

SEC Long-Term Organization w/ DPF & Ethics

March 12th, 2021

<https://indico.fnal.gov/event/48159/>

GENERAL AGENDA:

- Discuss DPF “bulletproof proposal” for the long-term organization and potential structures and leadership approaches ([planning doc](#))
- Determine any “big-picture” items we might want to discuss at the next full Core Initiative Leadership meetings

ATTENDEES: Kristi Engel, Julia Gonski, Fernanda Psihas, Amber Roepe

GOALS FROM COMMUNITY FEEDBACK:

Long-Term Organization Goals from Community Feedback

Define the long-term structure of the Early Career organization after the Snowmass process

1. Structure and continuity of this group beyond the Snowmass process
2. Determine how we continue to get new leadership and rotate leadership (e.g., as we age, how do we pull in new Early Career members?)
3. Website/Slack for permanent communication post-Snowmass
4. Renaming of the organization post-Snowmass
5. Consider who else needs representation (e.g., Engineers/technicians; input from Survey and DEI)
6. Collaborate with Early Career organizations
7. Making meetings and opportunities accessible for those with visas/around the world
8. Work/life balance
9. Impact of COVID-19 on careers

MINUTES:

- Facets of the proposal for the long-term organization (planning document [here](#)) have been split up for discussion one-by-one
 - ◆ The goal is to take 5–10 minutes to come to an obvious agreement as to which option we should choose, or move on and come back to it later
 - Gives us a good idea of what will and won't be contentious
 - ◆ **Red options** indicate those added during the course of this meeting

Recap from Last Meeting: (minutes [here](#))

1. Membership of SEC (*decided*)

- All early-career members of the HEP field
- 2. Early Career Definition (*undecided*)
 - a. From student to 10 years after your highest professional degree
 - b. Postdocs and from student to 10 years after your highest professional degree
 - ~~c. Students and Postdocs~~
- 3. Leadership Board (LB) Membership (*decided*)
 - Two DPF ExCom Reps + N Board Members
- 4. Number of non-DPF ExCom LB Members (*~decided*)
 - [Tentatively] 15
 - We need to discuss the roles themselves before making a final decision on this
- 5. LB Term Limits (*decided*)
 - 2 years staggered, with option to volunteer 2 additional years
- 6. LB Member Eligibility (*decided*)
 - Any member of SEC and active member of APS (advertise resources for helping with funding fees)

Moving Forward:

7. LB Member Election Procedure

- ~~a. Nominations open to the community + volunteer sign up~~
 - ~~b. Nominations open to the community + general election~~
 - ~~c. Nominations open to the community + election by current LB~~
 - d. Nominations open to the community + members appointed by LB according to membership guidelines**
- Reasons behind a member election procedure (based on our start in June/July 2020):
- Want nominations to be as inclusive as possible
 - Policing these nominations seemed like it would be arduous and unnecessary
 - Based on the received community feedback, want to avoid favoring large experiments and experimentalists in general as you would likely do with a standard election
- ◆ Went with signing up for leadership roles on a volunteer basis at the outset (option (a) here)
- But we had ~100 people and enough spots that people who wanted to be involved in leadership could be
 - But we expect a different number of applicants here, or at least likely not a consistent number of applicants
- Option (c) may shut out some new people who want to get involved but don't know anyone in the organization yet (perhaps, e.g., engineers & technicians)
- But none of us knew each other when we started out, so it's probably okay as long as the pool of nominations is diverse

- ◆ This could perhaps be rectified if we ask for a statement from each nominee for consideration by the LB
- ◆ Maybe instead we could say “appointed by the board” and have a set of guidelines the LB could keep in mind when considering the selection (added as a point for discussion at the end of this section; #13)
 - Letting the LB choose depends on our ability to draft these guidelines and follow them (especially for the first set of placements to set a precedent)
- Keep in mind that we can always change the by-laws if we find these structures no longer serve us (added as a point for discussion at the end of this section; #17)
 - ◆ Though, no matter what, we definitely still want to keep DEI of the board in mind as we are now
- Think of how we do this in the real world... e.g., for faculty placements, typically a board is created to choose from a set of candidates
 - ◆ This board typically has a “third-party member” to provide outside points of view and make sure things aren’t too biased
 - Who would this be for us? Maybe someone from the DEI Initiative who isn’t specific to the LB already
- Probably want to remove option (b), “+ general election,” so as not to be dominated by larger experiments and experimentalists in general
 - ◆ Should we consider having “quotas” based on the breakdown of our Frontiers now (a Theory person, a Cosmic person, etc.)?
 - But what happens if we don’t have enough applicants to follow that?
- In terms of these LB election/appointment membership guidelines...
 - ◆ Take into account diversity of group, number of nominations, etc.
 - So if someone gets nominated many times, that matters, but if it only happens for large experiments, we can take that into account
 - ◆ It’s really good to have something clear cut like this *in writing* of the standards that we want to uphold
 - Option (d) should be fine; easy to do checks & balances if it’s clear what the goals of the election [by the LB from a pool of community nominations] are
- ★ All present parties in agreement concerning option (d)

