

Joint ApPEC-ECFA-NuPECC working group

Recognition of individuals in large collaborations

The issue

- How to recognize individual scientific contributions and achievements of researchers in large collaborations?
- How can these achievements be made transparent for the evaluators and communities outside the collaborations?
- A community wide survey (1355 participants) was launched by ECFA.
- Results indicate significant “unhappiness”, in particular amongst early career scientists in large collaborations, see the extensive report:
 - <https://ecfa.web.cern.ch/sites/ecfa.web.cern.ch/files/ECFA-Survey-Recognition-Results.pdf>
- Follow-up with a combined ApPEC-ECFA-NuPECC working group. Invite representatives from (large) collaborations to a discussion.

Who are we?

From ApPEC:

- Karl-Heinz Kampert (kampert@uni-wuppertal.de), co-chair
- Emmanuel Gangler (emmanuel.gangler@clermont.in2p3.fr)

From ECFA:

- Bogna Kubik (bkubik@ipnl.in2p3.fr)
- Djamel Boumediene (Djamel.Boumediene@cern.ch)
- Marcel Merk (marcel.merk@nikhef.nl), co-chair

From NuPECC:

- Eberhard Widmann (Eberhard.Widmann@oeaw.ac.at), co-chair
- Gerda Neyens (Gerda.neyens@cern.ch)
- Nasser Kalantar (nasser@kvi.nl)

What do we do?

- 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.
- Report back to ApPEC-ECFA-NuPECC.
- The collaborations remain themselves responsible for the actions of the working group and to implement (or not) recommendations.

Who do we contact?

- Invitation letters are prepared on behalf of ApPEC-ECFA-NuPECC to the following initial list of (large) collaborations:
 - AEGIS, AGATA, ALICE, ANTARES, ASACUSA, ATLAS, Auger, Baikal GVD, BELLE II, Borexino, CALET, CALICE, CAST, CBM, CLOUD, CMS, COMPASS, CTA, CUORE, DAMIC, Darkside, Darwin, DEAP, DUNE, EDELWEISS, ET, EUCLID, Fermi-LAT, Ganil/Gbar, GERDA, HADES, HAWC, HESS, IceCube, IDS, ISOLDE, INDRA, JEM-EUSO, KM3NET, LEGEND, LHCb, LIGO, LISA, LSST, MAGIC, MATS/Laspec, MPD/SPD, Miniball, NA61/SHINE, NA62, NFS, nTOF, NUSTAR, Pamela, PANDA, R3B, SNO+, VIRGO, XENON
 - Need to verify whether all above collaborations fit the profile (> 40-50 p). Surely, upon request other large collaborations might be able to join.
- Advertise widely in our communities.
- Please join the discussion.

Thank you for your attention.

