

# Report from the LHC Early Career Scientists Fora

## *9<sup>th</sup> Edition of the Large Hadron Collider Physics Conference*

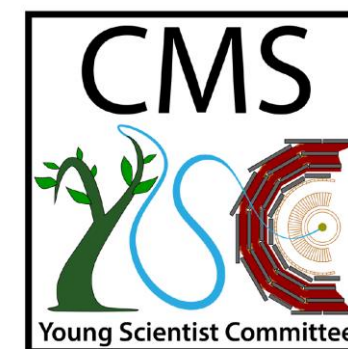
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Igor Kostiuk for the LHC Early Career Scientists Fora

12-06-2021



- 2010. ALICE Junior Representatives elected for the first time (3 members for 2 years)
- 2013. CMS Young Scientist Committee is formed ( $\approx$  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





*Forum for discussion*

*Recognition*

*Communication*

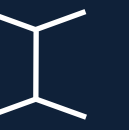
*Representation of the young scientists*



- 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)



Juniors Day: March 25		
Thursday 25 Mar 2021, 14:55 → 19:50 Europe/Zurich		
Bong-Hwi Lim (Pusan National University (KR)) , Jihye Song (University of Houston (US)) , Shiming Yuan (University of Bergen (NO))		
Description This event is for Juniors and our invited guests only.		
15:00 → 15:30	Quarkonia production and excited state suppression in pp and p-Pb with ALICE Speaker: Yanchun Ding (Central China Normal University CCNU (CN))	30m
15:30 → 16:00	Non identical particle femtoscopy in Pb-Pb collision at 5.02 TeV with ALICE at the LHC Speaker: Pritam Chakraborty (IITB- Indian Institute of Technology Bombay (IN))	30m
16:00 → 16:30	Incoherent J/psi photoproduction in ultra peripheral Pb-Pb collisions Speaker: David Grund (Czech Technical University in Prague (CZ))	30m
16:30 → 17:00	Coffee Break	30m
17:00 → 17:30	Common-mode effect and ion-tail analysis of the GEM upgrade of the ALICE TPC at CERN Speaker: Panagiota Chatzidaki (Ruprecht Karls Universität Heidelberg (DE)) <a href="#">laserCommonMode...</a> <a href="#">Video demonstratio...</a>	30m
17:30 → 18:00	Dielectron production in pp and p-Pb collisions at 5.02 TeV Speaker: Horst Sebastian Scheid (Goethe University Frankfurt (DE))	30m
18:00 → 18:50	Junior Discussion Speakers: Fernando Antonio Flor (University of Houston (US)) , Tomas Herman (Czech Technical University in Prague (CZ)) , Zuzana Moravcova (University of Copenhagen (DK))	50m
18:50 → 19:50	Happy Hour!	1h





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

### Healthy Minds for Master Minds: Mental Health event for early-career scientists

28 May 2021  
Europe/Amsterdam timezone

Overview

Timetable

Registration

Surveys

Resources

LHC Early Career Scientists Fora

[lhc-early-career-scientist...](#)

The Early Career Scientists Fora of the four large LHC experiments have joined forces to organise a **virtual workshop on mental health**, which will take place on **Friday, May 28th from 13:00-15:00 CEST**. We are excited to announce that the workshop will be run by [Sarah Speziali](#), a therapist and life coach who has extensive experience raising awareness about mental health in the workplace. In this workshop, the following topics will be covered with a focus on early career scientists:

1. Understand the differences between good and poor mental health
2. Recognise the impact of mental health on people's social lives and work environments
3. Learn how to be proactive when dealing with stress, anxiety, and depression.

Interaction will be encouraged via chat, polls, and Q&A during the workshop. If there are any specific mental-health related topics you would like to have discussed, please indicate this in the registration. This workshop is designed for early career scientists, but all are welcome to join.

The deadline to register for this event is **Wednesday, May 26th**. Registrants will receive a zoom link for the workshop via email prior to the event.

We would like to remind registrants to please follow the [CERN Code of Conduct](#) during this event.

**Starts** 28 May 2021, 13:00  
**Ends** 28 May 2021, 15:00  
Europe/Amsterdam

[The ATLAS Early Career Scientist Board for the ALICE Junior Representatives for the LHCb Early Career, Gender and Diversity Office for the CMS Young Scientists Committee](#)

There are no materials yet.

