

Summary of the 1st Meeting of Early career researchers in CALICE

28th September 2020
Online CALICE Meeting



Thanks to the CALICE management to provide the framework and the occasion for this ECR meeting.

Disclaimer

- ▶ 21 early career researchers invited
- ▶ 10-15 attendants to the meeting.
- ▶ I will use the pronoun “we” but
 - we did not pursue the establishment of agreements/statements/proposals therefore “we” may stand for only few of the presents.
- ▶ The discussion was tailored by a set of questions.
 - I will use them to guide you through this summary, but in some cases we did not answer them directly but a discussion was triggered.
- ▶ CALICE is a very singular collaboration in particle physics
 - A collaboration of collaborations doing R&D and analysis for (mostly) future projects (i.e. not approved)
 - This also creates some “singular” issues on the ECR recognition and ECR career prospects.

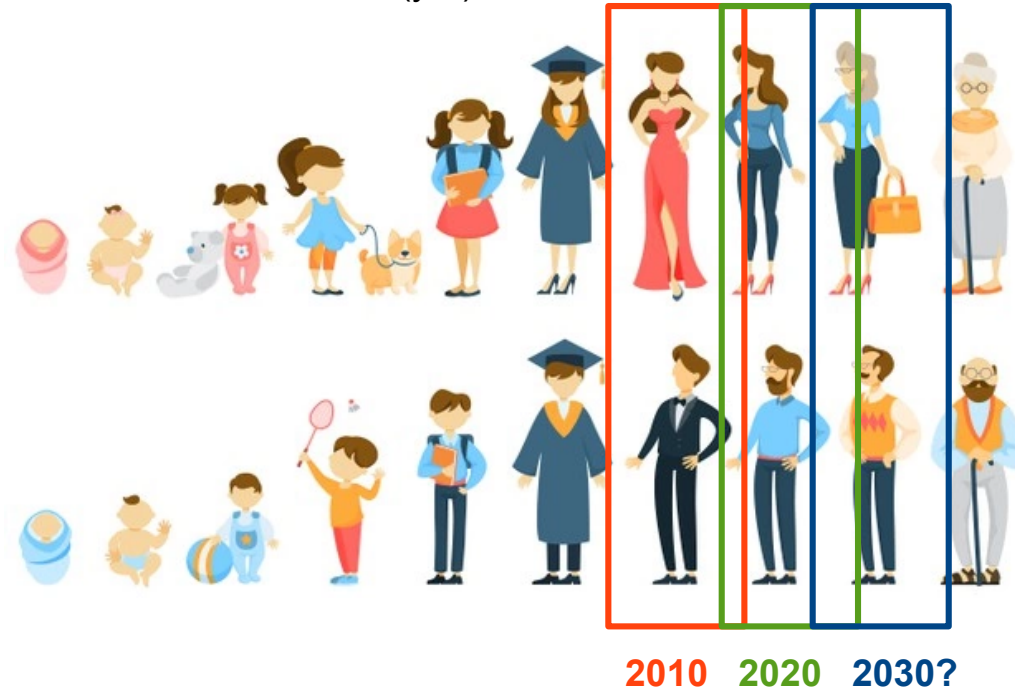
What is the definition of ECR?

- ▶ ECR = early career researcher
- Seem to be an agreement: ECR = not staff (yet)



Before starting...

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What about the definition of “recognition”



Question 1:

- ▶ Since CALICE is different from e.g. the big LHC Collaboration, do you really feel part of a collaboration?
 - If yes or no why?
 - Do you know other collaboration members working on a similar subject as yours but for a different CALICE prototype?
 - Is CALICE the only (big) collaboration that you are involved in?

