

STAFF MEETING

Tuesday, March 29, 2022

NIKHEF NEWS

Gravitational Waves

- Frank Linde will step down as program leader as of May 1st, 2022
- Stefan Hild will take over, leading the GW activities at Nikhef with Andreas Freise and Chris van den Broeck

Ultra-High-Energy Cosmic Rays

- Sijbrand de Jong has become the new faculty dean in Nijmegen
- Charles Timmermans has taken over as program leader

PDP group

- David Groep has replaced Jeff Templon as program leader

CERN CONTACT COMMITTEE

KNAW board to interact between CERN council and Dutch scientist

- Ministerial delegate: Miriam Lieshout-Vijverberg
- Scientific delegate and vice president council: Eric Laenen

Composition of the CCC

- Succession of membership, 1 november 2021:
 - Elisabetta Pallante (RUG) replaces Klaus Jungmann (RUG)
- New members, 1 november 2021:
 - Dr. Flavia de Almeida Dias (UvA)
 - Dr. Mengqing Wu (RU)
 - Dr. Jan Visser (Nikhef)
- This will temporarily add three scientific members to the committee above the statutory maximum of twelve

S. Bentvelsen,
F. Filthaut,
W. Hoozeboom,
J. de Kleuver,
E. Laenen (vz),
M. Lieshout-Vijverberg
M. Merk (secr, notulen),
M. Mulders,
R. Steerenberg,
E. Verlinde,
M. Verweij

BRONKHORST 2022

Nikhef management team went on its usual retreat in Bronkhorst

- Virtually all groups had provided input.
 - There are many ambitions, and there were many well-founded proposals.
- We managed to fill a number of necessary and desirable vacancies
 - both in the permanent scientific staff and in the technical staff.
 - A number of PhD positions have also been allocated from the mission budget.

All groups will receive an individual response to the input submitted.
- The management also set a timeline for the preparation of the new Nikhef strategy (2023 - 2028).
 - The newly formed WAR (Scientific Advisory Board) will play an important role in this preparation.

PLATFORM MEETINGS

Implementation of the Bronkhorst deliberations after platform meetings

- Feedback Bronkhorst
- Status of the group
 - Personal developments
- Long term finance
- Ambitions and plans
 - Scientific
 - Technical
- ARBO

Program leader with Nikhef management

WAR: WETENSCHAPPELIJKE ADVIES RAAD

WAR membership (Wetenschappelijke Advies Raad)

- Lydia Brenner will take over the chair from Charles Timmermans
- Members consisting of 10 staff scientists (balanced in gender)
 - Conor Mow-Lowry (GW)
 - Gerco Onderwater (LHCb)
 - Jory Sonneveld (R&D)
 - Keri Vos (LHCb)
 - Lydia Brenner (chair, ATLAS)
 - Marieke Postma (theory)
 - Ronald Bruin (KM3NeT)
 - Sascha Caron (ATLAS)
 - Tina Polman (Dark Matter)
 - Wouter Hulsbergen (LHCb)

Thank you!

Auke Colijn

Bas Swinkels

Charles Timmermans

Dorothea Samtleben

Niels Tuning

Juan Rojo

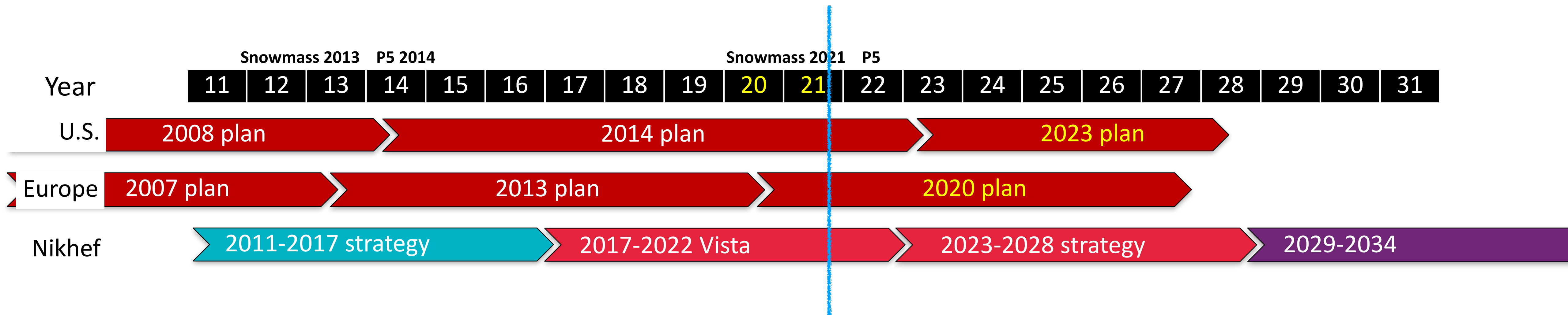
Marco van Leeuwen

Pamela Ferrari

NIKHEF STRATEGY CYCLE

Prepare for a full strategy update (2023-2028) this year

- Past two yeas were impossible due to the pandemic



The WAR has produced an excellent intermediate document

STRATEGY CYCLE 2023-2028: VISTA23

Nikhef Jamboree 2022

- May 9+10 in Maastricht
 - Please register!

