Report from the LHC Early Career Scientists Fora

9th Edition of the Large Hadron Collider Physics Conference

Igor Kostiuk for the LHC Early Career Scientists Fora

12-06-2021
2010. ALICE Junior Representatives elected for the first time (3 members for 2 years)

2013. CMS Young Scientist Committee is formed (∼ 20 members with a chair, deputy and secretary for 1 year)

2014. LHCb Early Career, Gender and Diversity Office (ECGD) is formed (2 members for 2 years)

2017. ATLAS Early Career Scientist Board is formed (7 members for 2 years, monthly rotating chair, 50% yearly change)

2019. LHCb ECGD office extended by 2 early career members
Aim of the early career scientists committees

Forum for discussion

Recognition

Communication

Representation of the young scientists

- ALICE: Junior Representatives vote in Collaboration and Management Boards
- ATLAS: A few meetings per year with the management
- CMS: “ex officio” membership at the CB, meetings with SP and CB
- LHCb: non-voting membership at the CB, meetings with SP and CB
Programs by the individual committees

- Welcome events (ALICE, ATLAS, CMS, LHCb)
- Analysis tutorials/Starterkit/Startertalk (ALICE, ATLAS, LHCb)
- Meet and Eat/Coffee With (ATLAS, CMS, LHCb)
- Journal club/Dinner and Drinks (ALICE, ATLAS, CMS)
- Inclusive Leadership Training (ALICE, LHCb)
- Job matching event + Motivational talks (CMS)
There are several Early Career Scientists Fora programs that are organized either together or are rotating yearly between the experiments:

- Soft ("human") skills workshops
- LHC Early Career Mentoring Program
- LHC’s "a conversation over ice cream"
- **NEW** Virtual workshop on mental health (**May 2021**)

The early career scientists committees meet twice a year (to change to 3-4 times) to:

- Share experience
- Plan the upcoming events
LHC Soft skills workshops

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

Overview of the past workshops (people registered):
- **June 2021**: Personal statement + research proposal writing (209)
- **Mar 2021**: Interview skills for academia (472)
- **Nov 2020**: Science communication (282)
- **Jun 2020**: CV writing for academia and industry (486)
- **Apr 2020**: Working from home (343)
LHC Career Networking – together with Alumni Network and CERN HR dept

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

- Chance to meet CERN alumni
- Many fields are represented (industry, finance, IT, etc.)
- Next event this November
- Previous events: 2020, 2019, 2018
LHC Early Career Mentoring Program

- First LHC-wide mentoring program
- Matches mentees who are early career researchers with more senior scientists working for or at the LHC
- Mentor-mentee pairs usually from different experiments
- 22 mentors and 25 mentees selected for first round
- Mentors and mentees sign confidentially agreement
- Program lasts for nine months
LHC’s “a conversation over ice cream”

Experts give short talks for a general audience with ice creams (and online as of now)

- **June 2020**: “A conversation over ice screens: future detectors for particle physics”
- **August 2019**: “Which flavour do you want your neutrino?”: Highlights of the neutrino physics
- **July 2018**: “A fresh look at the Universe”: Dark matter/energy, and multi-messenger astrophysics
Although started independently, committees have quickly converged in many of their goals:

• Represent early career scientists and lobby for their interests
• Provide a place for discussion

Events organized both by single experiment committees and by the early career scientists fora:

• Soft skills workshops (≈ Autumn 2021, TBA)
• Ice cream event (≈ August 2021, TBA)
• Mentoring Program (dedicated page)
• LHC Career Networking (≈ November 2021, TBA)
• “Half of the PhD students, 45 percent of the post-docs and 20 percent of the permanent staff report a deterioration of their mental well-being”

• “PhD students and students living abroad have a particularly hard time”

Abstract

In this note, we report the outcomes of a survey of LHCb scientists carried out during December 2020 regarding the social response to the Covid-19 pandemic. The survey was completed by 199 people, corresponding to about 14% of the collaboration. Amongst the most alarming issues, it was found that in particular the well-being of our younger colleagues, namely graduate students and especially post-docs, has deteriorated. This is indicated by their lack of productivity, motivation, focus and a big decline in their mental health since the beginning of the crisis. In view of these worrying results, we provide a series of suggestions hoping that this report can help to increase the awareness about less debated effects of the Covid-19 pandemic, in particular on our younger colleagues.

Results of the survey on the effects of the Covid-19 pandemic on LHCb scientists

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The individual committees:
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- ATLAS Early Career Scientist Board (ECSB) atlas-ecsb@cern.ch
- CMS Young Scientist Committee (YSC) cms-young-scientist-committee@cern.ch
- LHCb Early Career, Gender and Diversity Office (ECGD) lhcb.ecgd@cern.ch

Thank you!