

Report from Young Scientist Fora at LHC

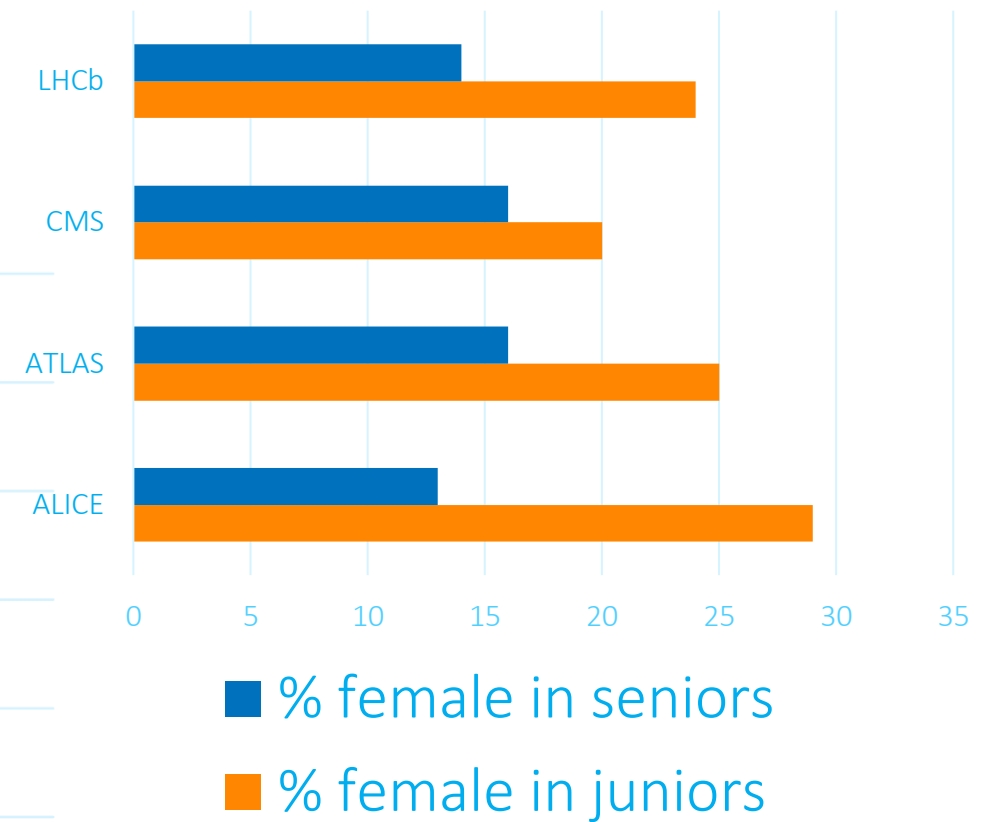
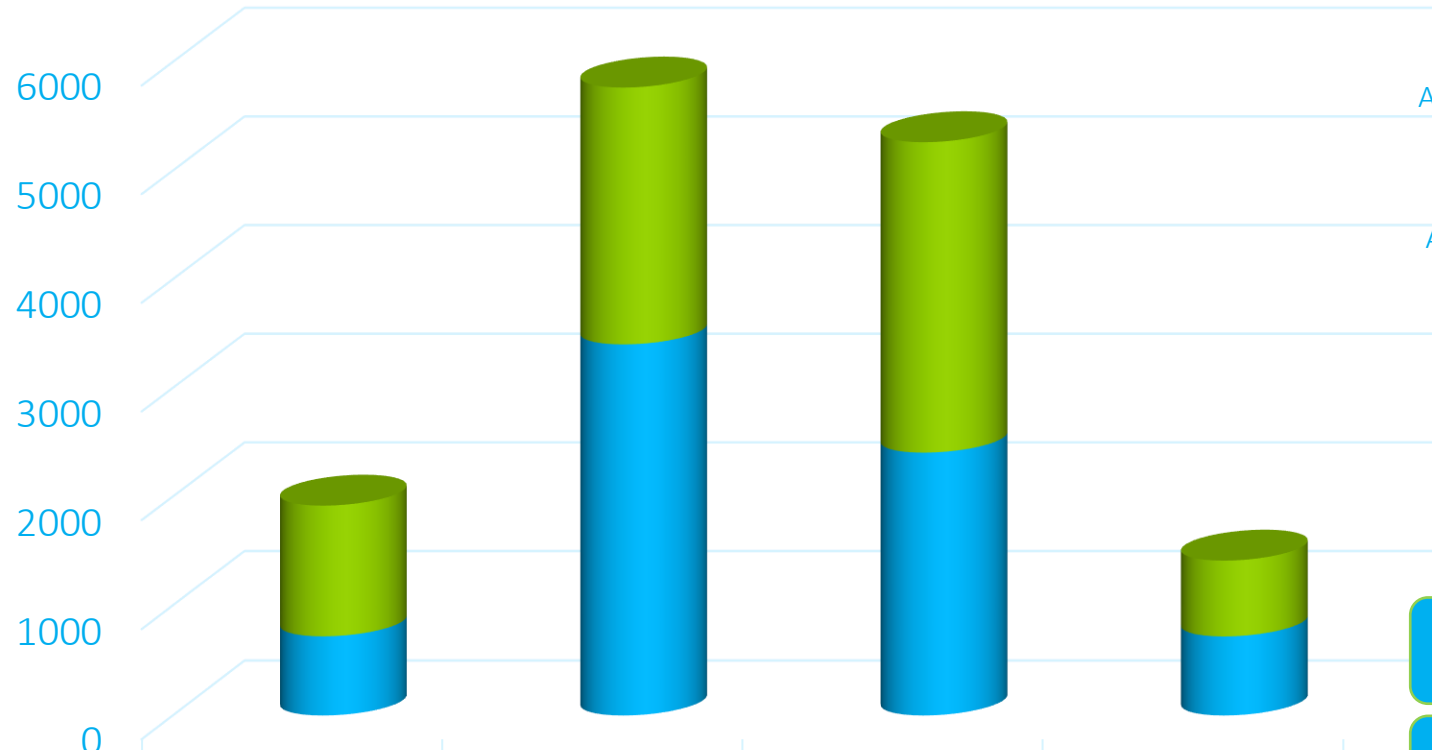
Tamas Almos VAMI for the Young Scientist Fora at LHC



