

yHEP Report



Michael Schimp on behalf of the yHEP management board (MB)

KAT Strategy Meeting, 2020 Dec 03

<https://yhep.desy.de>

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yHEP in a nutshell



- young **H**igh **E**nergy **P**hysicists association
- Founded in 2016
- For young scientists working in/associated with HEP in Germany
- Young scientists = **Non-permanents**
 - PhD students, **postdocs**, fellows, young investigators, Emmy-Noether, junior professors w/o tenure-track, etc.
- ~ **300** members (= mailing list subscribers)
- Sections analogous to KAT, KET, (KfB,) KHuK

Goals

- **Assess** and **improve** situation of non-permanent scientists in our field
- Get involved in **future** of HEP
- Create **network** of young scientists within and beyond HEP

Outgoing yHEP management board (MB)



KAT

Representative

Deputy



**Anna
Pollmann**

Uni Wuppertal



MB chair



**Michael
Schimp**

Uni Wuppertal

- Elected ~ 1 yr ago
- Election of new MB ongoing

KET

Representative

Deputy



**Christian
Grefe**

Uni Bonn



**Valerie
Lang**

Uni Freiburg

KHuK

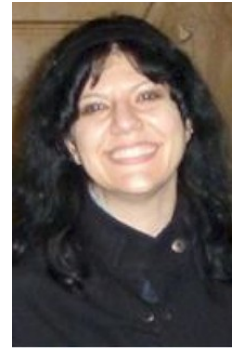
Representative

Deputy



**Annika
Thiel**

Uni Bonn



**Elisabetta
Prencipe**

FZ Jülich

Activities in yHEP

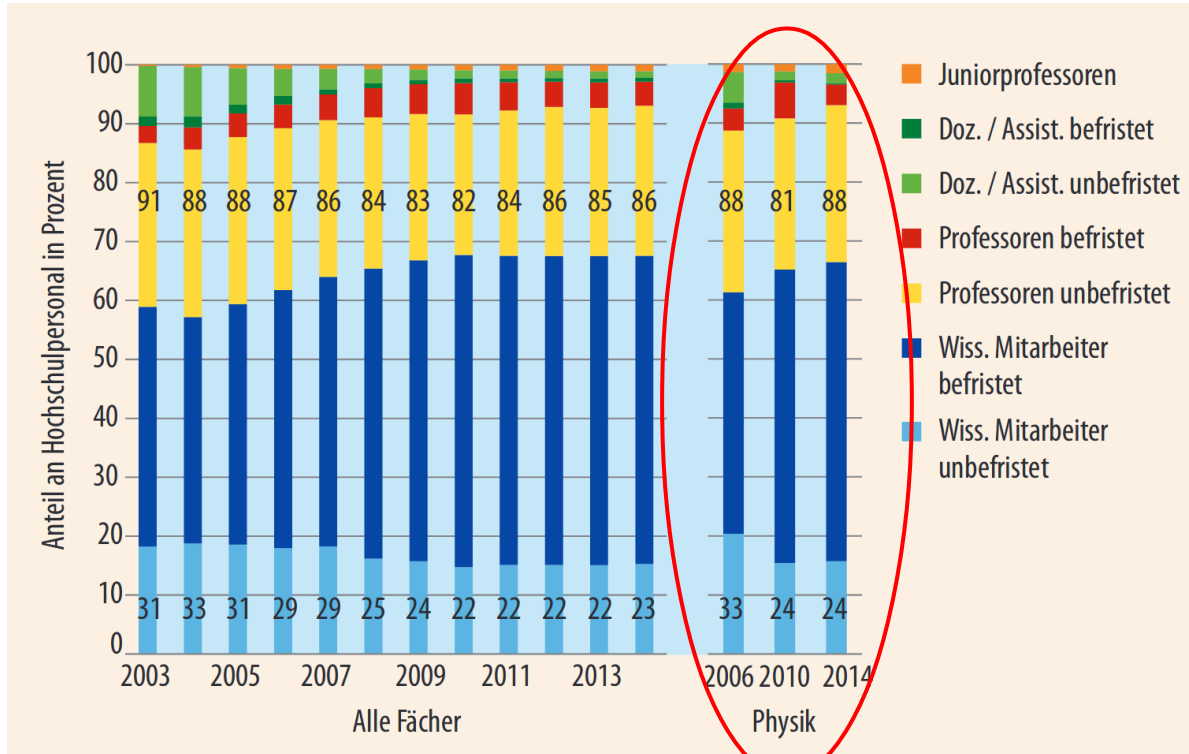
- Annual in-person (except 2020/21) **meetings** at the DPG spring meetings
- **Topical discussions**
 - Documentation of issues, opinions, conclusions
- MB: **Participation in committees** (KAT, KET, KHuK)
- **Contributions** to external processes (e.g., [European Strategy](#), ErUM-Pro, DPG)
- **Newsletter** (~ every 1–2 months)
- **Interaction** with other groups/associations
- **Surveys**
- Practical **help** for members (information on scholarship, grants, etc.)





“Pro Physik”
(German;
registration
required)

Employment situation of physicists



Majority of scientific staff employed with limited-term contracts

2006 – 2014:

- Overall more positions: **+17 %**
- Permanents: **-10 %**
- Non-permanents: **+44 %**

Physik Journal 01/2017: Auf Dauer befristet

Employment situation of physicists

Challenges

- **Indefinitely chained limited-duration contracts**
- More non-permanent positions + **increasing age at first permanent position**
 - More scientists migrate to industry **at a later age**
 - Overall: increasing uncertainties for planning of life (career, family, property)
- Less “Mittelbau” positions
 - More **permanent duties** (teaching, infrastructure work, research) for non-permanent staff

Ideas and recommendations

- More **tenure-track** positions (e.g. at expense of post-doc) allow for **transparent evaluation** and planning
 - Also for rather **technical experts** (detector, computing)
- **Long-term commitments** should be matched with long-term contracts
 - **Infrastructure positions** instead of chain contracts
- **Equal pay for PhD students** regardless of funding source
 - yHEP supports at least **2/3** positions (so do KAT+KET+KHuK)
- Improved support to pursue **family and career**
 - **Flexibility:** home office, **child care at institutes and conferences**
- Document on **environmental sustainability** to be finalized + published



Outlook

- Election of new yHEP MB this month
- Thanks to KAT (+KET+KHuK)
 - Very open and inclusive
 - Giving us opportunities to participate
 - Voting on officially making us ex officio members
- Naturally, people “grow out of” yHEP while active members are needed
 - Spread the word (to non-permanents after Master’s degree):
Subscription at <https://lists.desy.de/sympa/info/yhep-members>



Backup

Opinions on outside positions (selection)

- "Vor diesem Hintergrund fordern die Kanzlerinnen und Kanzler der deutschen Universitäten [...] [d]en **Erhalt und die Entwicklung von Befristungsmöglichkeiten für wissenschaftliche Mitarbeiter*innen** entsprechend den angestrebten Qualifizierungszielen."

[Bayreuther Erklärung](#) of German university chancellors

➤ **yHEP strongly opposes this view:**

Goals of universities: **Teaching and research** (→ qualification)

- yHEP supports [Frist ist Frust](#) campaign
→ Use funding from Hochschulpakt to move balance to more permanent positions