Strategy meeting **VISTA23** : Tuesday 6 and Wednesday 7 September

- Hotel Zuiderduin, Egmond aan Zee
- Target audience: ALL scientific staff Nikhef partnership
- Please block these days in your diary!
 - More practical information will follow

SAC meeting

- Feedback on concept strategic plan - okt/nov 2022

Nikhef board

- Finalise the strategic plan

2023: SEP evaluation of Nikhef and start of new strategy period

NATIONALE GROEIFONDS

NGF proposal has been send out

- Five parties involved
 - Nikhef, LIOF, OCW, EZK, Province Limburg

We expect a result in the coming months

- 42 ME unconditional
 - research and innovation
 - geology and location
 - ecosystem
 - organisation and management
- 870 ME reservation for the infrastructure

The result will have impact on our Vista23 strategy!



Einstein Telescope

De Einstein Telescope: een unieke kans voor Nederland

Mei 2021 - Groeiplan

De Einstein Telescope biedt Nederland de unieke kans een wereldwijde leiderschapspositie te nemen in een nieuw baanbrekend wetenschapsgebied. Zuid-Limburg heeft de kwaliteiten om de Einstein Telescope te huisvesten en zal daarmee enorm profiteren van de grote wetenschappelijke, economische en maatschappelijke impact die dit met zich meebrengt.

