



## yHEP Report

Farah Afzal

Annual meeting of KHuK in Germany

December 9th, 2022

On behalf of the yHEP management board:

Alina Nasr-Esfahani, Felipe Peña, Annika Thiel, Leonel Morejon, Michael Lupberger, Pardis Niknejadi,  
Valerie Lang, Farah Afzal

# Young High Energy Physicist Association



- Representing early career scientists (everybody w/o permanent contract)  
*Phd students, Postdocs, Junior Research-Group Leaders, etc.*

- Founded in 2015, currently >~300 members

- Sections → Related to committees

- Particle physics → [KET](#)
- Astroparticle physics → [KAT](#)
- Physics of Hadrons and Nucleons → [KHuK](#)
- New since the past year:  
Accelerator physics → [KfB](#)

- yHEP with one ex-officio member in KET, KAT, KHuK (KfB ongoing)

- Goals

- Assessing and improving situation of non-permanent scientists
- Shaping the future of physics
- Improvement of environmental sustainability in science
- Networking

## Contact & Info:

[yhep-info@desy.de](mailto:yhep-info@desy.de)

[Webpage](#)    [LinkedIn](#)

## Become a member?

Sign-up to the mailing list

# yHEP Management Board (12/2021 - 12/2022)



- Elected by members every year → 2 representatives per section

## Particle Physics



Valerie Lang

**Chair**

Akad. Rat a.Z.  
Uni Freiburg



Michael  
Lupberger

Postdoc  
Uni Bonn

## Astroparticle Physics



Alina  
Nasr-Esfahani

PhD Student  
Uni Wuppertal



Leonel  
Morejon

**Dep. Chair**

Postdoc  
Uni Wuppertal

## Hadrons & Nuclei



Annika Thiel

Jun. Prof.  
Uni Bonn



Farah Afzal

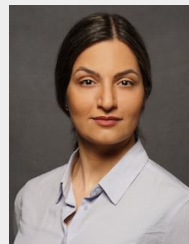
Postdoc  
Uni Bonn

## Accelerator Physics



Felipe Peña

PhD student  
Uni Hamburg/  
DESY



Pardis  
Niknejadi

Tenure track  
scientist  
DESY

# Newly elected yHEP Management Board



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## Particle Physics



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Michael  
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## Astroparticle Physics



Leonel Morejon

**Dep. Chair**

Postdoc  
Uni Wuppertal



Srijan Sehgal

PhD student  
Uni Wuppertal

## Hadrons & Nuclei



Farah Afzal

Postdoc  
Uni Bonn



Philipp  
Krönert

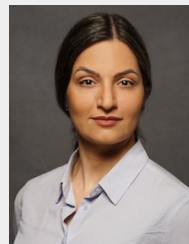
PhD student  
Uni Bonn

## Accelerator Physics



Felipe Peña

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# yHEP activities in the past year



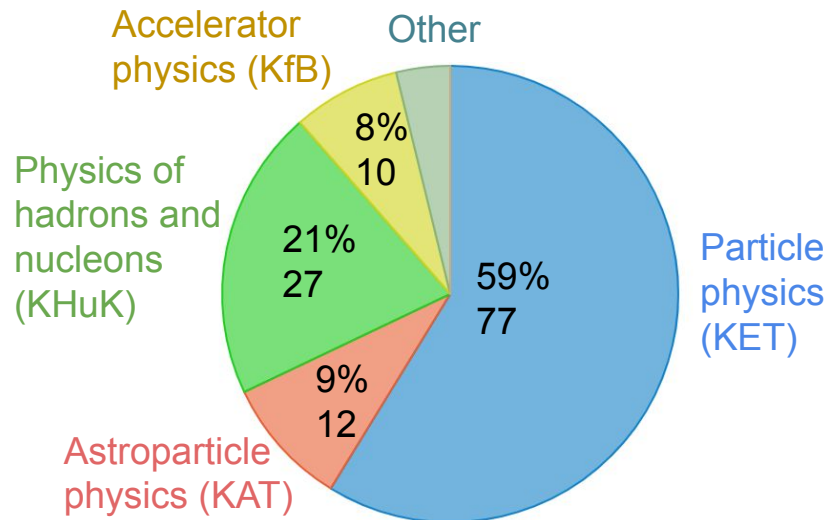
- yHEP survey: Collecting and presenting data on young scientists' perspective
- yHEP activities involving KET/ECFA and KHuK/NuPECC
- yHEP contributions to KHuK brochure
- Other activities