LHCP2020



Demographics at LHC



■ % female in seniors
 ■ % female in juniors

Half of each collaboration is “junior”
 +10% female in “junior” group
 To represent this demographic, young scientist committees were created at all LHC experiments

	ALICE	ATLAS	CMS	LHCb
■ Seniors	1198	2364	2857	693
■ Juniors	719	3401	2405	718

■ Juniors ■ Seniors

*Juniors: BSc, MSc, PhD students and PostDocs

History of committees

2010

- The Junior Community in ALICE is formed (3 Junior Representatives for 2 years)

2013

- The CMS Young Scientist Committee is formed (~20 members with a chair, deputy and secretary for 1 year)

2014

- LHCb's Early Career, Gender and Diversity Office is formed (2 members for 2 years)

2017

- The ATLAS Early Career Scientist Board is formed (7 members for 2 years, monthly rotating chair, 50% yearly change)

Aim of the young scientist committees

- a) Represent the interest of young scientists (YS)
- b) Ensure communication between young scientists and management
- c) Improve the recognition of work among young scientists
- d) Provide forum to gather and discuss topics relevant to the young community

a-c) achieved by:

- ALICE: Junior Representatives vote in Collaboration+Management Boards (CB+MB)
- ATLAS: Few meetings per year with management, several surveys to YS
- CMS: “ex officio” membership at the CB, quarterly meetings with SP + CB
- LHCb: non-voting membership at the CB, frequent meetings with SP + CB, surveys

d) is ensured by several programs organized either by individual committees or altogether by the young scientist fora