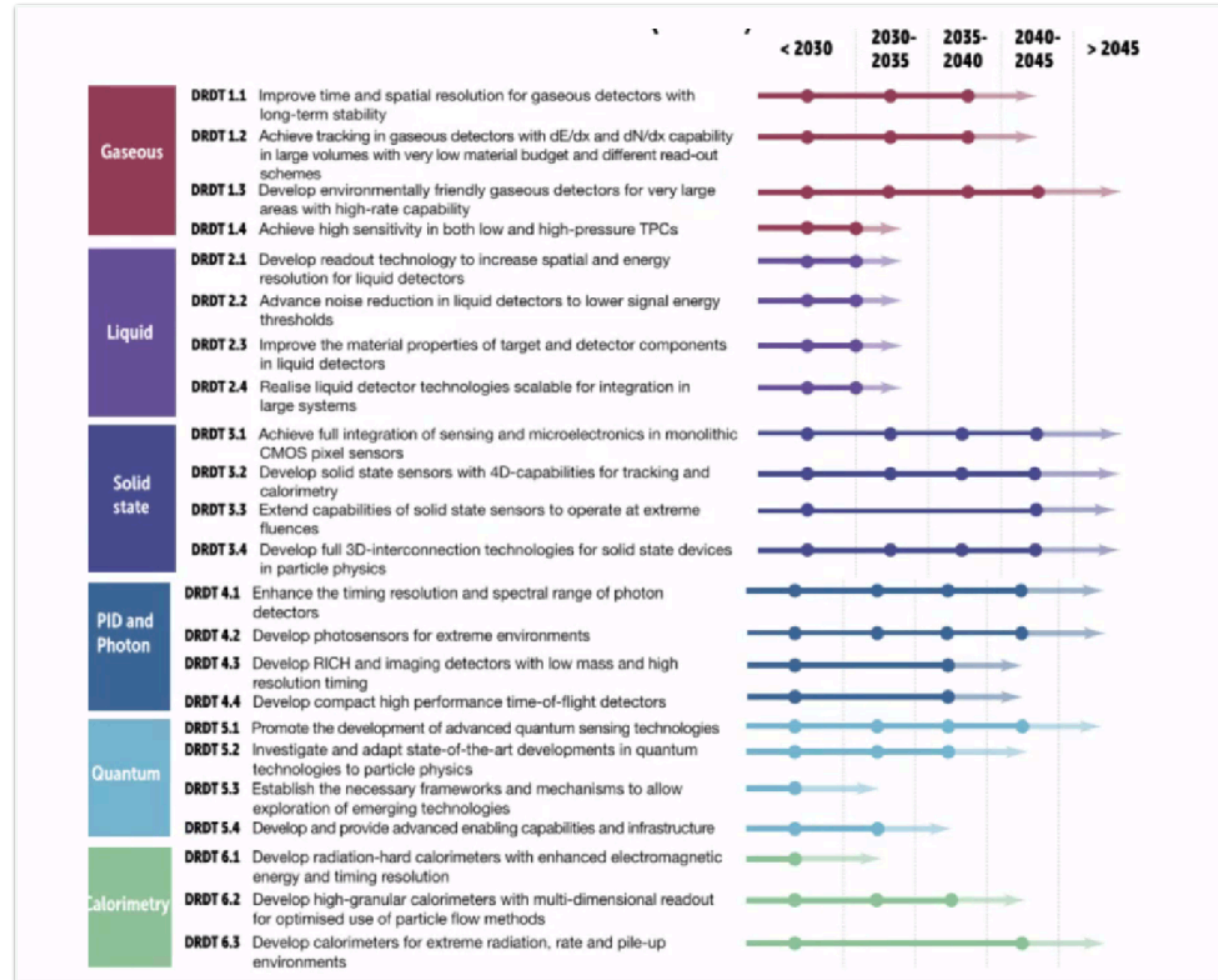
R&D ROADMAP - INPUT VISTA23

Released in December 2021, after presentation to CERN Council

- Catalogue of activities in R&D
- Develop the resources plan

ECFA in collaboration with LDG

- testbeam, facilities etc
- ASIC development
- network setup
- include universities etc.



It is proposed that the long term R&D efforts would best be organised in newly established Detector RD (**DRD**) collaborations following the model of the RD collaborations established for the LHC in the early 1990s.

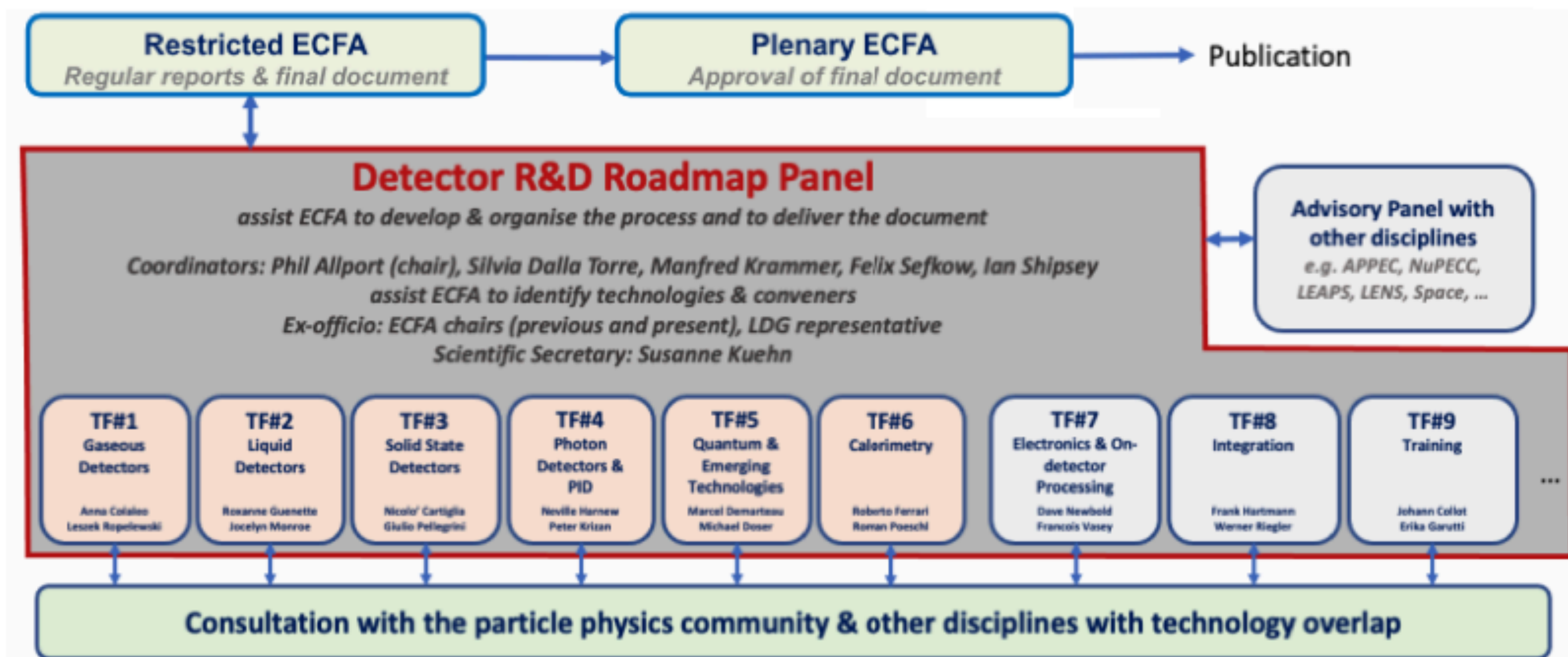
DRD collaborations should be anchored at CERN, recognised by CERN and should get a CERN DRD-label. (note very welcome if other institutes in Europe took the lead in certain collaborations and helped with administrative support)