- ▶ In general there is a correlation between the age and the participation (present or past) in other collaborations
 - Most of the younger ECRs are only in CALICE.
- ▶ General thoughts: CALICE size is very appropriate to feel being a part of a collaboration
 - Some “buts” will be commented after
- ▶ Specific detector collaborations (i.e. LHCexp/etc) offer better “framed” projects
 - i.e. the LHC upgrade timelines are much clearly defined (have clearer timelines for the ECRs involvement)
 - The coyuntural incognitas (which/when/where future collider?) add some uncertainty on the career prospects of the CALICE ECRs.
 - In exchange, CALICE offers more room for “generic” R&D activities: i.e. less “framed” projects (!)

Question 1:

- ▶ We discussed on the differences of recognition possibilities in other collaborations
 - Could the visibility of the ECRs outside and inside the CALICE collaboration be improved...?
- ▶ Examples of proposals/points treated:
 - The ECRs may be better represented in activities like convener tasks/plenary talks/mid-level management positions in CALICE...
 - If these responsibilities exist... we feel that are more “group dependent” than “collaboration dependent”
- ▶ What others do?
 - LHC experiments run ~2 year cycle of group/subgroup conveneering activities for which postdocs and ECR are encouraged to postulate (at least for the low/mid rank analysis groups)
 - Should/can a similar strategy be considered by CALICE?
- ▶ Can ECRs have more impact on the course of CALICE ?
 - making “decisions” on hardware issues involve other players (I.e. money)
 - Can the ECRs “intrinsic lack of decision power” be somehow compensated?

Question 2:

- ▶ Are you involved in the preparation and execution of beam test campaigns?
 - If yes at which level?
 - Are your observations taken into account before and during these beam tests?

- ▶ The responses of the ECRs are very much “group” dependent more than “CALICE” dependent
- ▶ How ECRs impact on the beam test programs and/or on the R&D priorities?
 - is there room for the ECRs to have more impact? (similar discussion than in last bullet point of the previous slide)
- ▶ In the past (2018?) it was discussed the possibility of the ECRs to make proposals for the Collaboration for “small” R&D activities
 - We believe that this is a good idea but maybe we had not a real forum to do this... Maybe now?
- ▶ In general, there is a tendency for the ECR to see the R&D activities more from the perspective of a group more than the collaboration
 - Specially for the younger ECRs
 - Could/should we be more involved in strategic discussions?
 - A phrase repeated several times: “what about common beam tests ?”

Question 3:

▶ Do you have already been entrusted with collaboration wide service tasks in CALICE (common software development, MC production etc.)

▶ ECRs that answered with a yes:

- “Yes but... what I do is for my XXCAL group”

▶ Software/Analysis sometimes is not felt as a “CALICE” activity but as a XXCAL activity by a fraction of the ECRs

- Isolation from other groups ?

▶ Again, a very repeated idea “what about common beam tests?”

Question 4:

▶ Do you know the CALICE Analysis Note system?

- When published a CAN, do you think it is useful for the next career step?

▶ Some universities force the PhD to have a publication to present the thesis

- Therefore the CAN is an obliged step

▶ Some ECRs believe that the thesis has more impact although producing a CAN is a “very formative” process

Other important comments:

- ▶ As ECRs, sometimes the future prospects are not clear:
 - What would happen after my PhD contract?
 - Would I be able to continue working for this project?
 - Is my work in the XXXCAL project giving me chances to have later a position in the YYCAL project?

- ▶ My personal opinion: having a ECR forum where “less young” ECRs share their experience (working for other collaborations, other CALICE groups, private companies) will be very useful to bring some clarity/guidance on these issues.

Last Question

- ▶ What do you think about the installation of a young researchers panel?
 - Note: This could be (less formal) an early career researcher lunch during a collaboration meeting.
 - What could be other mechanisms to have ECR more integrated into the collaboration

- ▶ Large consensus was obtained on the idea of having a “formal” ECR panel within CALICE.
 - However, we did not run a formal poll on the issue.
- ▶ It is clearly worth to discuss and we encourage you to help us to create such panel.

Thanks



Caption: A bunch of ECRs getting ready for their next meeting