Programs by the individual committees (I)

Participation in Induction Courses for newcomers



Meet&Eat / Lunch with the profs



Journal Club / Dinner&Drinks (only for juniors)



Programs by the individual committees (II)

Juniors Diversity Workshop



Analysis tutorials / Analysis Starterkit



Talks/posters by/for juniors during collaboration weeks



Programs by the individual committees (III)

Workshop on grant writing

Job Matching Event for academia

Participation in Reflection Group to revise SP election
SP election in 2020: 85% voting => success for juniors



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The CMS Constitution (v6)
Approved: October 23, 2015
Changes included: September 29, 2017 (v6.1)
Changes included: June 28, 2019 (v6.2)

A2.5 Procedures for Election of the CMS Spokesperson

- All members of the CMS Collaboration are eligible to stand for election to the position.
- The organisation and management of the elections will be carried out by an Election Committee, in an unbiased and impartial manner. In preparing the election, the Committee shall invite nominations from all CMS as described below, collate these nominations and prepare a list of candidates for election.
- All authors for whom M&O-A is paid are able to nominate SP candidates directly. Any member of CMS who is not eligible to nominate may propose a nomination to someone who is, but such a nomination can only be made by an eligible individual.
- The Election Committee will organise several open meetings with the SP candidates 3-4 weeks before the election. Participation by all geographical regions should be made possible. Candidates should present their statements, followed by time for questions and discussion. If possible, these meetings should be recorded and made available to those who are unable to attend.
- The vote will be carried out electronically and is confidential.
- Every CMS author for whom M&O-A is paid has one vote apart from the CBI of each eligible institute who has N votes, with N=4. For an institute (or group of institutes) to be eligible to vote it (they) must satisfy the usual criteria detailed in Section 2.2, including having been a member of CMS for one year.

Programs by the Young Scientist Fora

There are several Young Scientist Fora programs that are organized

- Together
- Yearly rotating between the 4 experiments

The young scientist committees meet annually (twice a year in the future) to:

- Discuss common issues,
- Share tips and best practices,
- Plan the common programs.

This year, we have decided to extend the portfolio of the common programs with a series of soft skill workshops.

LHC Soft skills workshop

- Presentations by experts
- Round table discussion
- Q&A session with all participants

15 April 2020 ([link](#)):

- “Making the best of working from home”

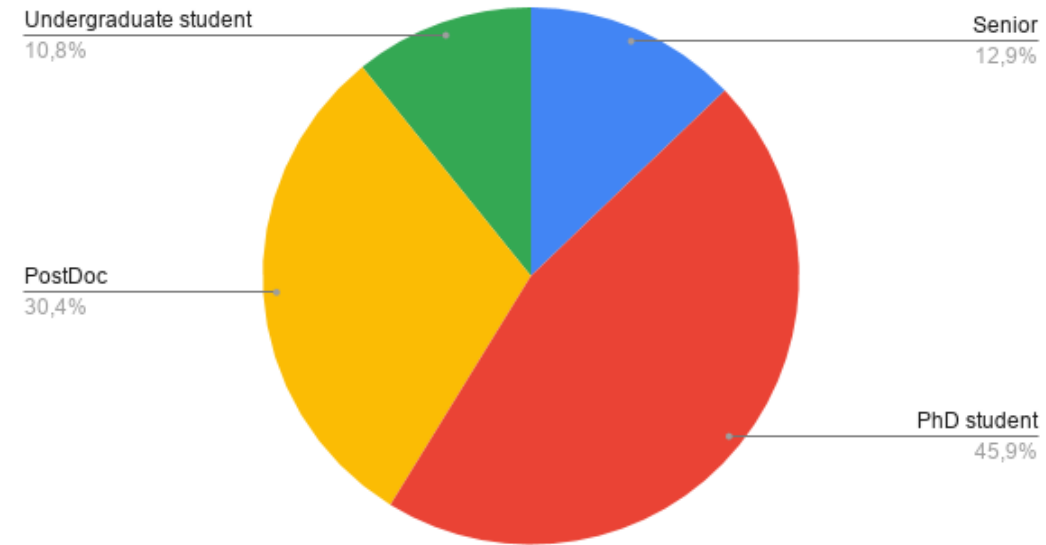
3 June 2020 ([link](#)):

