

ECFA

European Committee for Future Accelerators



UK PECFA/ECR meeting

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Topics to discuss

- RECFA Visit
 - Procedure
 - Survey
- Procedure to select ECR Panellists (3 people to replace in Dec 24)
- Ideas for 2024 projects
 - Jobs related
 - Future collider related
- AOB?

RECFA Visit

- What is the Procedure?
 - Anything else we need to do?
- Survey Draft: [google form preview](#) (pdf version linked to agenda).
- Structure
 - **Demographics**
 - **Research, Recognition & Visibility** of work, service work, work/policies in a collaboration etc.
 - **Diversity, inclusion, workplace culture**, experience of discrimination, impact of being in an underrepresented group etc.
 - **Work-life balance**, childcare, stress/overtime, mobility, remote working, pay, stay in UK or not, etc.
 - **Career prospects**, informed-ness on jobs/training, skills, stay/leave academia and why, etc.
 - **The Future**, thoughts on FC projects and working on them, concerns/excitement about HEP future, sustainability, etc.
 - **Final feedback** on survey, open box for comments and ideas for community/panel projects
- Todos: proofread, finalise ordering and answer categories, intro text, check for ambiguities.
- How to distribute? HiPhi, group heads, UKLO/UK@CERN mailing lists, IoP?

Panelist selection

Currently: open nominations by ECRs, then PECFA UK chooses from list.

Options:

- Keep as-is.
- Make completely ECR-chosen (like Snowmass ECR panel) E.g. self-nominations then an open vote.
- Keep as is BUT be explicit that people will be selected to fit a certain breadth of profile?
- Keep as-is but allow current UK ECR panellists to join PECFA in choosing from the list, to make more ECR-driven.
- ...?

Thoughts:

- How to select a broad range of people simultaneously with an open vote? (position, institute, gender, field of research, ...)
- Very ATLAS heavy currently, should we explicitly require ≥ 1 of the newcomers to be non-ATLAS? Or similar.
- From experience on the panel, most important to pick the people most interested/motivated, if we want people to be engaged in the panel and actually DO anything.
- Want to be sure that all UK ECRs have a fair chance to be involved.

Ideas for 2024 / Jobs focused

- **Survey** Profiles/CVs of people who have obtained permanent jobs in HEP in the last decade
 - Reduce misconceptions about what is risky/crucial to be competitive
 - better understand paths that are taken, e.g. ERF/URF->permanent job rather than an open Ass. Prof ad.
 - **Need your help distributing + convincing people to fill it out!**
- **UK HEP Jobs event,**
 - Q&A/Panel with people with senior fellowships / recent assistant professors, on their experiences.
 - Q&A/Panel with people who have been on hiring panels / fellowship committees.
 - Intro talks on how UK HEP funding works, what are the common fellowships/paths available.
 - Possibly also a part from HEP people who went into industry on what is available / what kinds of skills were needed? [could be a separate industry-focused event]
 - **Need your help on IDing/assembling panelists, whether we should attach this to another event, is there any funding we could apply for to host this?**

Ideas for 2024 / Future Collider (FC) focused

Some of the recommendations from July 2023 UK FC Town Hall (before PPAP) report

- Outreach focused event discussing how to 'sell' the FC road-map to the public and policy-makers.
- Mechanisms to help newcomers to FC work find projects/collaborators and convert a small FTE into meaningful outcomes; more interaction between existing FC/R+D collabs and ECRs.
- More regular discussions between ECR & non-ECRs about the future of HEP (also to ensure ECRs involved in UK consensus-gathering after next strategy update).
- Find and support groups of people who can carry out all the ideas (not just us!)
 - > Advertise (in survey?) a mailing list for an interested-personpower-pool, organised by our UK ECR panellists?
 - > Any ideas from your side on identifying these people?

Durham events on setting up UK FC projects that Sinead Proposed in email chain in late 2023 covers this. Any update there?

FC event Panel-wide goal for each country to have a follow-up to the ECR Future Colliders event in CERN 09/23

- Focused on country specific funding, challenges and involvement.
- Would also follow up our v similar previous ECR FC Forum and Town Hall, how could we make this unique, valuable, and tie-into recommendations?
- Proposal included new things:
 - Panel discussion with e.g. someone from STFC, more focused on funding issues.
 - Talks more focused on UK involvement so far in these projects to entice new people to join.
- Add outreach focussed session.
- ECR+non-ECR attendance.
- Advice welcome! Tie in with PPAP like last year? Feasible to get senior enough people for the funding panel?