- 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)



14a. Which of these topics would you prefer to see at the next workshop? (you may select multiple answers) Answered: 104

A. Team management: 45 (12.03%)

B. Building a professional network: 51 (13.64%)

C. Presentation skills: 46 (12.30%)

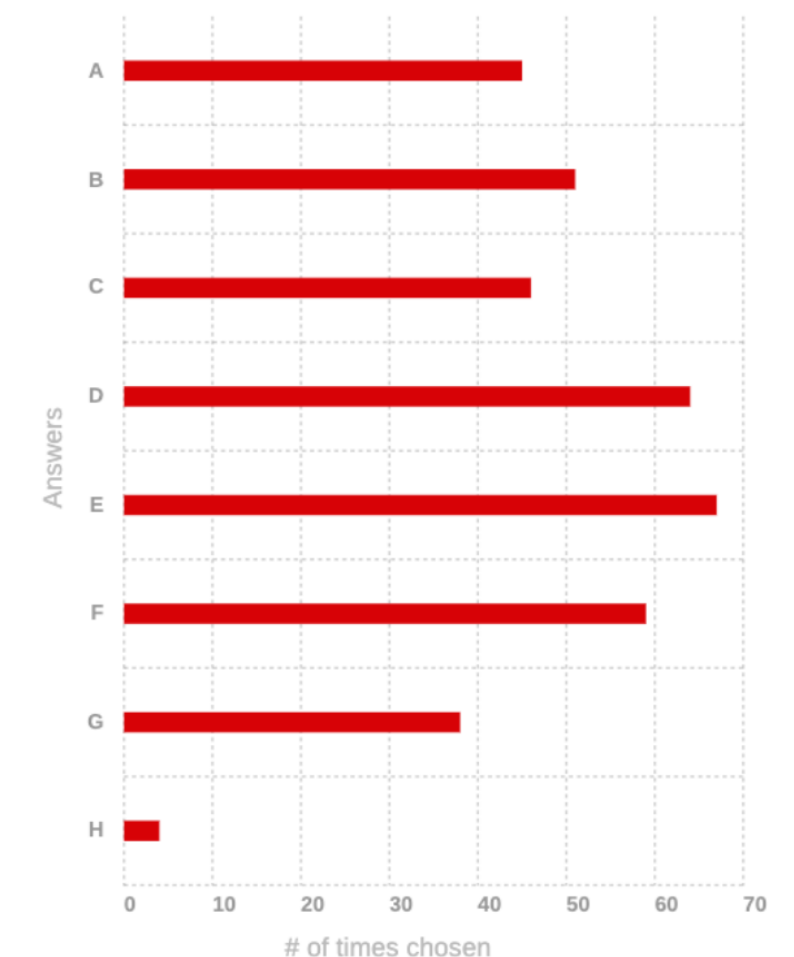
D. "What I wish I knew when I was a PhD student / postdoc": 64 (17.11%)