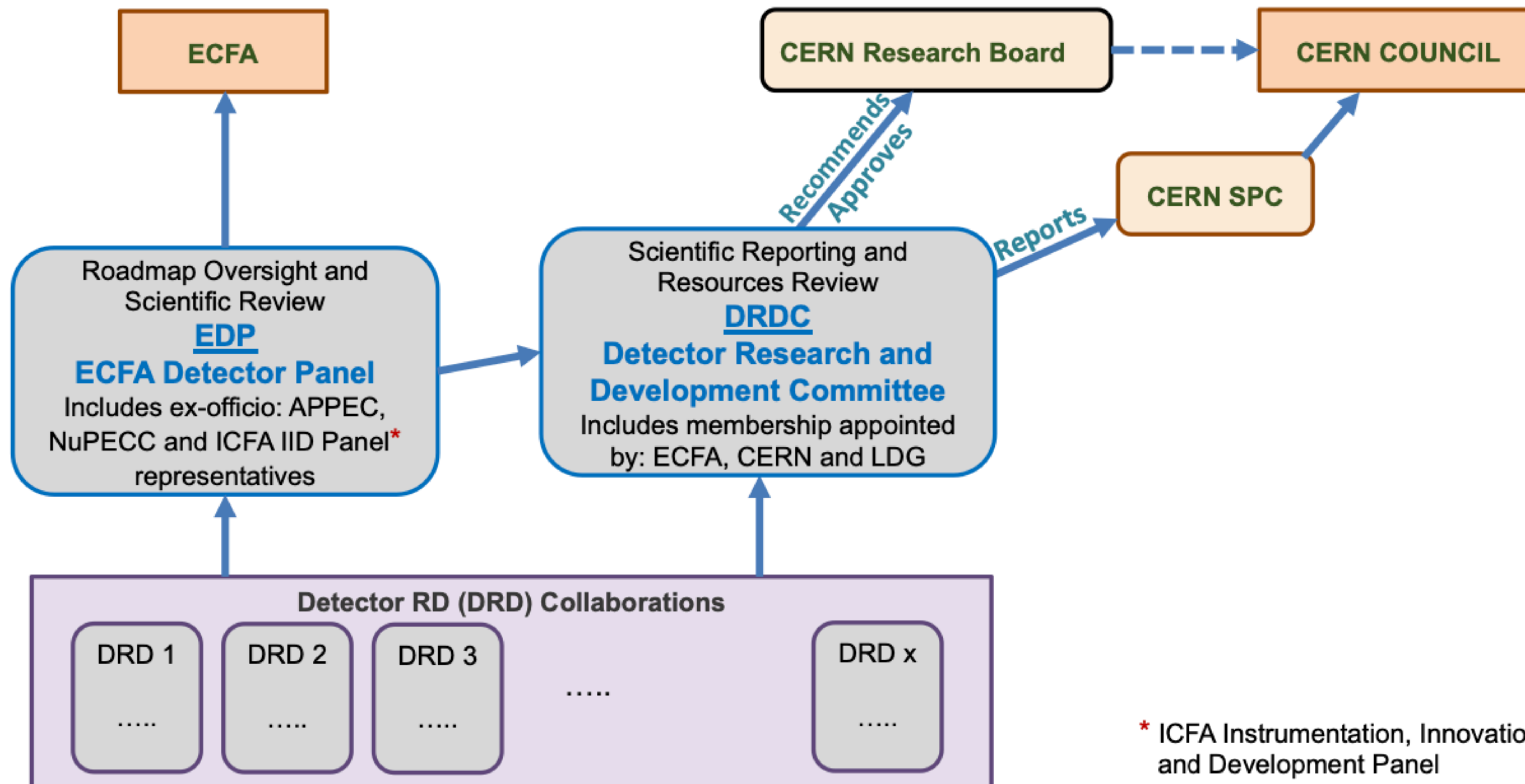
The formation of new DRD collaborations should be stipulated in a community driven approach. Proposal to use the existing ECFA Detector R&D Roadmap Task Force structure suitably adapted to support this process, with a fresh mandate for this and changes to personnel as appropriate.

The DRD collaborations should be steered towards having one addressing each of the six detector technology areas to guarantee a critical mass of both institutes and people.

Probably more than one DRD for each of the TF7 and TF8 (transversal) areas.

TF9 topics addressed separately.