- Survey conducted in March 2022 among yHEP members

- On the situation of young researchers in Germany
- Covering the areas
  - General - demographics
  - Work situation
  - Financial/contract situation
  - Work-life balance
  - Career paths
  - Diversity and Inclusion
  - Feedback
- 131 complete responses

- Presentation of first results

- At the RECFA visit
- At the annual meetings this year
- Further analysis is still ongoing - if you are interested to contribute, please let us know!

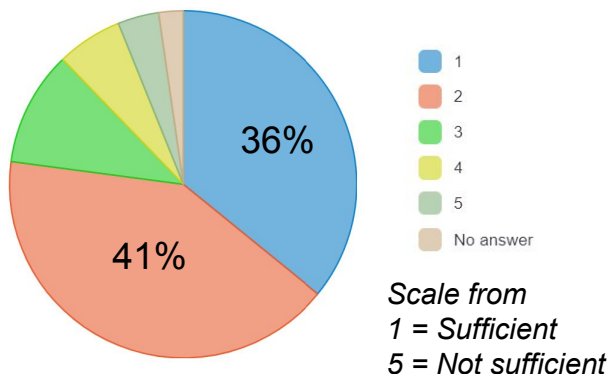


Many thanks to all who replied!

# Research and the German system

- What is appreciated and what not

## *Amount of scientific freedom*



## *Pros and cons of the German scientific system*

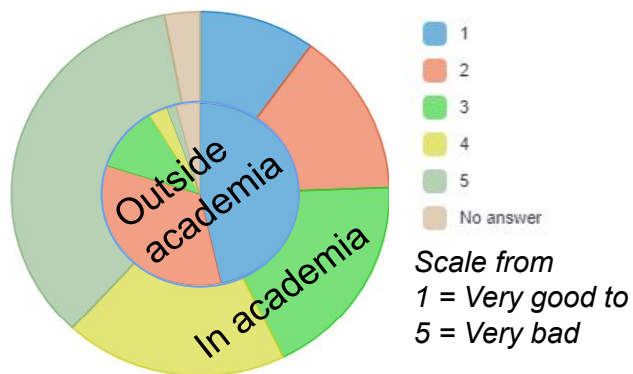
- + Diversity and quality of research
- + Overall funding situation
- + International collaboration
- Short-term contracts  
(for the experts: WissZeitVG)
- Unclear long-term perspective
- Required coverage of long-term tasks  
(teaching, technical support, etc) by  
non-permanent staff with too little benefit  
for their career development

- (Very) Good satisfaction with the scientific freedom in Germany (77%)
- Main issues seen with short-term contracts + unclear perspective
  - More permanent (non-professor) positions would be vital!

