

# ONBOARDING NEW GROUPS



TOVA HOLMES, U. OF TENNESSEE  
OCTOBER 27, 2023  
US MUON COLLIDER COORDINATION

# Onboarding of new people

- A new challenge with US involvement:
  - IMCC has been primarily built around European lab experts
    - Meetings relatively high level – folks present near-complete work, not much “support”
  - US has our “25%” support – lots of undergraduates, partial student and postdoc time
    - Needs more guidance than what IMCC meetings are built to support
    - Also, IMCC meetings are at peak ATLAS/CMS meeting times
- How do we:
  - Create a welcoming system that onboards inexperienced people and supports their progress
  - Make sure that all the work done is complementary and useful to the overall effort
  - Not place too much strain on PIs that are fully engaged
  - Create a sustaining community in the US, that can take advantage of excitement

# Onboarding of new people

- Current status:
  - A handful of US university groups and laboratory staff actively engaged in muon collider studies and supporting students
  - A much larger number of groups are interested, regularly reach out to those of use who are already involved, asking how to get started
    - At many of these places, interest is driven by students
    - Expect interest to ramp up given a positive P5 report – need to be ready
- Some current resources:
  - Tutorials (good starting point, but updated only semi-regularly, focused on 3 TeV)
  - IMCC regular meetings (good to go to, but not sufficient for students)
  - Smaller topical meetings in the US (so far not “open”)

# Onboarding of new people

- What options do we have for providing resources?
  - Our (precious) time:
    - As with our 10 TeV effort, active PIs can support a limited number of students from other groups. I think of this as akin to what happens in analysis meetings, subdetectors, etc.
  - Travel funding discussed last time:
    - Can we leverage this to get the kind of involvement that we want?
  - IMCC
    - How can we influence IMCC to develop structures/resources that work for our type of effort?
  - US-based group
    - What structures/resources can we create locally to further support students?

# Onboarding of new people

- How does this work in ATLAS/CMS?
  - PIs typically have relevant expertise for students' projects (but not always)
    - Large groups working on ATLAS/CMS so usually someone local is there to support
  - Work is structured according to groups, sub-groups that keep track of ongoing work centrally
    - Smaller topical meetings are formed as needed
  - Qualification tasks exist, often with technical supervisors outside of institute
  - Regular on-boarding events with basic explainers for new people on every element of the experiment

# Some things we could do – recruiting

- How can we recruit so that we get as many PIs and postdocs interested as possible, not just students?
  - [Muon collider colloquia](#)
  - Open US-based workshops
  - Reaching out to people who indicated interest in our [earlier R&D survey](#)
  - Talk to people with specific HW, reconstruction, or analysis interests about MuCol needs
  - Talk to funding agencies about getting larger individual percentages on grants

# Some things we could do – getting people started

- IMCC level:
  - Offer semi-annual live tutorials and keep documentation up to date
  - Make code easier to navigate (e.g. wikis/talks explaining particular aglos/software, lxr)
  - Keep lists of known needs in each area, as well as what people are working on
    - Emphasize ones that are low enough priority that a student can take ownership of it and take their time to complete, have a list of contact experts in each area
- US level:
  - Seek longer-term commitments from students so they can join expert community
    - Leverage lab expertise and travel funding to get people started, with the expectation that they continue
  - Topical afternoon meetings?

# Some things we could do – organizational

- How do we minimize duplication while making a structure that works for US people?
  - Related – after P5 will we be able to actually shape IMCC and take on leadership?
    - Rotating leadership roles, not just centered around “MuCol”
    - Possibility for US people to influence structure of groups, meetings
  - What structures should we make within the US?
- What about enabling cross-frontier work?