8. LB Roles (not who occupies them)

- ~~a. Chair, Deputy Chair, Secretary, Treasurer, Webmaster, Subcommittee/Initiative Leaders~~
- b. Chair, Deputy Chair, DPF ExCom Liaison, DPF ExCom Adviser, Secretary **Administrator**, Treasurer, Webmaster, Subcommittee/Initiative
- ~~c. President, Adviser, Deputy Adviser, Secretary, Treasurer, Webmaster, EG Network Master, Subcommittee/Initiative~~
- Defining the roles is a little tricky because we want to at least codify what is necessary
 - ◆ But we don’t want a ton of bulk from things we may or may not need

- Option (b) seems like a solid choice based on previous discussions ([02/12](#), [02/26](#))
 - ◆ DPF is most likely to be in favor of this option as well as it puts their picks in leadership roles within our organization
 - ★ We should probably choose a different word than “Secretary,” however, as this is a historically gendered role title
 - Clerk? Administrator?
- Number of LB members covered by “subcommittee/initiatives” to be covered by #9
- ★ All present parties in agreement concerning option (b)

9. Initial sub-committees/initiatives

- a. Inreach, DEI, Survey
 - Don’t see a need to initialize anything new in terms of initiatives
 - ◆ Maybe for advocacy? A desire for this has been expressed in the past
 - Probably not necessary to codify that here
 - ◆ These are established, innate initiatives to this organization at this point, and thus will be easier to migrate over into the permanent long-term organization
 - Need to be sure to draft a procedure for adding/removing subcommittees/initiatives as needed to meet the changing desires of the organization over its life (added as points for discussion at the end of this section; #14–16)
 - ◆ Or a fluctuating number of persons on the LB from each sub-committee/initiative (currently there are ~2–3 leaders per key initiative; [see discussion from #4 on 02/26](#))
- ★ All present parties in agreement with this structure (option (a)) with addition/removal of sub-committees/initiatives as needed

10. Role of the DPF ExCom Reps

- ~~a. Chair and Deputy Chair~~
- ~~b. Liaisons to DPF~~
- ~~c. Advisers to Chair and Deputy~~
- d. **DPF Liaison and DPF EC Adviser, respectively.** Eligible for any LB role
- Julia advocates for option (d)
 - ◆ At least for a couple years, it won’t be clear (e.g., written out explicitly in the description of the position) that the DPF EC ExCom Reps will also need to be involved with our organization, and we don’t want to overtask anyone
 - So they’re default members of the board, but they *could* go for other roles as well
 - Some concern that this would maybe give them a bit too much representation, or give DPF more influence than we’d like depending on the person.
 - And since DPF appoints them, we don’t want to default them into the Chair/Deputy Chair positions (option (a)), as this would be antithetical to our previous insistence that choosing our own leaders is non-negotiable

- ◆ But we also don't want to shut out anyone who has that energy and dedication and time for these positions, even multiples of them, if they're ideal candidates. Just don't want to default them to having to wear multiple hats of any kind if they can't/don't want to do so
 - This is especially relevant if they're ready, willing, and able, and we [the LB] have a small pool of potential new leaders from which to choose
- If there's redundancy here (if a DPF rep is also, e.g., the Webmaster), we can consider having members-at-large so that we always have a set number of voting LB members
 - ◆ This allows people to sign up/nominate themselves for whatever they think they can offer the organization
 - ◆ But should any member be able to occupy multiple roles?
 - Probably yes (or maybe no more than two)
 - This would be helpful to be allowed if not enough leaders step up (if people are, in general, more interested in participation)
 - And if enough people *do* put themselves forward (or are nominated by others and accept said nomination), it's probably unlikely that someone will get placed for more than one position
- ★ All present parties in agreement with option (d), with purposeful clarity about our intentions with this to the EC community

11. Role Election

- a. Elected within the LB: Chair and Subcommittee Chairs
 - i. Volunteer-basis or named by the Chair: Webmaster, Treasurer, ~~Secretary~~ Administrator
- b. All elected
- The discussion to be had here is which positions need to be elected
 - ◆ Definitely Chair & Deputy Chair and the sub-committee/initiative leadership
 - ◆ The other positions can maybe just be appointed
- Want to consider doing what DPF does and cycling membership at the start of the year
 - ◆ Their elections are held in ~Nov., with only people about to start their second year up for re-election
 - ◆ Ensures that decisions about new leadership are made by a board that has been around and working together for almost a full year
- ★ Ran out of time; no final decision reached

13. Membership Appointment Guidelines (for discussion next meeting)

14. Procedure to Add Sub-Committees/Initiatives (for discussion next meeting)

15. Leadership of New Sub-Committees/Initiatives (for discussion next meeting)

16. Procedure to Remove Sub-Committees/Initiatives (for discussion next meeting)

17. Procedure to Amend these Bylaws (for discussion next meeting)

CLOSING REMARKS:

- Next meeting will be next Friday, March 19th (Kristi to make Indico)
 - Homework is to flesh out options for points 12 onwards
- Ideally, want to meet with Tao Han & Young-Kee Kim after next meeting, then circulate a draft of this proposal on the 22nd along with a Doodle Poll for the next Key Initiative Leadership Meeting
 - Want to make sure we reach as many people as possible for feedback/involvement in this process
- ★ Amber added some words to point #2 to give an option more inclusive of people who might take a break and come back, and thus still consider themselves “early career” even if they are more than 10 year post-graduation. Now reads:

2. Early career definition

- a. From student to 10 years after your highest professional degree
- b. Postdocs and from student to 10 years after your highest professional degree
- c. Students and Postdocs
- d. From student to 10 years (in field) after your highest professional degree