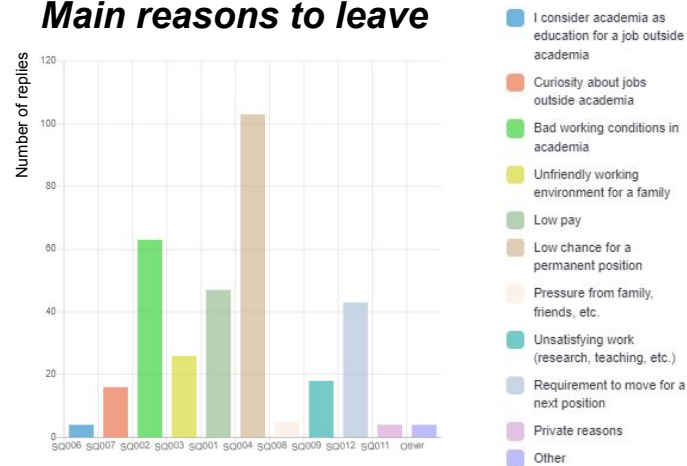
# Job chances in the field

- Chances to stay and reasons to leave

**Perceived chances for a permanent job**



**Main reasons to leave**



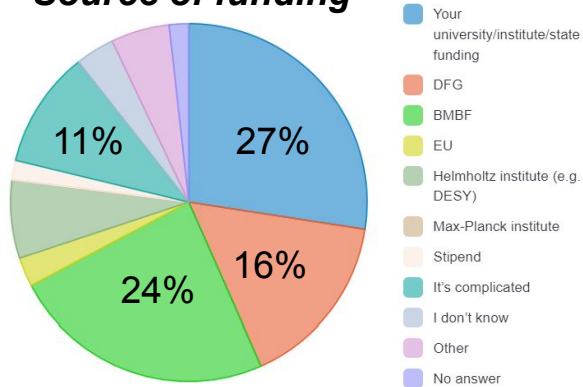
- Majority would like to stay in academia, but sees only small chances
  - Chances for positions outside of academia perceived as very positive
  - Main reasons to leave the field:
    - Low chance for permanent job, bad working conditions, low pay



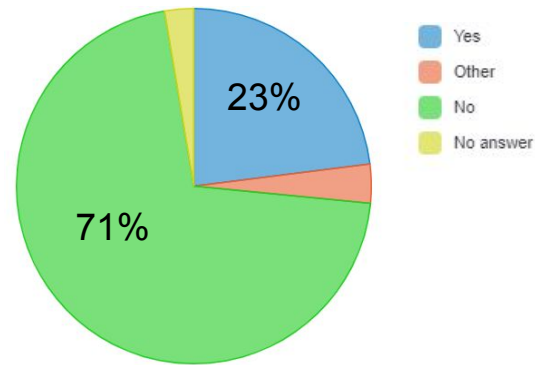
# Contract situation

- About 80% of respondents with contracts  $\leq 3$  years duration
  - Variety of funding options in Germany

**Source of funding**



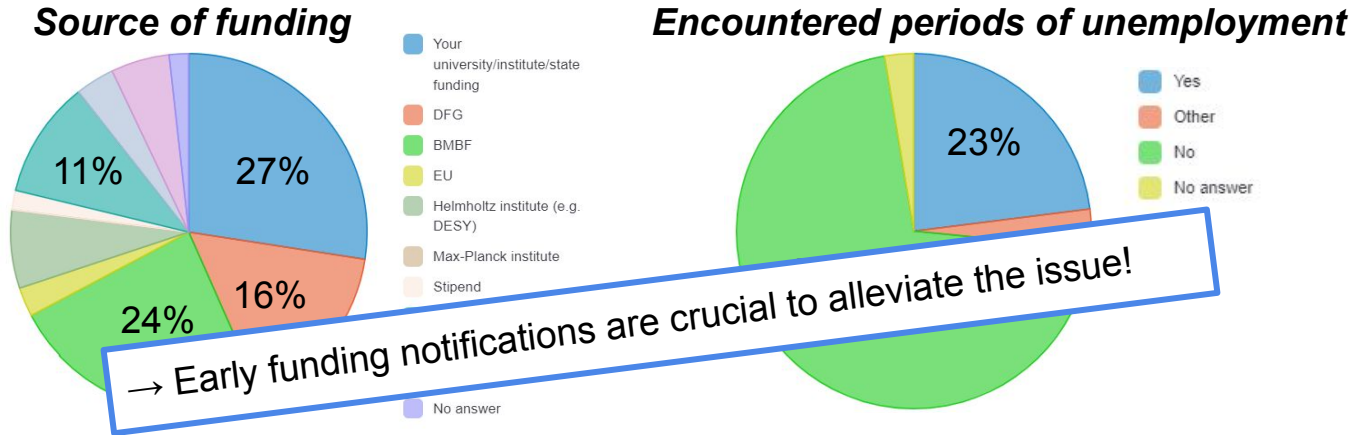
**Encountered periods of unemployment**



- Significant funding (40%) through BMBF or DFG → Note: From sample of respondents!
- Funding situation is complicated in Germany → Many short-term contracts from different sources, or partial funding from different sources at the same time
- Consequence: Periods of unemployment if contracts don't exactly match end & start dates

