



yHEP Report 2018

on behalf of the yHEP MB

06.12.2018 | Elisabetta Prencipe

What is yHEP

- yHEP = **y**oung **H**igh **E**nergy **P**hysicists Association
- Founded on 25.09.2016 (→ discussion started in 2015)
- Representation of young scientists in Germany
- 317 associated members up to now:
 - physicists from KET, KAT, KHuK with non-permanent contracts
(PhD students, Postdocs, Fellows, Young Investigators,
Emmy-Noether, Junion Professors w/o tenure-track...)
- <https://yhep.desy.de/>

Goal of yHEP

Understand the situation of young scientists



Improve the situation of young physicists in HEP



Get involved in decision about the future of HEP in Germany

Create network of young scientists within and beyond HEP

Understanding

yHEP: Survey 2017

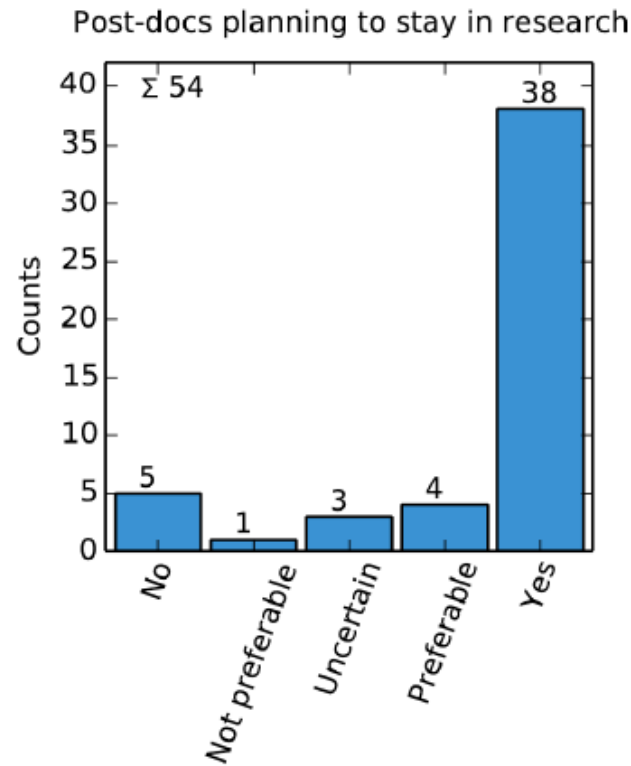
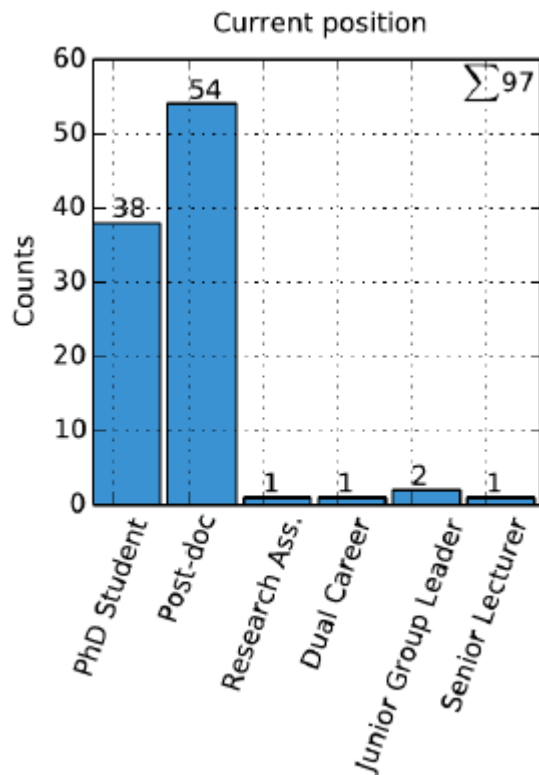
- 100 participants to the survey in 2017