**E. Personal statement and research proposal writing: 67 (17.91%)**

F. Grant applications: 59 (15.78%)

G. Interviews for industry: 38 (10.16%)

H. Other (please specify below): 4 (1.07%)





# LHC Career Networking – together with Alumni Network and CERN HR dept

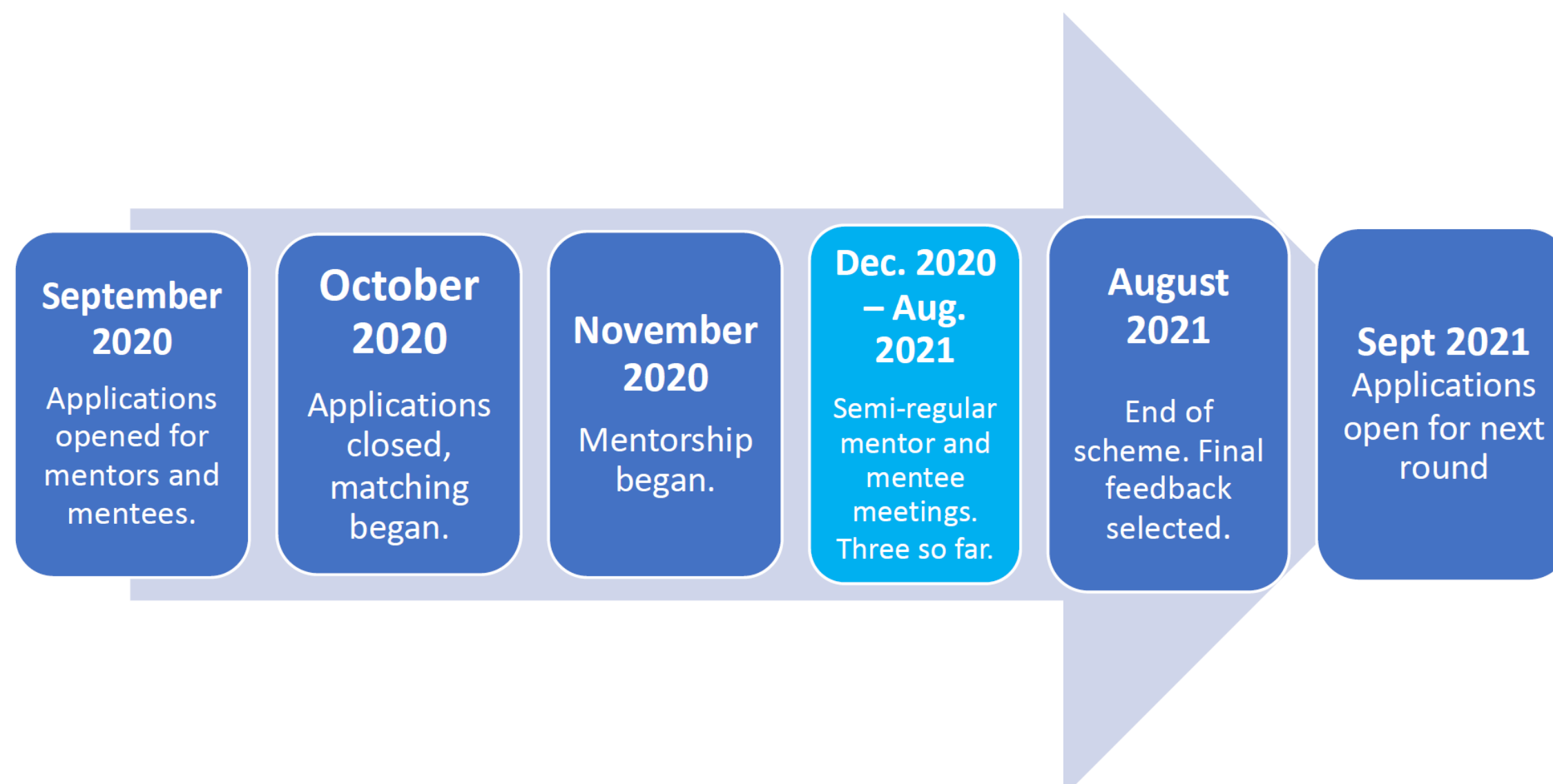
- Presentations by LHC alumni
- Round table discussion
- Q&A session with all participants



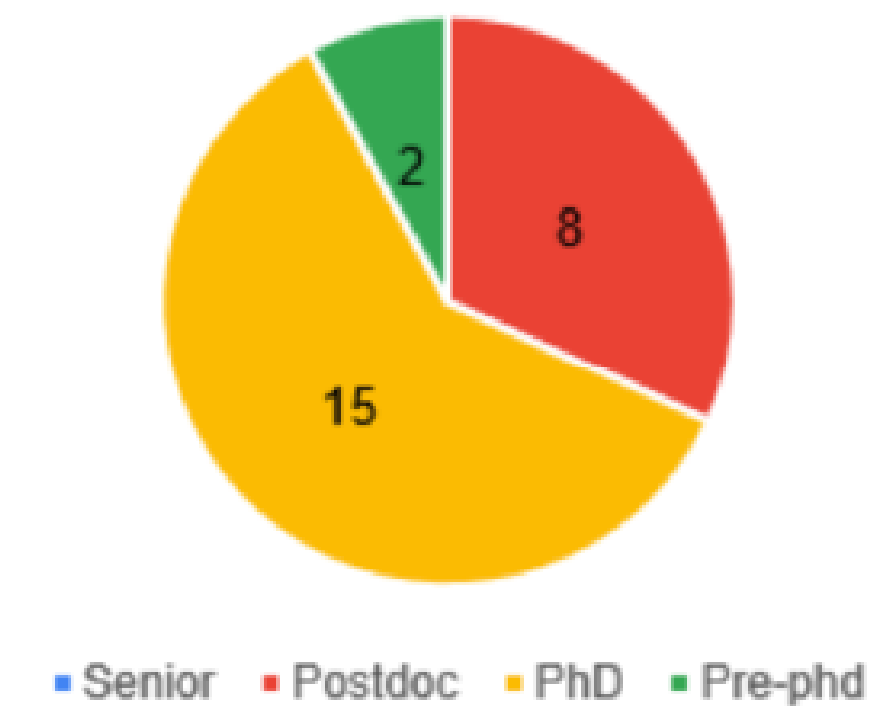
- Chance to meet CERN alumni
- Many fields are represented (industry, finance, IT, etc.)
- Next event this November
- Previous events: [2020](#), [2019](#), [2018](#)