# Contract situation

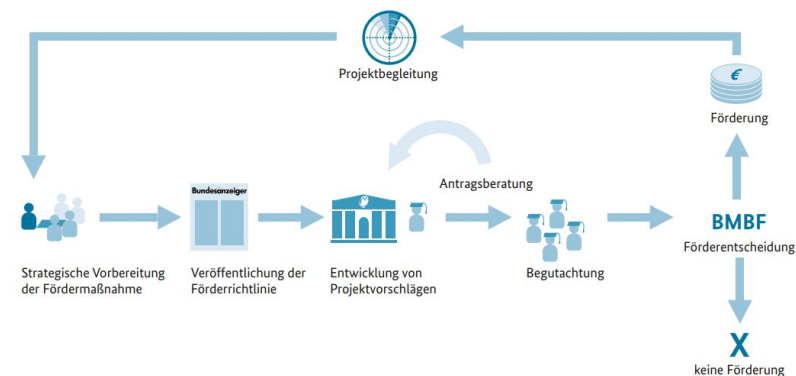
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# BMBF funding

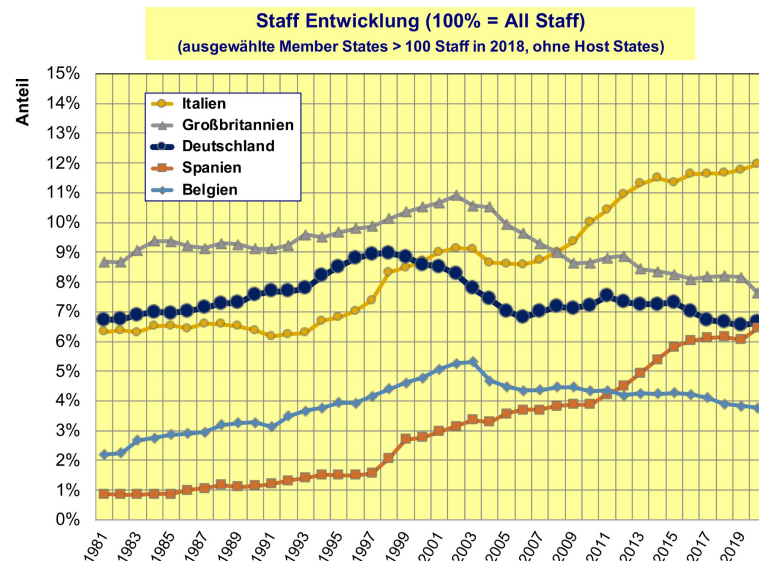
- Recap: Funding notifications from BMBF tended to arrive late
  - Particularly bad situation for the funding period 2021-2024 → Notifications arrived even after start of new funding period
  - Protest letter from yHEP sent to the BMBF in November 2021, pointing out the implications for non-permanent researchers
    - Coordinated with KET and KHuK, also informed KAT
    - Reply from BMBF received → discussions via DESY-PT how to improve next time
- Joint call from yHEP, KET and KHuK
  - Move full process 3 months earlier  
→ have funding notifications at latest 3 months before start of new funding period
  - Consequence: Strategy discussion (1st step) 3 months earlier
- Announcement of effort by BMBF in this direction for 2024-2027 at [KET meeting](#) → Many thanks for this!



Source: [BMBF Aktionsplan ErUM-Pro](#)

# Situation of German employment at CERN

- Germans under-represented among CERN staff
  - Mismatch between Germany's CERN budget contribution (~21) and German CERN staff (7 %)
  - CERN-Germany working group (WG) founded to address the problem
- yHEP involved in KET-BMBF and CERN-Germany WG meeting on the topic
  - Discussions from yHEP with 3 engineers/hardware-related researchers to identify potential issues
  - Results presented to CERN-Germany WG in September 2022
    - Positively received by BMBF
    - Fingers crossed that it will improve the situation



Source: [DAC webpage](#)