76% experimental physics

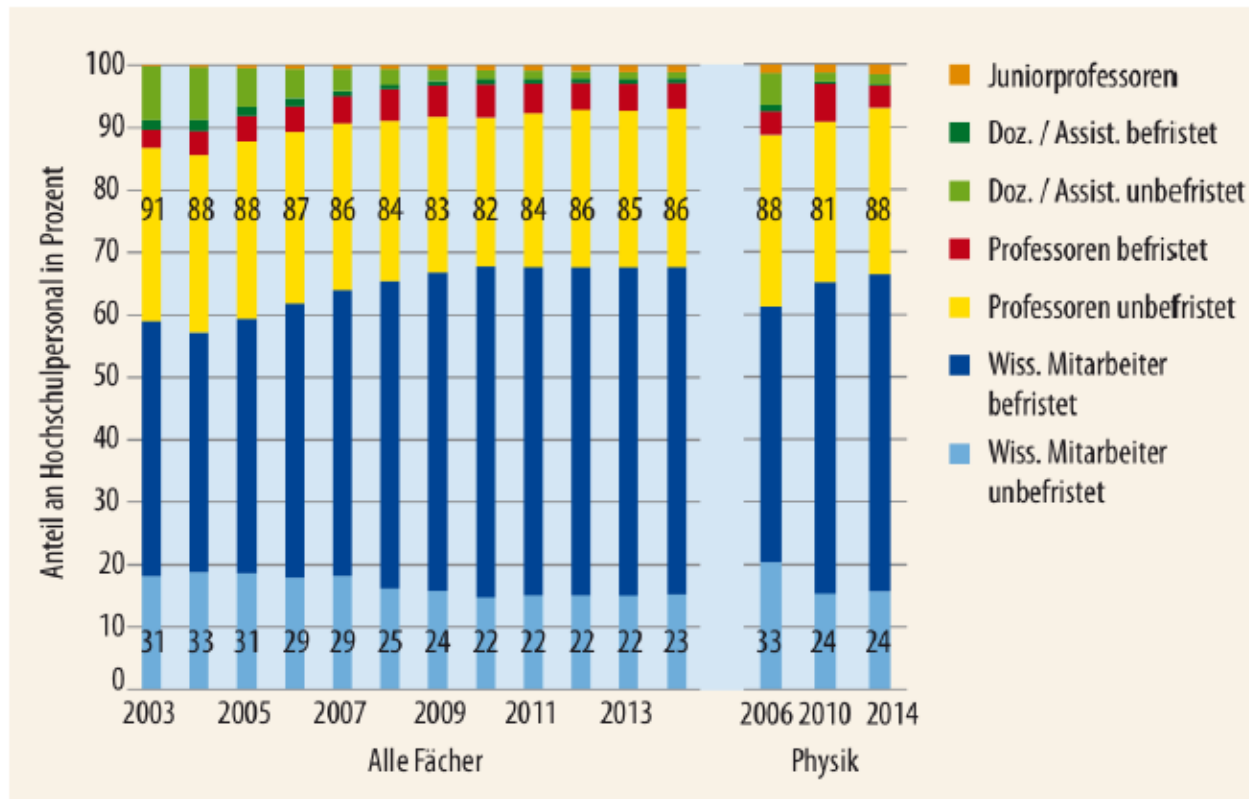
66% particle physics

70% in a collaboration

93% postdoc male



Situation of physicists with non-permanent contract in Germany (2003 → 2014)



Plot and numbers from:
PhysikJournal 01/2017
"Auf Dauer befristet"

