The Junior Community in ALICE

Hans Beck for the ALICE collaboration
07/07/2017
Contents

1. Structure of ALICE & its junior community
2. Juniors’ activities within their group
3. Impact of juniors beyond their community
4. A survey: How helpful is the project?
5. Opinions from juniors and seniors

In ALICE “junior” means:
Bachelor, Master, and PhD students + Postdocs within first 5 years of PhD
ALICE

❖ 1900+ members
❖ 700+ juniors
➢ 46% of signing authors

Organization

❖ Collaboration Board (CB)
➢ Legislative body
❖ Management Board (MB)
➢ Executive body
❖ Junior Representative participates in MB
❖ Juniors vote in the CB
➢ 93 institute + 3 junior votes
❖ Strong junior representation!
How the juniors are organized

❖ Representatives

❖ Community

❖ Committee
➢ Organizes Junior’s Day during ALICE Week

❖ Ambassadors
➢ National contact person
➢ Raise country specific issues

28 Junior Ambassadors

<table>
<thead>
<tr>
<th>Country</th>
<th>Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brazil</td>
<td>Danilo Silva de Albuquerque</td>
</tr>
<tr>
<td>China</td>
<td>Jinjin Pan &amp; Qiye Shou</td>
</tr>
<tr>
<td>Croatia</td>
<td>Goran Simatovic</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>Lada Duchockova</td>
</tr>
<tr>
<td>Denmark</td>
<td>Christian Bourjau</td>
</tr>
<tr>
<td>Egypt</td>
<td>Ehab Gamal Abbas</td>
</tr>
<tr>
<td>Finland</td>
<td>Jussi Viinikainen</td>
</tr>
<tr>
<td>France</td>
<td>Audrey Francisco &amp; Jana Crkovska</td>
</tr>
<tr>
<td>Hungary</td>
<td>Monika Kofarago &amp; Soňa Pochybova</td>
</tr>
<tr>
<td>India</td>
<td>Rathijit Biswas, Rajendra Patra &amp; Shyam Kumar</td>
</tr>
<tr>
<td>Italy</td>
<td>Anastasia Barbano</td>
</tr>
<tr>
<td>Japan</td>
<td>Hiroki Yokoyama</td>
</tr>
<tr>
<td>Korea</td>
<td>Myunggeun Song</td>
</tr>
<tr>
<td>Mexico</td>
<td>Abraham Villatoro Tello</td>
</tr>
<tr>
<td>Netherlands</td>
<td>Annelies Marianne Veen &amp; Alberto Caliva</td>
</tr>
<tr>
<td>Poland</td>
<td>Łukasz Graczykowski</td>
</tr>
<tr>
<td>Romania</td>
<td>Mihai Niculescu</td>
</tr>
<tr>
<td>South Africa</td>
<td>Sibaliso Mhlanga</td>
</tr>
<tr>
<td>Sweden</td>
<td>Vytautas Vislavicius</td>
</tr>
<tr>
<td>Turkey</td>
<td>Serpil Yalcin</td>
</tr>
<tr>
<td>UK</td>
<td>Jaime Norman</td>
</tr>
<tr>
<td>USA</td>
<td>Raymond Ehlers</td>
</tr>
</tbody>
</table>
Juniors Activities: Junior’s Day

- Scientific presentations by juniors
  - Typically first collaboration-wide presentation
  - Junior only audience
  - Broad range of topics covered
  - Opportunity to present service work
  - Welcoming and collegial atmosphere

- Invited, educative talk by a senior expert
  - Casual discussion, including basics, is encouraged

- Junior’s dinner
  - Network and socialize

- Communication training
- Presentation skills
- ... much more!
Juniors Activities: Career Talks

❖ Presented by former ALICE juniors
   ➢ Easy to identify with
❖ Show wide range of possible careers, specifically with training in ALICE
   ➢ Positions in academia and industry

❖ How to:
   ➢ translate HEP skills to other areas
   ➢ apply for jobs
   ➢ present yourself
❖ Create and maintain job network

Juniors involvement in CERN initiatives

❖ Students Careers Study
❖ Career Networking Event
Juniors Activities: Analysis Tutorial

- Open to all, video added to website for later viewing
- Learn core analysis tools & procedures
  - e.g. using ALICE analysis framework, GitHub, etc
- The place for newcomers to learn how to do analysis
- Also covers advanced analysis techniques
Juniors Activities: Analysis Tutorial

- Open to all, video added to website for later viewing
- Learn core analysis tools & procedures
  - e.g. using ALICE analysis framework, GitHub, etc
- The place for newcomers to learn how to do analysis
- Also covers advanced analysis techniques
- Typically 80 attendees
Juniors Activities: Analysis Tutorial

- Open to all, video added to website for later viewing
- Learn core analysis tools & procedures
  - e.g. using ALICE analysis framework, GitHub, etc
- The place for newcomers to learn how to do analysis
- Also covers advanced analysis techniques
- Typically 80 attendees