* ICFA Instrumentation, Innovation and Development Panel

ECFA WORKING GROUPS

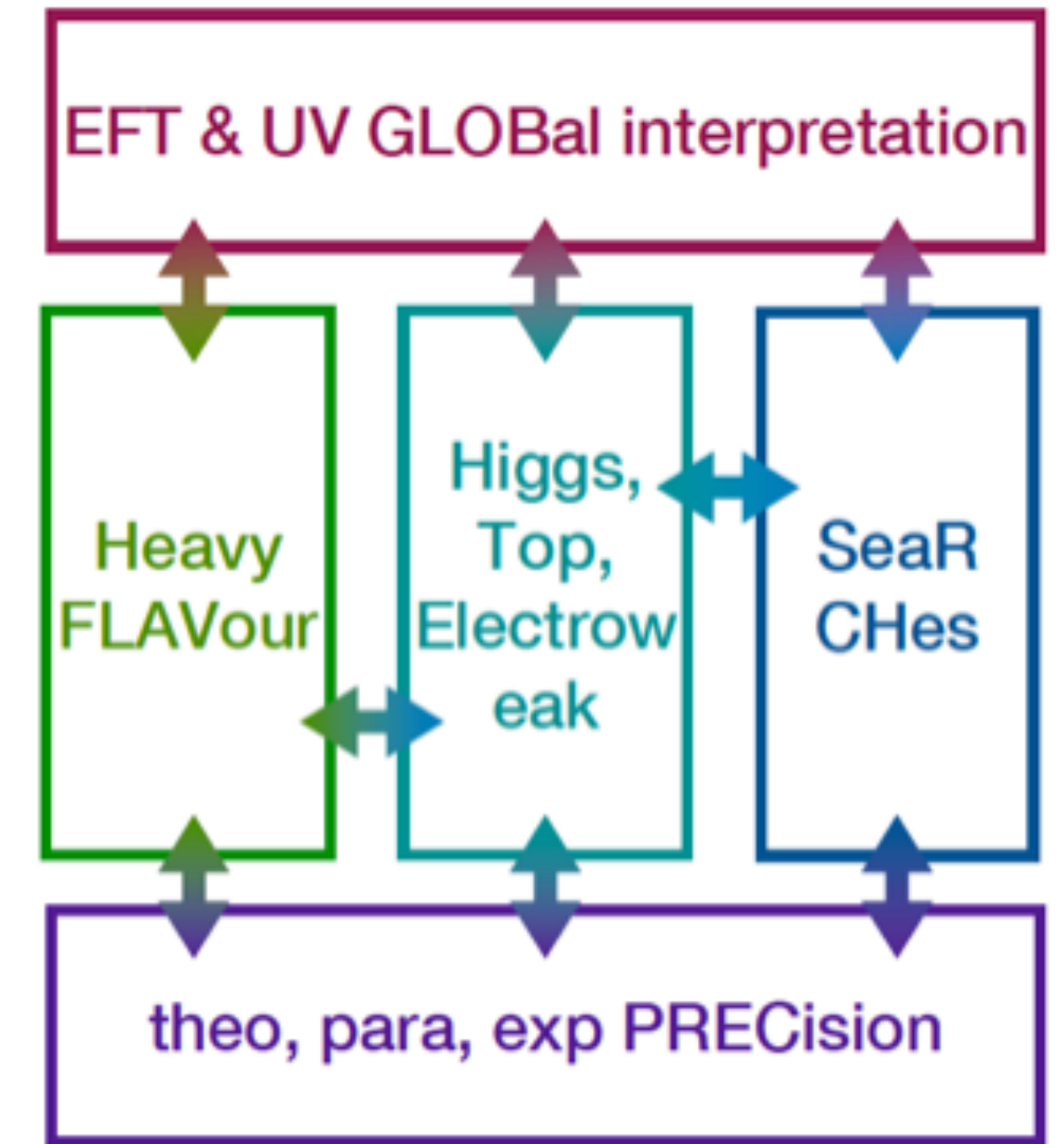
WG1: Physics Potential in 5 subgroups

- **WG1-GLOB:** Global interpretation in (SM)EFT and UV complete models
- **WG1-PREC:** Precision calculations and theoretical, parametric and experimental syst. uncertainties
- **WG1-HTE:** Higgs, top and electroweak physics, incl. high-pT
- **WG1-FLAV:** Flavour physics
- **WG1-SRCH:** Direct discovery potential, incl. FIP

WG2: Physics Analysis Methods: topical meetings

- **First Topical Meeting on Generators** on 9 -10th November 2021: <https://indico.cern.ch/event/1078675/>
(common workshop for WG1 and WG2)
- **Second Topical Meeting on Simulation** on 1 -2nd February 2022: <https://indico.cern.ch/event/1097819/>
- **Third Topical Meeting on Reconstruction** scheduled for 4 – 5th May 2022
(Agenda will develop here: <https://indico.cern.ch/event/1124095/>)