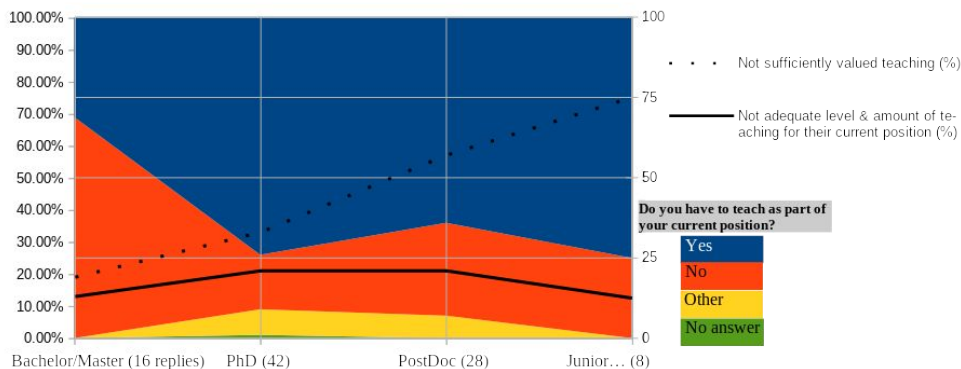
# Teaching

- One outcome of the yHEP survey: Potential issue = Teaching

- Dissatisfaction of young researchers with teaching situation observed → in particular for junior research group leaders, etc.
- From the survey - how could the value of teaching be improved?

46 replies with suggestions



- Better comparability between universities / institutes
- Recognition of teaching responsibilities for applications
- Proper training in teaching
- Honest time allocation and inclusion in job profile
- Discussions have been started at the [KET annual meeting](#)



For universities only

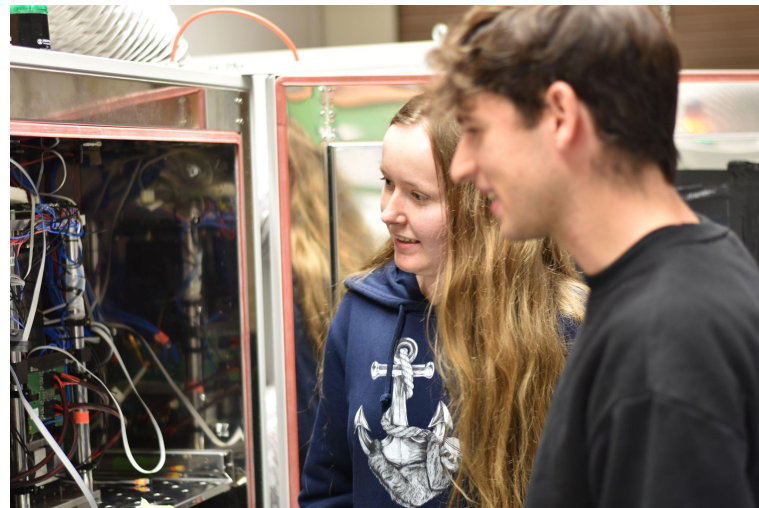
# yHEP activities - ECFA and NuPECC



- European Committee for future accelerators (ECFA)  
European Committee for Future Accelerators
  - Visit in Germany, Berlin: [1 April 2022](#)
    - yHEP included with presentation on [Perspective of Young Scientists](#)
  - Resulting statements from the ECFA visit include [Executive summary](#) and [Letter](#)  
→ Recommendations in relation to young researchers:
    - Keep number of PhD students with adequate salaries (i.e. increase funding accordingly)
    - Measures to increase the number of permanent scientist positions at universities
  - Nominations for [Early-Career Researcher Panel](#) (ECR) of ECFA
- Nuclear Physics European Collaboration Committee (NuPECC)
  - yHEP wrote a letter to chair of NuPECC, proposing to also include representatives from young researchers in their committee→ positively received
  - yHEP submitted [contribution](#) for NuPECC LRP 2024:
    - Inclusion of direct representatives of early career researchers in NuPECC
    - Support the establishment of more groups like yHEP in other European states
    - Establish working groups with young researchers within NuPECC

