RECOGNITION OF INDIVIDUALS IN LARGE COLLABORATIONS

CALICE Discussion

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Context

- ECFA: European Comity for Future Accelerator, initiated a working group on Recognition of Individuals in large collaborations

- Different from Early Career specific WG

- Effort was extended to nuclear and astroparticle committees (NUPECC, APPEC) in the first common seminar (JENAS)

- In line with recommendations of European Strategy

- A survey was conducted by ECFA in 2018

ECFA Survey

- ECFA Survey, Oct 2018: 1347 completions
- Responses split by gender, discipline, career status etc.: see presentation
- Topics: conference talks, papers, internal notes, responsibilities, technical contributions, convenorships, prizes, assessment

Collab sizes: XXL: 3000+ , XL: $1000 - 3000$, Large: $300 - 1000$, small: < 100
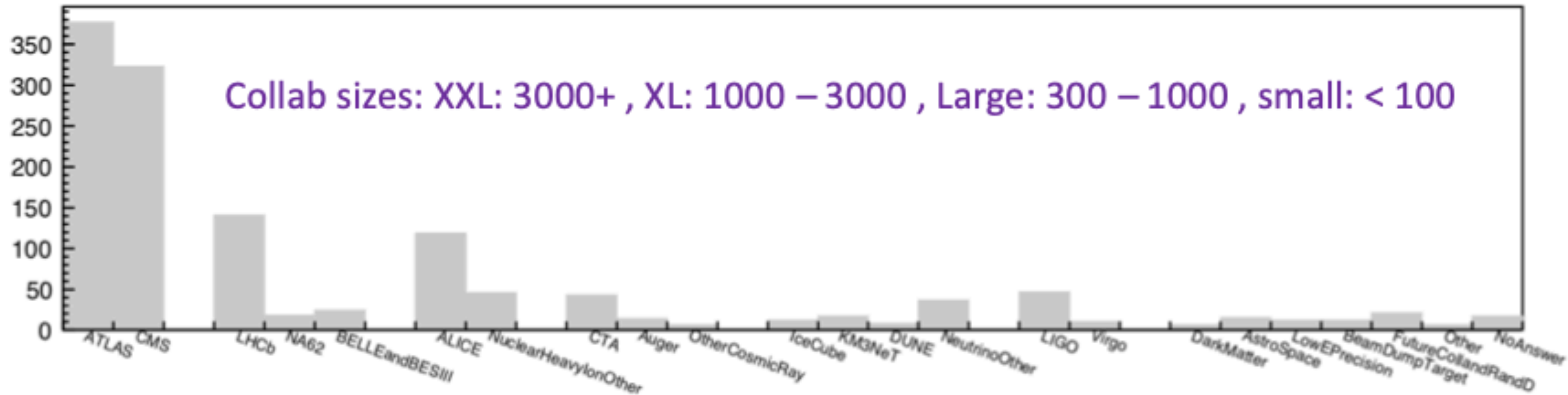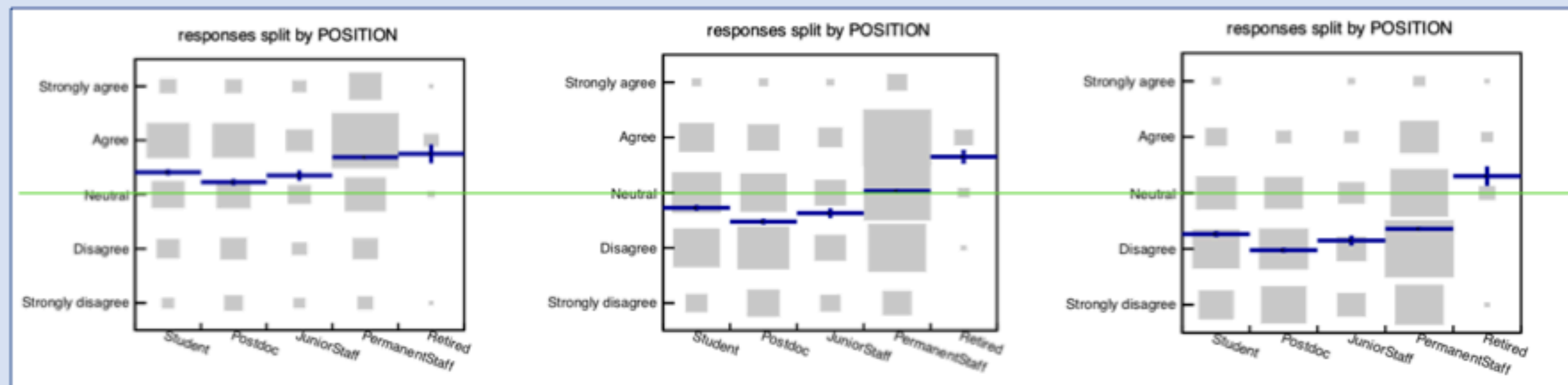
[Link to survey]