- 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



Mentees



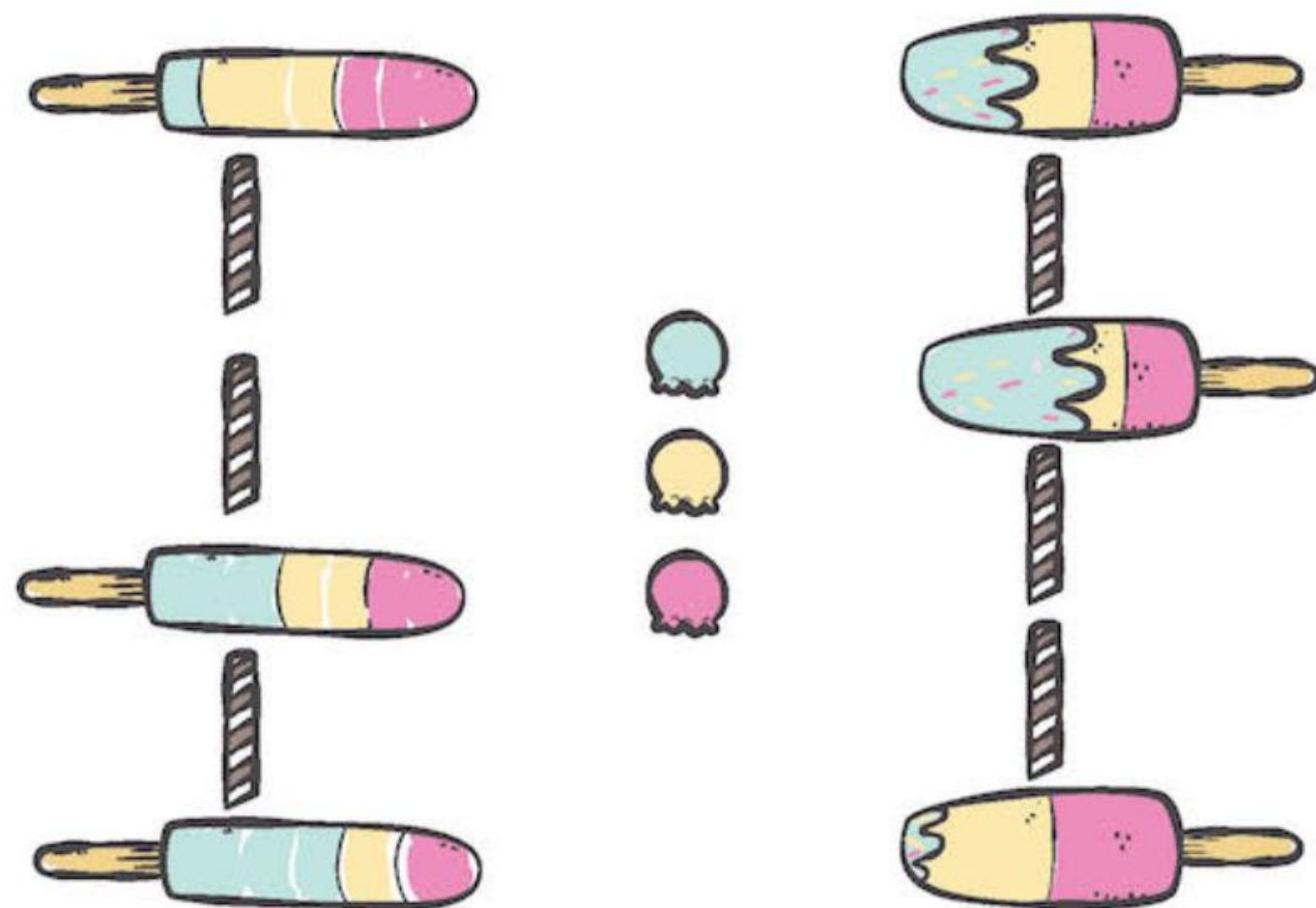
Mentors





## WHICH FLAVOUR DO YOU WANT YOUR NEUTRINO?

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

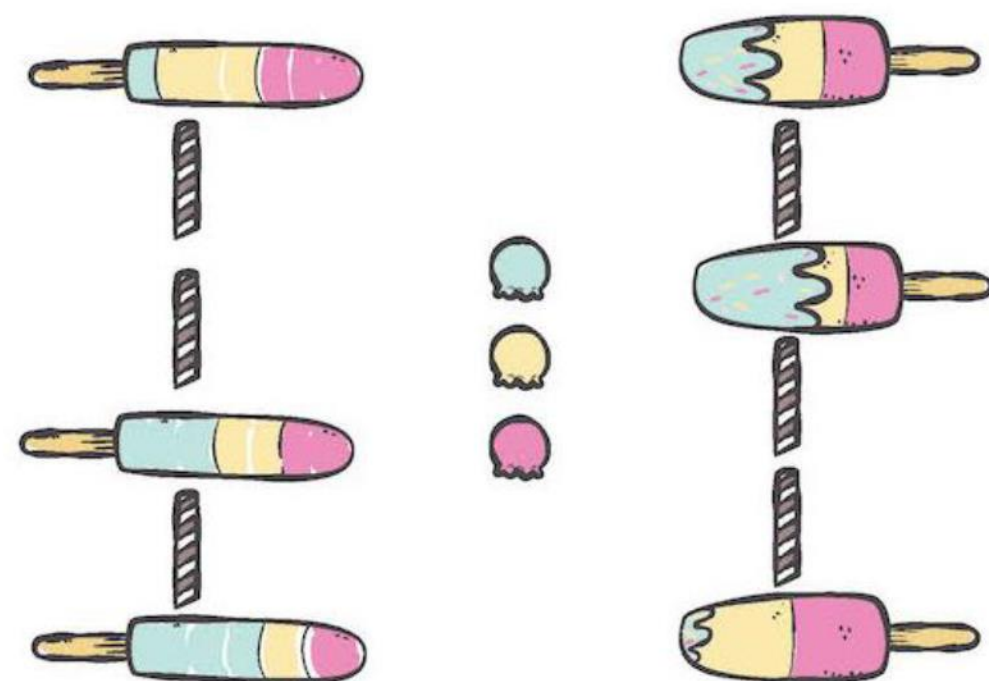


Although started independently, committees have quickly converged in many of their goals:

- 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 ( $\approx$  Autumn 2021, TBA)
- Ice cream event ( $\approx$  August 2021, TBA)
- Mentoring Program ([dedicated page](#))
- LHC Career Networking ( $\approx$  November 2021, TBA)



## Home

Welcome to the homepage of the LHC Early Career Mentoring Program!

We invite you to learn about this program in the [About](#) section.

Are you an early career scientist who is interested in a career in research? Are you wondering how to take the next steps in your career? Then this program is for you and we invite you to submit a [mentee application](#).

Would you like to help an early career scientist develop their professional skills? Do you have tips/tricks that you wish you had known earlier in your career? Then this program is also for you and we invite you to submit a [mentor application](#).

Please find more information [about](#) this [mentoring](#) program in the pages linked above, and do not hesitate to [contact](#) us with questions. Applications are now closed for this year, but we encourage you to apply next year!