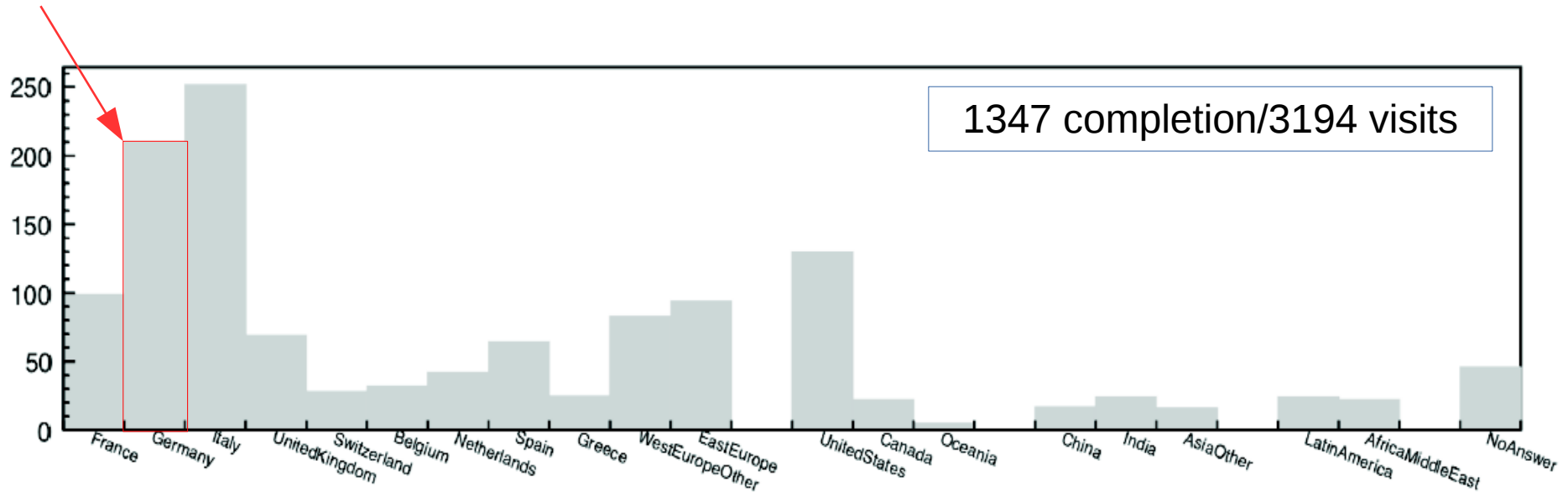
- From 2006 to 2014: **-10%** permanent jobs
- From 2006 to 2014: **+44%** postdoc positions

Situation of physicists with non-permanent contract in Germany (2003 → 2014)

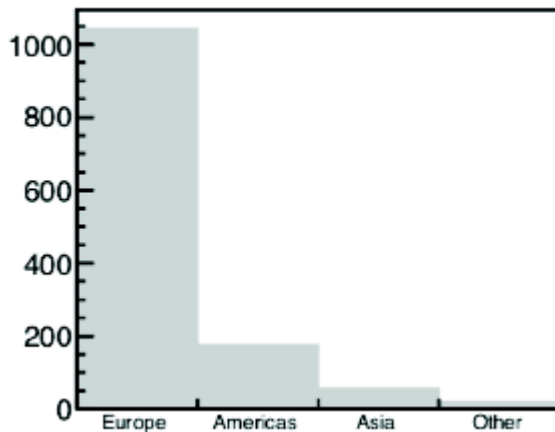
IMPLICATION

- Increase of non-permanent job positions ⇒ not good at long term:
increase number of scientists who migrate to industry afterward
→ lack of perspectives in Academia (detector/computing experts)
- Planning is difficult with 'long-term postdoc life':
family, community, property...
- Long-term postdocs: depart to industry too late → difficult!
- Dual career perspectives in Academia: not satisfactory offer

A comparison with situation in Europe: survey 2018 (ECFA)



