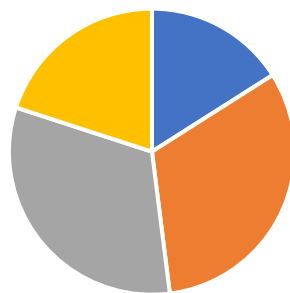
Most mentees were **PhD students**, affiliated with **CMS**, from **European institutes** and **were male**.

Mentee career level (round 1)



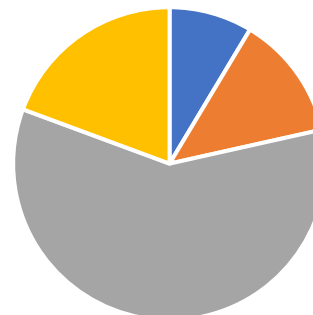
- Bachelor's/Master's
- PhD
- Early postdoc
- Advanced postdoc
- Other

Mentee career level (round 2)



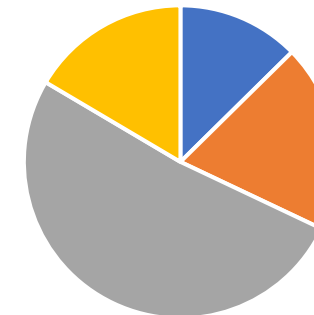
- Advanced postdoc
- Early postdoc
- PhD
- Bachelor's/Master's

Experiment of mentee (round 1)



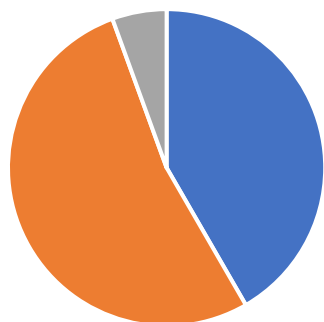
- ALICE
- ATLAS
- CMS
- LHCb

Experiment of mentee (round 2)



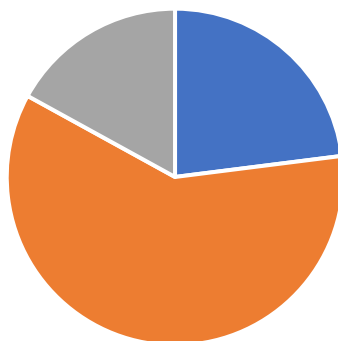
- ALICE
- ATLAS
- CMS
- LHCb

Gender of mentee (round 1)



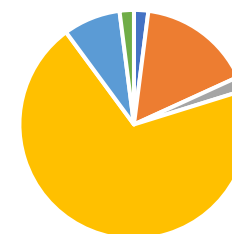
- Female
- Male
- Other/not specified

Gender of mentee (round 2)



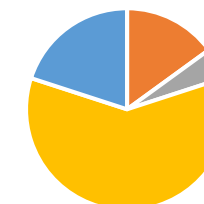
- Female
- Male
- Other/not specified

Geographical affiliation of mentee (round 1)



- Africa
- Asia
- Australia
- Europe
- North America
- South America

Geographical affiliation of mentees (round 2)

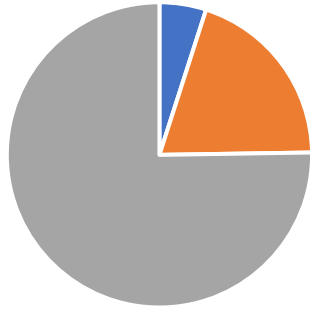


- Africa
- Asia
- Australia
- Europe
- North America
- South America

# Mentor stats

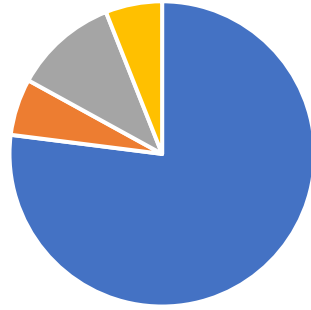
Most were **senior researchers**, affiliated with **CMS or LHCb**, male or affiliated with **European Institutes**.