- “CV-writing for academia and industry”

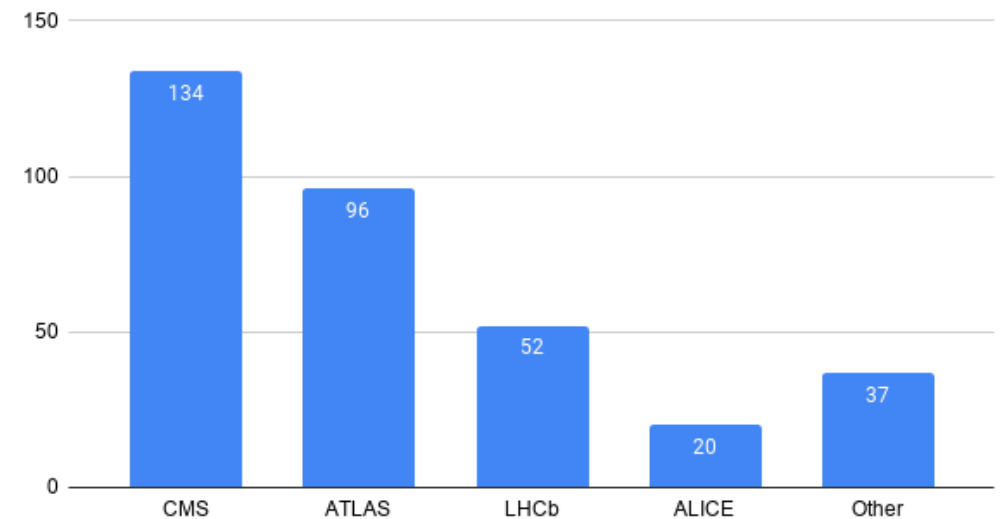
Further future:

- September: CERN Alumni event “Moving out of academia to MedTech” ([link](#))
- November: “LHC Career Networking”

Career level distribution



Participants per experiments



LHC Career Networking

- Presentations by LHC alumni
- Round table discussion
- Q&A session with all participants

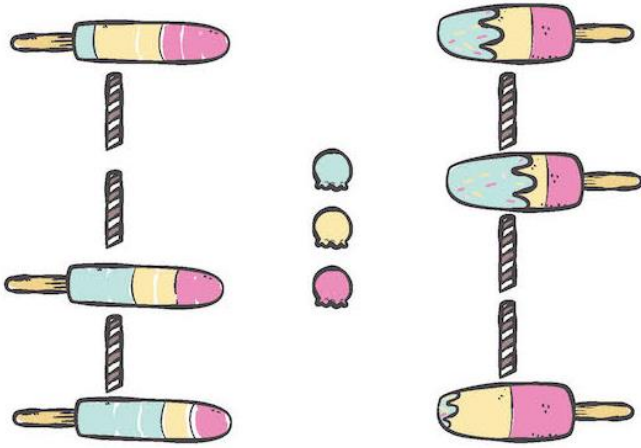
Insight into career opportunities outside of academia by meeting the alumni of the LHC experiments (with the help of CERN Alumni)

Diverse range of fields (industry, finance, IT, etc.) are represented

Next event on 16 November ([link](#))



LHC's “a conversation over ice cream”



Short (15-20 min) talks by experts for a general audience with ice creams (this year with screens only)