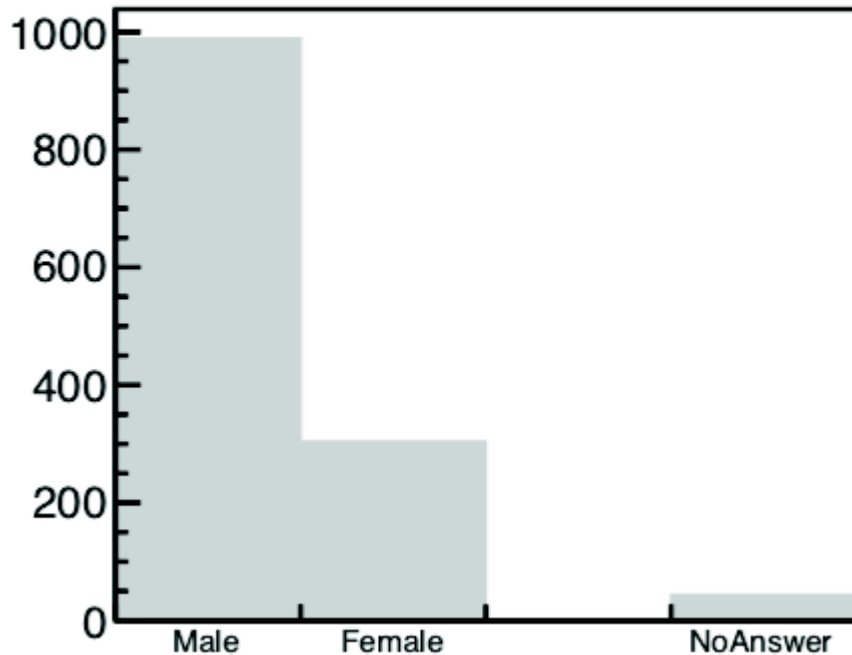
responses split by WORLD CONTINENT



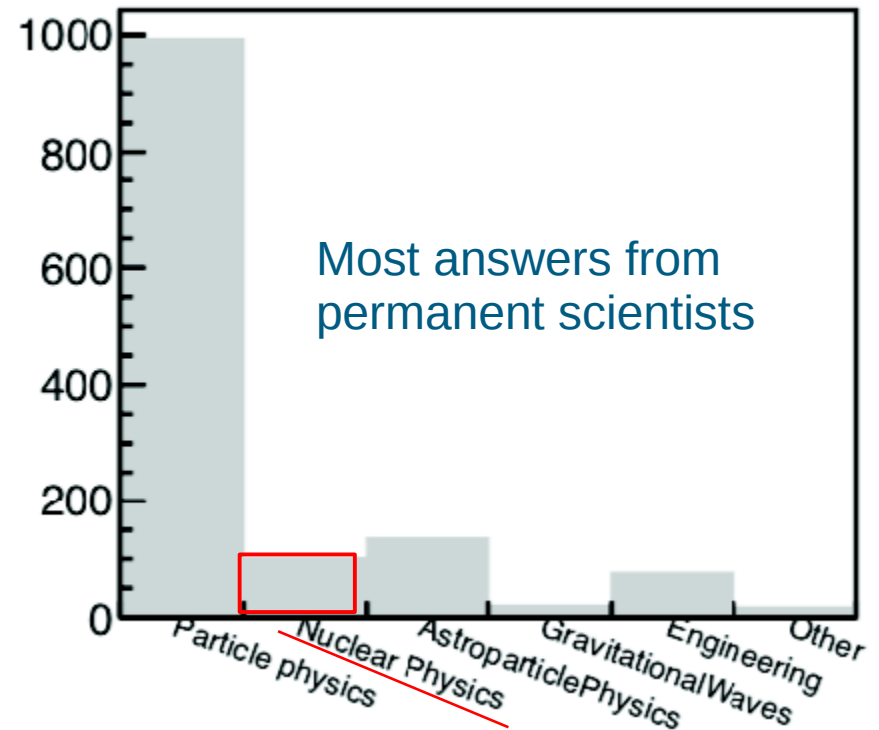
Europe well represented in this survey

A comparison with situation in Europe: survey 2018 (ECFA)

responses split by GENDER



responses split by DISCIPLINE



- Hadron community not well represented: need to spread the word!
- Response to this survey is important!

Improving

Some ideas

- More tenure-track positions at the expense of postdoc positions
- Establish process to offer more transparency
- Give feedback to young scientists on individual choices
- Assign more responsibilities, increase participation
- Permanent positions for infrastructures
- Need dual career offer and more support for parents in Academia

yHEP:

KET Input to the European Strategy

“The research conditions must guarantee the maintenance and further evolution of expertise during the long project lifetimes and be attractive for junior scientists.

An outstanding European research landscape in particle physics is the basis to ensure scientific progress and the attractiveness of the field. In order to guarantee the continuity and evolution of indispensable expertise in computing, software, detectors and accelerators, the personnel structures must be adapted to the long-term duration of projects. Young scientists are often the source of new ideas and have the cutting-edge competence in many areas. Their scientific and technical contributions should be given high visibility and they need promotion and predictable career prospects.”

Involvement

New yHEP Management Board

KET: Ulrike Schnoor
Christian Grefe

KAT: Anna Pollmann
Michael Schimp

KHuK: Elisabetta Prencipe
Anna Hützen



E. Prencipe



A. Hützen



U. Schnoor



C. Grefe



A. Pollmann



M. Schimp

Outlook

- yHEP activity at KHuK just started
- Recent involvement of yHEP in ECFA survey
- Next DPG meeting 2019 (Aachen & Munich): yHEP session
- Contact: <https://yhep.desy.de/>
- @ young physicists : join us by subscribing to the emailing list
<https://lists.desy.de/sympa/info/yhep-members>
- Spread the word!

*Thank
you*

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