Juniors Activities: Journal Club

- Monthly meeting open for everyone (also outside ALICE)
- Invited speaker chooses a paper
  - Presents a summary
  - Low-pressure discussion follows
- Already discussed a range of topics
How We Make a Difference in the Collaboration

❖ Bring forward effects of new rules/procedures on juniors
  ➢ E.g. Publication policy and national rules for PhD graduation

❖ Junior contribute to every task force of the Collaboration Board, e.g.,
  ➢ Re-write of the constitution
  ➢ Improvements on publication speed

❖ Communication
  ➢ Seniors get to know junior viewpoint
  ➢ Juniors learn and get involved in how the collaboration is run

❖ Different viewpoint on issues
  ➢ Strengthen decision making process by tapping diverse pool of ideas

❖ Bring up new ideas, e.g.,
  ➢ Effort for example analyses
  ➢ Diversity Task Force
Diversity Task Force

- Fact-finding team to investigate possible diversity issues within the ALICE collaboration
- Right: Statistics on gender balance in collaboration talks
- Collaboration-wide survey conducted
  - Good participation, 500+ respondents
- Also found aspects to improve
  - Being addressed by the collaboration now
- In general good idea to conduct a survey on possible diversity issues!

![Conference representation](image)

- Seems to be equal distribution
- Blue - All
- Red - Female
- ALICE 20% female
- This is counting all presentations - have info. for deeper dive
Survey Among Juniors - 120+ Respondents

❖ Open for ideas how to get more feedback

How is the juniors group helpful?

❖ Source of information
❖ Input on elections
❖ Networking
❖ Input on policy
❖ Other
❖ Not helpful/Unfamiliar
Juniors day

- 69% attended
- 20% gave a talk

Junior Representatives

- Express opinion to management
- Role unclear
- Contact for specific problem
- Unknown
- No representation
- Other

- Juniors on average < 3 years in ALICE
- Clear need for improved communication
Journal Club

❖ Vast majority interested

Analysis Tutorial

❖ Good attendance
❖ Well received
Monitoring ALICE Work Environment

- Working constructively with Spokesperson team and others on improvements
- Good or very good climate
Opinions from Juniors

Kunal Garg, PhD student at the University of Catania
"Juniors helped me feel a part of the community at CERN, a sense of belonging. Also, juniors inspired me to be more expressive."

James Mulligan, PhD student at Yale
"Over time, the tutorials have continued to improve my coding abilities as I contribute more code to the collaboration."

Sibaliso Mhlanga, PhD student at the University of Cape Town
“In South Africa ‘UMUNTU NGUMUNTU NGABANTU’ is a Zulu/Xhosa saying which means ‘I am because you are.’ It offers a powerful African concept that supports a deeper understanding of inclusion. It is a mind-set, a point of view, and a way of interacting with other people. With this concept, we do not not minimise or ignore differences, but inherently respect and include the other person out of the awareness that one’s existence, position, work and success are only possible because of the value and role of the people they work with.”
Opinions from our Senior Collaborators

Prof. Thomas Peitzmann (Utrecht), Physics Working Group Convener

"I find the ALICE journal club very useful, healthy for the collaboration and of significant educational value for everyone."

Prof. John Harris (Yale), Collaboration Board Chair

"[The Juniors group] contributed significantly to the climate and diversity in ALICE."
Opinions from our Senior Collaborators

Prof. Anju Bashin (Jammu), Management Board member
"[The juniors community is] bringing juniors [together] across borders and different backgrounds."

Federico Antinori, ALICE Spokesperson
“Students and young post-docs are the lymph of the collaboration. Without their enthusiasm, their dedication and their hard work, everything would come to a halt.
The juniors’ organisation is a precious asset in ALICE, providing a very useful forum for the informal exchange of scientific, technical and career information among our younger colleagues. The presence of Junior Representatives in the Management and Collaboration Boards guarantees a key two-way communication channel, conveying the juniors’ viewpoint to the decision making bodies, and providing a useful insight to the juniors on the many crucial issues that have to be addressed in order for the collaboration to run properly. Everybody benefits from this: the juniors, the management and the collaboration at large.”
Summary

❖ Juniors group vital part of the collaboration
  ➢ About half of signing authors are juniors
  ➢ Actively engaged in decision making processes

❖ Provide head start for new collaborators
  ➢ Highly appreciated analysis tutorial
  ➢ Junior’s day with educative talks and room for low-key questions

❖ Place for (self-)education
  ➢ Physics, coding, career, respect for diversity, and more!
Summary

❖ Juniors group vital part of the collaboration
  ➢ About half of signing authors are juniors
  ➢ Actively engaged in decision making processes

❖ Provide head start for new collaborators
  ➢ Highly appreciated analysis tutorial
  ➢ Junior’s day with educative talks and room for low-key questions

❖ Place for (self-)education
  ➢ Physics, coding, career, respect for diversity, and more!

Thank you for your time and attention! Any questions?