

# For Young People at CERN from U.S. Institutions

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on behalf of the QOL committee

The University of Iowa, Iowa City, IA

USLHC Meeting of 2015

Nov 13-14, 2015, FNAL, Batavia, IL

## Concern:

Young (mostly) inexperienced people facing new environment, different food, set of rules, highly competitive environment, (for many) new language.

Their performance will very likely determine the path to their future

Challenging to their self-confidence and self-image

Some help can make a huge difference

Help can mean : a “good friend” **or** interactions with several “groups” with different aspects of similar experiences **or**

some compassionate senior physicists who have been through similar challenges **or**  
professionals trained for such things

At some critical level professional help might be needed,

try to provide support to prevent situation from getting critical

**Recruit several young people** primarily based at CERN to form such **a support group**

--au courant about new arrivals through their grapevine

-- face similar problems

**Make use of existing CERN facilities :**

Office of Social Work

Office of the Ombuds

Onsite Psychologist

Onsite Physician

Hold **get-together parties twice a year** geared toward young people

-invite senior management to “mix” and talk with the young people

-invite the CERN support office to “meet and greet” the young people

To help the young people steer their course through “troubled waters”:

--**arrange helpful talks**, on “Time Management”, “Efficient Working habits”, “How to explore your professional possibilities”, etc.

A young group organized with ~seven people as volunteers,  
need more to properly share the work without being daunting

Held a first meeting

Lot of enthusiasm and good ideas, a few are quite active

Started a webpage and an e-group

Next meeting in January

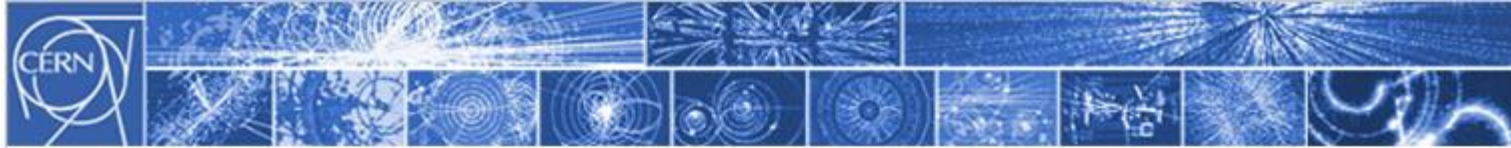
They would like to :

- Welcome new arrivals
- Arrange occasional informal get-togethers in small groups of young people  
(with changing venues, Geneva, local areas..)
- Keep each other informed
- Share concerns

And, **inform us when things look serious with some special need**

Time management talk (by Markus Nordberg): October 2, 2015

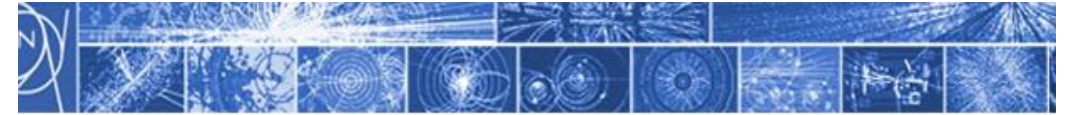
Attended by ~65 people in room, ~15 on Vidyo; ~ 8-10 people spoke with Markus afterward for about 45 minutes (tea/coffee provided by USLUA)



***Does time matter? Some personal  
reflections from management  
perspectives***

October 2, 2014  
Markus Nordberg, Development and Innovation  
(DG-DI-DI)

# Some Excerpts from Markus's Talk :



**“I have two kinds of problems, the urgent and the important. The urgent are not important, and the important are never urgent” D. Eisenhower**

	Urgent	Not Urgent
Important	My car has caught fire!	Should get my PhD
Not important	My boss is interrupting me	My room mate keeps on gossiping

**“Wheel of Life”**



Bi-yearly parties (financed by USLUA) continued:

This year's summer party took place in late July (fantastic help from ATLAS secretariat and Mrs Harvey Newman, photos taken by Kate Richardson)

Very good attendance (over 230 with many young-in-spirit)

Several guest speakers:

Rolf Heuer: CERN DG, Harvey Newman: USLHC chair, Dave Charlton: ATLAS spokesperson, [Tiziano Camporesi: CMS spokesperson had a personal emergency], Jim Pilcher from U.Chicago, Rafaele Obergfell: CERN Social affairs....



The winter party aimed at January 2016, for something to look forward to: when outside is grim and vacation spirit is not quite there.



Photos taken by Kate Richardson, ATLAS secretariat





Our new website is up ! <http://www.uslua.org/>

Will soon have links from this page with all the appropriate information from QOL committee.

The page will carry **links to jobs in and out of the field**, they already exist in many places, will simply assemble them

ATLAS and CMS have jointly decided to “host” a job fair in December

CMS has a useful webpage with links to topics like how to look for a job  
<http://cms.web.cern.ch/org/jobs>

## **Please encourage your group members, friends and others**

- to join USLUA membership at the website at [www.uslua.org](http://www.uslua.org)
- to join the youth group of volunteers, by contacting me at [usha-mallik@uiowa.edu](mailto:usha-mallik@uiowa.edu)

They can rotate and take turns at different activities

It brings them in contact with many CERN people, they get to know how things work, and most of all, it helps break the initial ice and helps grow their self confidence

We try to be protective of their time and careers

Please share good ideas, names of appropriate speakers for “useful talks”

Overall, please think about the young people.....**our future** !!!

I would spread the cloths under your feet:  
But I, being poor, have only my dreams;  
I have spread my dreams under your feet;  
Tread softly because you tread on my dreams.

W.B. Yeats