→ Follow-up in dedicated Focus Meetings



JENAS SEMINAR IN MADRID

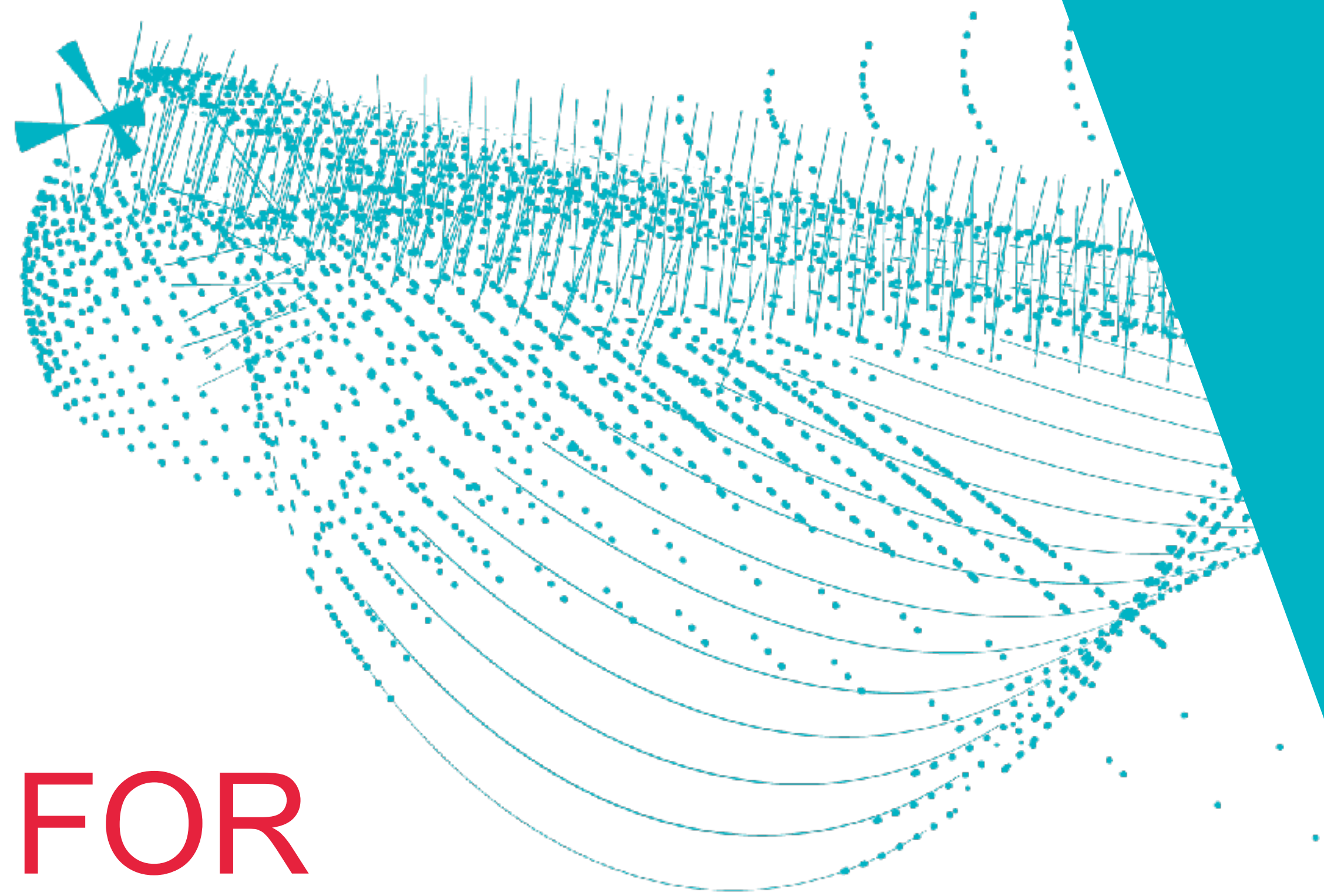


<https://indico.cern.ch/event/1040535/>

- Agenda has been finalised
- Status of Joint Activities
- Poster session (targeting Young Researchers)
- Discussion with Funding Agency (Thursday)

Topics:

- Present the Science Case, Big Questions
- Detector R&D, Computing;
Discussion on (additional, common) funding for these activities;
- Governance models for large facilities
- ...



A NEW STRUCTURE FOR THE NIKHEF EDUCATION COMMITTEE (OWC)

WHY A NEW STRUCTURE FOR THE OWC?