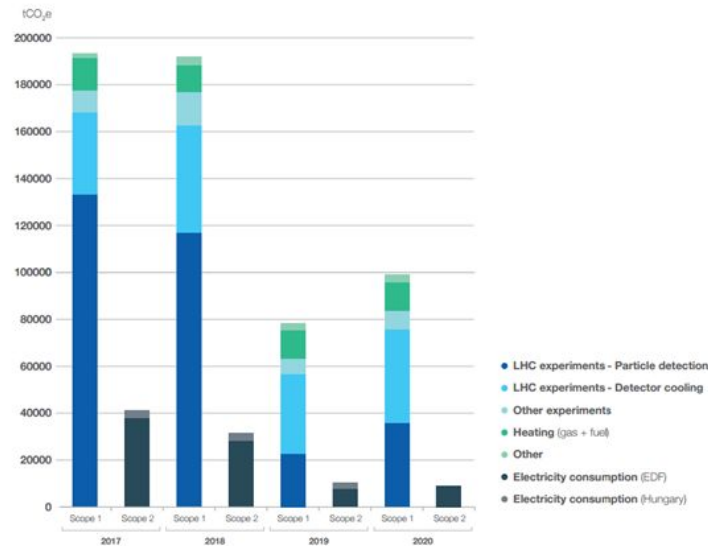
# Contributions to KHuK brochure

- Chapter 13: “Wissenschaftlicher Nachwuchs für Forschung und Wirtschaft”
  - yHEP updated chapter with new paragraphs on graduate schools, summer schools, PhD prizes, yHEP activities
  - you are welcome to add information (especially from Nuclear physics)
  - New pictures of young scientists taken, which can be included in brochure
- Chapter 15: “Nachhaltigkeit”
  - Sustainability in science is an important topic that should be included in the brochure  
→Annika and Tetyana have added chapter



# Environmental sustainability in science

- Bringing environmental sustainability to the forefront in HEP
  - [Addendum](#) to previous yHEP statement published in Dec 2021 on [webpage](#)
  - yHEP Campaign: “Know your footprint” in preparation → If interested to contribute, please let us know
- CERN/HEP have non-negligible impact on the environment!
- Related workshops/forums in 2022:
  - [Sustainable HEP Workshop - 2nd edition](#) in Sept.
  - [Town hall: CERN Year of Environmental Awareness: outcome and future perspectives](#) in Sept.
  - [CERN and the Environment](#) in Oct.
  - ATLAS and DESY sustainability forums (re-)instantiated



Source: [Vol 2: CERN Environment Report](#)



# Networking and events

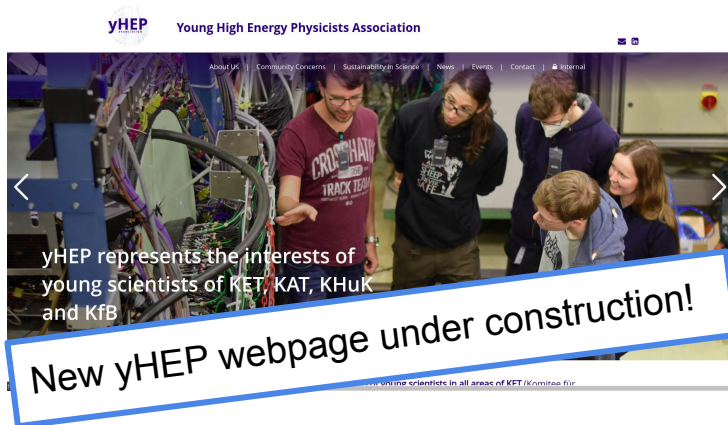


- Annual yHEP meetings at DPG spring conferences in 2022
  - [KET+KAT annual meeting](#): 23 March 2022 (Heidelberg) → via Zoom at the end
  - [KHuK+KfB annual meeting](#): 29 March 2022 (Mainz) → via Zoom at the end
  - Next annual meeting in 2023: DPG spring meeting in Dresden (20th-24th March)
- Next Panel discussion: Planned on the topic of Mental Health
  - If you have ideas for good speakers, please let us know
  - Stay tuned for the announcement!
    - If interested to join, [sign-up to our mailing list](#)! → Zoom link will be sent around there

# Conclusion

- yHEP = young High Energy Physicists Association
  - Representing interests of early-career researchers in Germany → collected data by doing a survey
  - yHEP activities - ECFA and NuPECC
  - Helped to update KHuK brochure
  - Looking forward to more activities in the next year with a new management board!

→ Spread the word to PhD students, postdocs, etc  
→ Get in contact!



Contact & Info:  
[yhep-info@desy.de](mailto:yhep-info@desy.de)

[Webpage](#)  
[LinkedIn](#)

Become a member?  
Sign-up to the [mailing list](#)

Thank you for your attention!