ECFA Survey

- **Example of clear feedback (1)**

  "Your individual contributions are well recognized among the members of your collaboration."

  "The HEP scientific community outside my collaboration is provided with sufficient information to assess me."

  "The non-HEP scientific community is provided with sufficient information to assess me."

- Lack of recognition seems to start with students, reaching a peak with postdocs
- Other questions regarding publication rules, conference talks, etc

Societal efforts on Recognition, Diversity and career aspects

"Particle physics, with its fundamental questions and technological innovations, attracts bright young minds. Their education and training are crucial for the needs of the field and of society at large. For early-career researchers to thrive, the particle physics community should place strong emphasis on their supervision and training. Additional measures should be taken in large collaborations to increase the recognition of individuals developing and maintaining experiments, computing and software. The particle physics community commits to placing the principles of equality, diversity and inclusion at the heart of all its activities"

Extract from 2020 Strategy Update

Recognition of individuals in large collaborations

" It is important that recognition for individuals in large collaborations be improved, following the guidelines of the corresponding ECFA study group. In particular, journals dedicated to technologies and theoretical and experimental methods should be supported. "

Extract from 2020 Strategy Update

Recognition of individuals in large collaborations

- Exchange and discuss best practices among the large collaborations across disciplines, and reflect on alternative or additional procedures on the topic of recognition
- Monitor the progress on the topic (surveys)
- The working group will not be an ombuds-committee for individual problems
- report back to APPEC, ECFA and NuPECC
- the collaborations remain themselves responsible for the actions of the working group and to implement (or not) recommendations

Extract from WG mandate (ECFA meeting Jul 13, 2020)

Recognition of individuals in large collaborations

APPEC (34)
AMS, Antares, Auger, Baikal GVD, Borexino, CALET, CTA, CUORE, DAMIC, DarkSide, Darwin, DEAP, Edelweiss, ET, EUCLID, Fermi-LAT, Gerda, IceCube, Juno, Katrin, Km3NeT, Legend, LIGO, LISA, LSST, MAGIC, Pamela, SNO+, Virgo, XENON, HESS, HAWC, JEM-EUSO, LHAASO

ECFA (14)
ATLAS, Belle II, CALICE, Cast, Cloud, DUNE, CMS, Compass, Dirac, LHCb, NA61/SHINE, NA62, Solid, T2K

NuPECC (33)
A2, ACTAR/TPC, AD, AEGIS, AGATHA, ALICE, ALPHA, BM@N, CBM, CLAS, COLLAPS, CRIS, DESIR, Galileo, Ganil, Gbar, HADES, HISPEC/DESPEC, IDS, INDRA, Isolde, JEDI, MATS, Miniball, MPD, nTOF, NFS, NUSTAR, PANDA, PARIS, R3B, S3, SuperFRS

What is expected from CALICE

- A review of what is done (even indirectly) for the recognition of individuals

- What is the feedback or the feeling of the collaboration members, especially the young members.

- It has to be an open discussion, some items and questions were circulated to the collaborations to trig the discussion