- 📌 To facilitate the **day to day operations** of the OWC based on a restricted group (**OWC-core**)
- 📌 To be able to meet more frequently and **hold substantial discussions** without the need to run through a long agenda
- 📌 Keep track of **progress in action items**, and adjust course of action when required
- 📌 To improve and streamline the **representation from the partner universities** and ensure a **smooth communication** with relevant stakeholders (e.g. local Graduate Schools)
- 📌 To facilitate (lower threshold) the **interactions with the PhD council**
- 📌 To operate as a **sounding board** to discuss possible major changes concerning the training, education, supervision we provide to our PhD candidates before sharing these proposals with full OWC

THE OWC-CORE GROUP

- 📌 Stan Bentvelsen (Nikhef director)
- 📌 Anastasia Borchevsky (Groningen)
- 📌 Pieter van Braam van Vloten (Nikhef HR)
- 📌 Chris van den Broeck (Utrecht)
- 📌 Auke-Pieter Colijn (UvA)
- 📌 Marcel Merk (Maastricht)
- 📌 Conor Mow-Lowry (VU)
- 📌 Juan Rojo (OWC Chair)

Support: Joan Berger

Werkwijze

- 📌 Monthly 1h (Zoom) meetings
- 📌 Information collected in Surfdrive & dedicated Indico agendas
- 📌 Minutes circulated to **full OWC**, feedback welcome (and expected!)
- 📌 University representatives act as **liaisons** between OWC-core group and universities & research groups
- 📌 Frequent interactions (online and offline) with the PhD council (private Slack channel)

CHALLENGES

- 📌 Ensure a smooth connection between **Nikhef and the graduate schools** of the partner universities, with an appropriate embedding of Nikhef PhDs there, and make sure the education and training we provide complies with the expectations from the universities
- 📌 Fully utilise the potential of the **C3 mentorship scheme** to support the scientific and personal development of our PhD candidates, and when required introduce **additional mechanisms** for assist them in case of conflict or challenging personal situations
- 📌 Provide an **excellent education and training** to an increasingly diverse population of PhD candidates in terms of background (e.g. LHC vs astroparticle physics vs gravitational waves)
- 📌 Avoid repetitions and “double counting” (Nikhef vs universities) for the training that our PhD candidates follow, while exploiting as much as possible the **opportunities offered by the universities** (e.g. in Scientific Integrity training)

NIKHEF WORK COUNCIL

Workshop (BOT) about inclusion and diversity at Nikhef

- Initiative of the NOR to discuss with Nikhef management
- Inspiring discussions based on earlier quotes and statements made at Nikhef

"Stan has shown last year that a significant fraction of Nikhef members feel like gender bias is a reality at Nikhef. What action can we take against this?"

Jamboree 2020

"I think that, as they do not experience the problems first hand, one of the problems is that most white/male/senior staff do not really 'see' the problems that are there. Most problems are hidden from their view."

Reflection of a participant of one of the Gender Bias workshops of Esther Mollema, 2020

GENDER EQUALITY PLAN

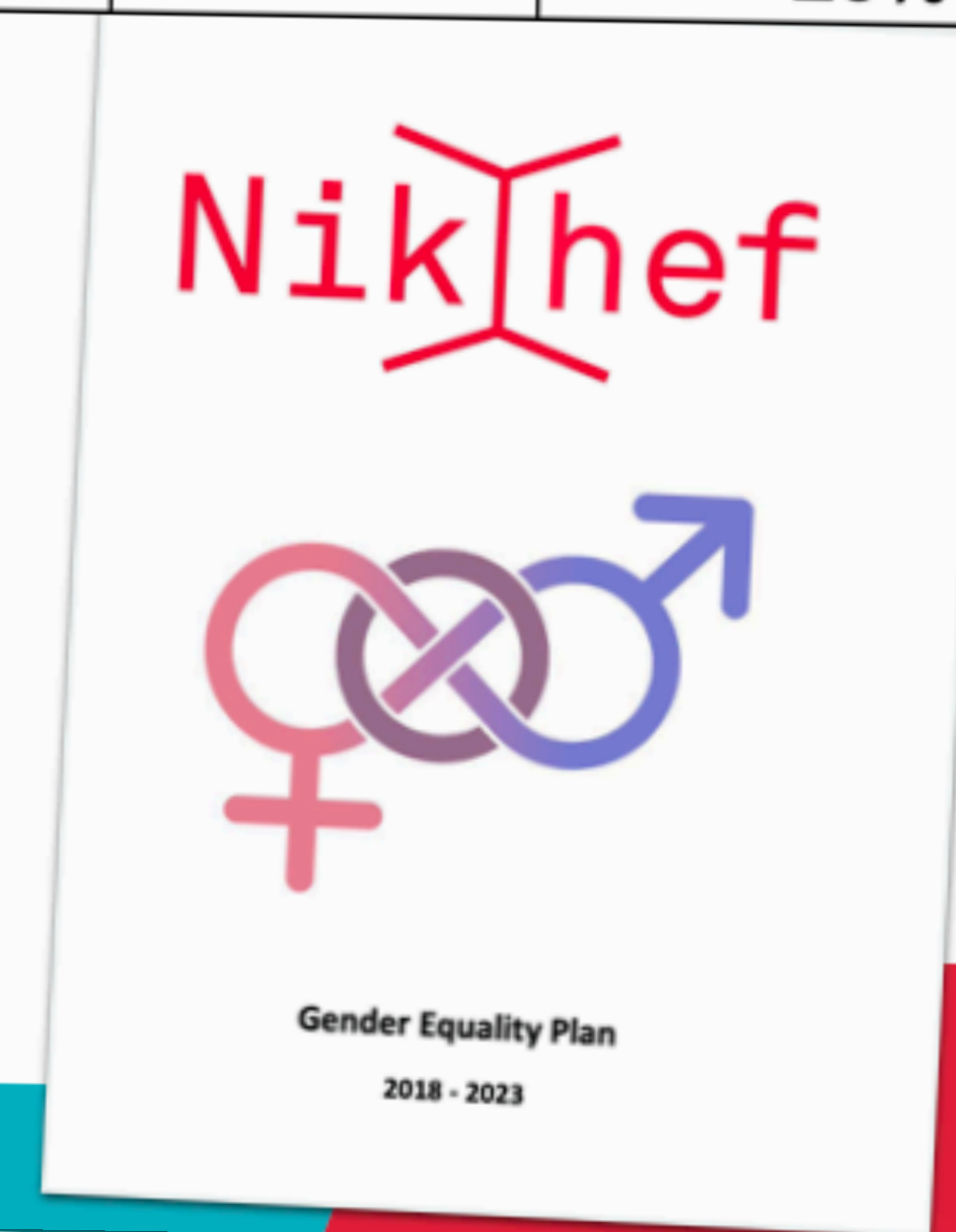
Female staff scientific staff members is increasing