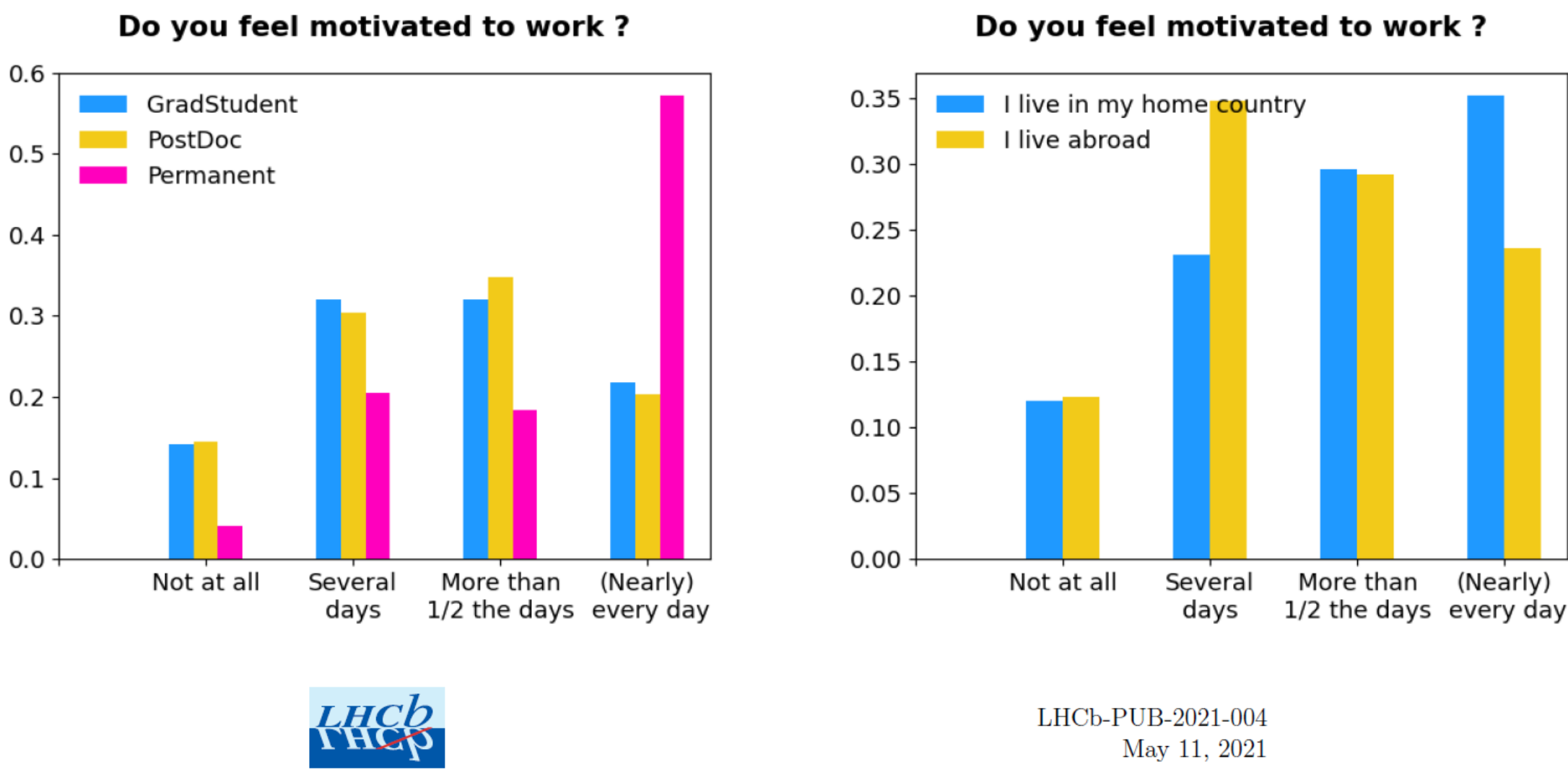
[LHCb-PUB-2021-004](#)

[Nikhef news piece](#)

- “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

E. Ben Haim<sup>1</sup>, M. F. Cicala<sup>2</sup>, F. Dordei<sup>3</sup>, S. Klaver<sup>4</sup>, R. Kopečna<sup>5</sup>, V. Lukashenko<sup>4</sup>, N. Skidmore<sup>6</sup>

<sup>1</sup>LPNHE, Sorbonne Université, Université de Paris, CNRS/IN2P3, Paris, France

<sup>2</sup>Department of Physics, University of Warwick, Coventry, United Kingdom

<sup>3</sup>INFN Sezione di Cagliari, Monserrato, Italy

<sup>4</sup>Nikhef, Amsterdam, the Netherlands

<sup>5</sup>Heidelberg University, Heidelberg, Germany

<sup>6</sup>University of Manchester, Manchester, UK



Reach us at: [lhcb-early-career-scientists-fora@cern.ch](mailto:lhcb-early-career-scientists-fora@cern.ch)

The individual committees:

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

## Thank you!