Mentor career level (round 1)



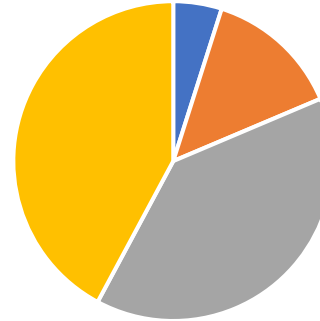
■ Early Postdoc ■ Advanced Postdoc  
■ Senior Researcher

Mentor career level (round 2)



■ Senior Researcher ■ Advanced postdoc  
■ Early postdoc ■ PhD student

Experiment of mentors (round 1)



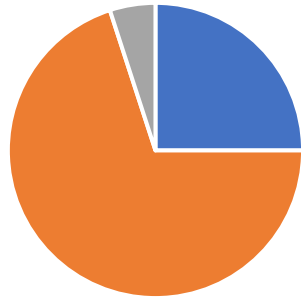
■ ALICE ■ ATLAS ■ CMS ■ LHCb

Experiment of mentors (round 2)



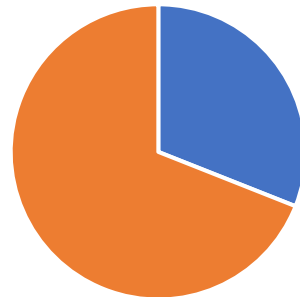
■ ALICE ■ ATLAS ■ CMS ■ LHCb

Gender of mentors (round 1)



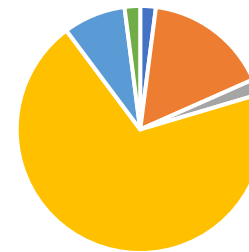
■ Female ■ Male ■ Other

Gender of mentors (round 2)



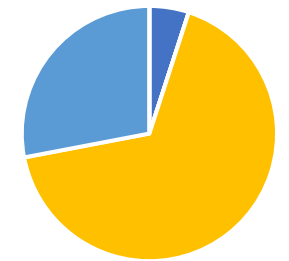
■ Female ■ Male

Geographical affiliation of mentors (round 1)



■ Africa ■ Asia  
■ Australia ■ Europe  
■ North America ■ South America

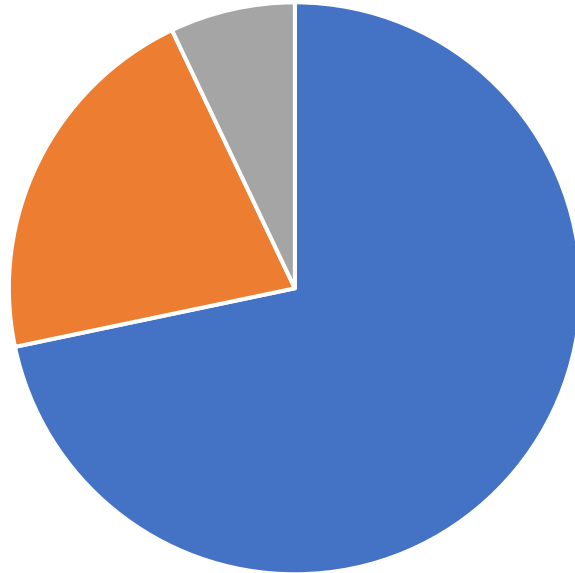
Geographical affiliation of mentors (round 2)



■ Africa ■ Asia  
■ Australia ■ Europe  
■ North America ■ South America

# What went well...

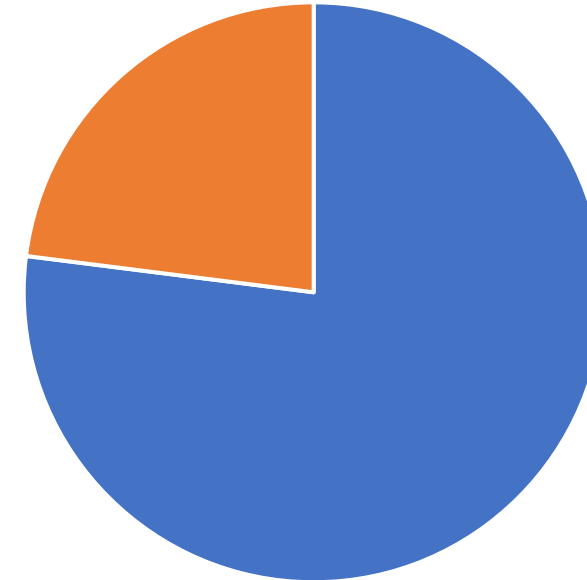
Mentees' satisfaction (round 1 end-point survey)



■ Very satisfied ■ Somewhat satisfied ■ Somewhat dissatisfied

**Most mentees were satisfied;** the one dissatisfied mentee was due to an incident outside of our control. They were offered and accepted a place onto round 2 of the programme.

Mentors' Satisfaction (round 1 end-point survey)



■ Very satisfied ■ Somewhat satisfied

**All mentors** who responded to the end-point survey were satisfied with the programme.

# What went well (mentor feedback)...

*I had a very engaged mentee*

*Mentee was very enthusiastic, meetings were easy*

*the fact my mentee always had things to discuss - she \*drove\* the process, which was excellent*

*I think the sessions with the organizers were nice, to get the point of view of other mentors. I think giving a good amount of freedom for the mentors and mentees to define what they planned to do was good.*

*I seemed well matched with the mentee. There were good suggestions from the organizers.*

*The alignment of interests made it be a productive engagement*

*Good relation with the mentee. I think it was useful for him.*

**Mentees were engaged!**

The mentors' **group meeting for brainstorming** seemed to be helpful.