16 July 2018: “A fresh look at the Universe: ...” ([link](#)): Dark matter/energy, and multi-messenger astrophysics

21 August 2019: “Which flavour do you want your neutrino? ...” ([link](#)): Highlights of the neutrino physics

16 June 2020: “A conversation over ice screens: future detectors for particle physics” ([link](#))

- NICA, SHiP, ICE-CUBE, table-top exps
- ECFA+Snowmass+LASF4RI



Future plans

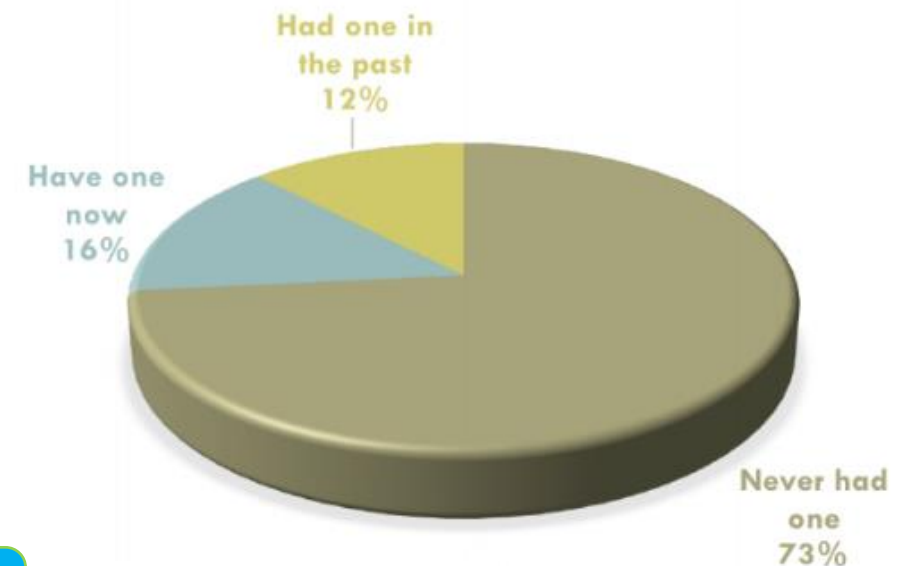
Training for working group conveners (since they are usually chosen on the physics analysis merit and not on previous leadership experience) by professional trainers inspired by an ATLAS event

LHC wide mentoring system

- Inspired by the ATLAS mentoring program and LHCb survey
- People could benefit from mentoring from a different experiment
- Offered as an excellence program with limited number of places/duration

Survey by LHCb in 2019 =>

Q: *Have you ever had a mentor?*



Q: *Did you find it useful?*

❖ Yes: 84.8 % (No: 15.2%)

Summary

Despite the differences in the approach in the committees, the goals are common:

- Represent the interests of young scientists
- Provide forum to gather and discuss topics relevant to young LHC community

Difficulties to engage the young community at first, however the different events we are offering and increased trust in the fora are improving the situation.

Several programs are organized either as individual committees or as the young scientist fora altogether:

- Soft skills workshop series: next one on 3 June 2020 ([link](#))
- Ice cream event: next one over ice screens on 16 June 2020: ([link](#))

Future plans for:

- Working group convenor training
- LHC wide mentoring

Contact us

We have created an e-group where all the LHC Young Scientist Committees can be reached: < lhc-early-career-scientists-fora@cern.ch >

For the individual committees:

- ATLAS Early Career Scientist Board (ECSB)
< atlas-ecsb@cern.ch >
- LHCb Early Career, Gender and Diversity Office (ECGD)
< lhcb.ecgd@cern.ch >
- CMS Young Scientist Committee (YSC)
< cms-young-scientist-committee@cern.ch >
- ALICE Junior Representatives
< alice-junior-reps@cern.ch >

References

Numbers on slide 2 are from

- https://glance.cern.ch/alice/membership/members/member_statistics.php
- <https://atlas.web.cern.ch/Atlas/GROUPS/PHYSICS/PLOTS/GEN-2019-001/>
- <https://cms-users.web.cern.ch/cms-users/cms/Management/Stats/members.html>
- Numbers for LHCb come from their membership database, extracted on May 8, 2020