

ApPEC-ECFA-NuPECC Working Group

Recognition of individual achievements in large collaborations

– Collection of Information –

***Previous actions by ECFA in 2018
Collection of Information***

ECFA Working group on Recognition of Individual achievements in collaborations

- The success of our field depends on our strength to attract the most talented researchers (physicists and engineers), in our ability to foster them and our ability to provide them with sufficient and adequate career opportunities.
- We acknowledge the importance of correctly recognising individual achievements and affirm the challenges therein when dealing with scientific collaborations of between one hundred and many thousands of researchers.

ECFA Working group on Recognition of Individual achievements in collaborations

- Within the role and responsibility of ECFA, in 2018, **a working group verified the current status of the recognition of individual achievements in large collaborations**, amongst others to inform the discussions of updating the European Strategy for Particle Physics.
 - *Members: Antonio Zoccoli, Dave Milstead, Peter Schleper, Roger Forty, Stan Bentvelsen, ECFA chair (Jorgen D'Hondt) and scientific secretary (Calin Alexa, Carlos Lacasta)*
- At the Plenary ECFA meeting at ALBA (Spain) of July 2018, we heard about the outcomes of a **survey of the leaders of 29 CERN-based or CERN-recognised experiments** in particle, nuclear, astroparticle and astro- physics.
- Encouragingly, the leaders of these collaborations declared our efforts to be highly appreciated, timely and welcome. Therefore, we were convinced that the community is open-minded, ready for a profound dialogue on the topic and receptive to recommendations.

ECFA Working group on Recognition of Individual achievements in collaborations

- Following this first survey, the working group reported on the replies received from the collaboration leaders (PECFA July 2018):
<https://indico.cern.ch/event/730568/contributions/3065819/attachments/1690175/2719327/PECF A-Presentation-Recognition-20July2018.pdf>
- The ECFA working group reported in the ECFA Newsletter #1:
<https://ecfa.web.cern.ch/content/ecfa-newsletters>
- Together with input from young scientists and young scientist communities, this informed the working group towards the implementation of a community-wide survey.

ECFA Working group on Recognition of Individual achievements in collaborations

- In Oct-Nov 2018, ECFA launched **a community-wide survey to verify the current status of the recognition of individual achievements**. Taking into account the 1355 participants to the survey, the results are reported in a dedicated document:

<https://ecfa.web.cern.ch/sites/ecfa.web.cern.ch/files/ECFA-Survey-Recognition-Results.pdf>

ECFA Working group on Recognition of Individual achievements in collaborations

- A presentation informed Plenary ECFA during its open meeting (Nov 2018):
<https://indico.cern.ch/event/759130/contributions/3148323/attachments/1753311/2841691/SurveyPresentationSB.pdf> and the video recordings <https://cds.cern.ch/record/2647802>
- At the same meeting, the presentation informed a debate on the topic (Rebeca Gonzalez Suarez (Uppsala University), Max Klein (University of Liverpool), Marek Lewitowicz (GANIL), Marcel Merk (NIKHEF) and Ulrike Schnoor (CERN)), video recordings are available at <https://indico.cern.ch/event/759130/timetable/?view=standard>
- ECFA reported on these results in the ECFA Newsletter #2 (p10-11):
<https://cds.cern.ch/record/2648476/files/ECFA-Newsletter-1-Summer2018.pdf>
- CERN Courier article: <https://cerncourier.com/standing-out-from-the-crowd/>

Next steps jointly with ApPEC, ECFA and NuPECC

Next steps agreed in ApPEC, ECFA and NuPECC

- In a next step we will create together a **new working group with representatives from all interested scientific collaborations in astroparticle physics, particle physics and nuclear physics**
- Key objectives within an advisory and exploratory mandate of the working group:
 - exchange and discuss best practices, and reflect on alternative or additional procedures
 - potentially perform a second survey in 2020-2021 to monitor the progress on the topic
 - however, the group will not be an ombudscommittee for individual problems
- The working group should openly communicate about its activities to the community at large
- The collaborations remain themselves responsible for the actions of the working group and to implement (or not) recommendations; ApPEC-ECFA-NuPECC will be there to facilitate, to invite the collaborations, to draft the initial mandate and to assign (co-)chair(s)

ApPEC-ECFA-NuPECC Working Group members

ApPEC

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