**Mostly positive** mentor-mentee matches.



# What went well (mentee feedback)...

*My mentor is very prepared, full of useful suggestions and has been extremely interesting to have the possibility to discuss one-to-one with a dedicated person.*

*The match with my mentor is very good*

*I think that the positive aspect of the programme is that the meeting are fully organize by the mentor and mentee and this guarantees that the programme will always fit the needs of the mentor and mentee.*

*The flexibility*

*The frequency of the meetings and the clear establishment for our respective roles, contextualised within what I was hoping to achieve through this programme.*

Mostly **positive matches** and good **mentor engagement**.

Mentors and mentees arrange their meetings **amongst themselves**.

Mentors and mentees sign an **agreement** at the start to set terms.

# What did not go so well

There were two different mentees in the first and second rounds whose **mentors stopped responding to them**

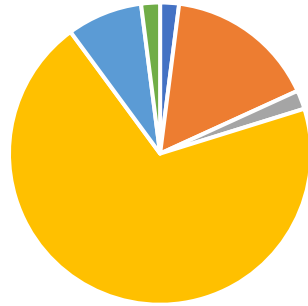
For the mentee in the first round, they were offered and accepted a place onto the second. They reported they were 'very satisfied' in the end-point survey.

For the mentee in the second round, we will be offering them a place in our third round.

Please let us know if something doesn't go the way you would expect it to! We do our best to make this experience good for everyone

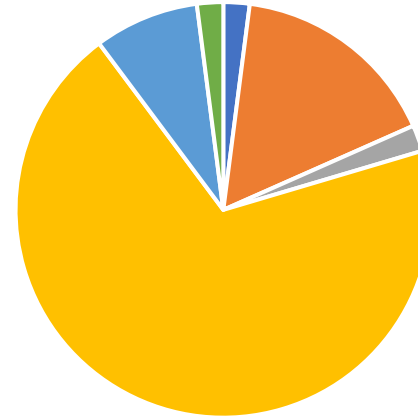
# What did not go so well

Geographical affiliation of mentee (round 1)



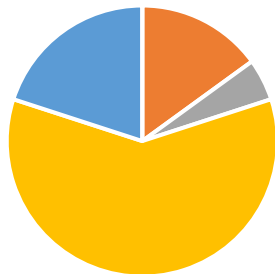
■ Africa ■ Asia ■ Australia  
■ Europe ■ North America ■ South America

Geographical affiliation of mentors (round 1)



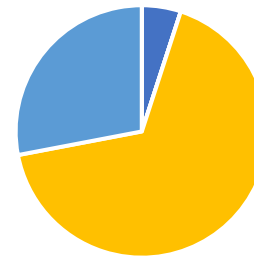
■ Africa ■ Asia ■ Australia ■ Europe ■ North America ■ South America

Geographical affiliation of mentees (round 2)



■ Africa ■ Asia ■ Australia  
■ Europe ■ North America ■ South America

Geographical affiliation of mentors (round 2)



■ Africa ■ Asia ■ Australia  
■ Europe ■ North America ■ South America

The **vast majority** of mentors and mentees were **from Europe**. More work is needed from the side of us organisers to improve our publicizing efforts to **increase diversity**.

# Lessons learned

Giving mentor-mentee pairs the **flexibility** to arrange their own meetings and topics seems preferred.

The **two group meetings** offered for mentees and mentors seemed helpful for them to brainstorm discussion points and provide us with initial feedback.

A **good mentor-mentee match** is critical for the success of the mentorship.

There is a lot of flexibility for the mentor-mentee pairs to design the programme that would be most beneficial to them – take advantage of this! Be active in coming up with topics, attending group meetings etc

# Status of the programme today

Some mentor-mentee pairs have already had meetings

Some are just getting started

Applications are still open for those affected by war or catastrophe

# Today

We will break into mentor and mentee rooms

Use this time to brainstorm around what you would like this programme to look like for you

There is a lot of flexibility in the programme by design, but that can make it hard to get started

So learn from each other, discuss ideas and plans, try to come up with a rough idea of the coming year

Any time you need to get in  
touch with us:

Contact: [LHC-Early-Career-Mentorship-Committee@cern.ch](mailto:LHC-Early-Career-Mentorship-Committee@cern.ch)