- Organizations with an employee population that reflects the diverse composition of society, will eventually perform better. Nikhef as well.

age	totaal	man	vrouw	%vrouw
30-39	18	7	11	61%
40-49	36	28	8	22%
50-59	34	29	5	15%
60-67	8	7	1	13%
Totaal	96	71	25	26%

We commit ourselves to improving the gender balance

- At Nikhef, we are aware of the fact that many people have gender-biased judgements in work situations. By reflecting on our behavior continuously, we aim to decrease this bias.



DIVERSITY

Diversity & inclusion remains a priority

- (Postbox) feedback indicates that there are 'unsafe' situations

Nikhef GEP has led to positive results

- Prepare a GEP-2 with focus toward a safe and inclusive environment at Nikhef
- Set-up a taskforce for better profiling

WRITTEN FEEDBACK

A postbox for 'written feedback'

- Ideas to make the working environment more inclusive, more equal, more enjoyable, healthier, safer, etc.
- Not an 'anonymous complaints desk' but a way in which we actively look for ways to do things better.
- We want to create a healthy and safe climate.
- Put your note if you want to communicate anonymously to Nikhef directorate
- We will not deal with anonymous specific complaints



For time being: use the NOR vote bus, at the entrance of SP110

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Reflections, Februari 3, 2022

Nikhef

GRANTS AT NIKHEF

More and more grant applications are being made via university partners.

- In itself this is fine, but it makes it increasingly difficult to gain an overview of the level of Nikhef as a whole.

Addressing this in OPL is an elegant way of keeping an overview for Arjen.

- For example, a list of grant applications and successes per (scientific) programme, which can also be discussed at the Platform meetings.

In any case, concrete insight is needed at two times per year:

- When the budget of the Nikhef partnership is drawn up;;
- with the list of scored grants for the annual report;

NWO-I TECHNICAL WORKSHOP: CONTROL TECHNOLOGY

Workshop at DIFFER

- Thursday April 21
 - The workshop is at DIFFER, it is open to all NWO employees.
- Explore the overlap between the NWO institutes
 - Unexpected opportunities for collaboration?
 - Especially in technical expertise that the NWO institutes hold.
 - Concepts in position controlling and sensitive detection that are used in high-energy physics and astronomy, can also be extremely useful in marine research and nanofabrication. There are many more examples.
- Primary goal is to learn what is happening at the other institutes
- Intended for a broad audience of non-specialists, i.e. technicians from different fields and scientists with a technical interest.

Program Technical Workshop Control Technology

12:30-13:30 Lunch & welcome at DIFFER

13:30-14:00 Bas Swinkels (Nikhef), *Why Gravitational Wave detectors need active control*

14:00-14:30 Jan Zomerdijs (AMOLF), *Active control for making materials*

14:30-15:00 Break

15:00-15:30 Jesse Koenders (DIFFER), *Multi-input, multi-output identification for exhaust control in fusion reactors.*

15:30-16:15 Tour of DIFFER

16:15-17:00 Drinks (subject to Covid situation)

Nieuws

**Nikhef sluit zich aan bij
maatregelen tegen Rusland en
Belarus**

Nikhef is diep geschokt door de Russische militaire aanval op Oekraïne en sluit zich aan bij de sancties en maatregelen tegen Rusland en Belarus.

[→ Lees verder](#)



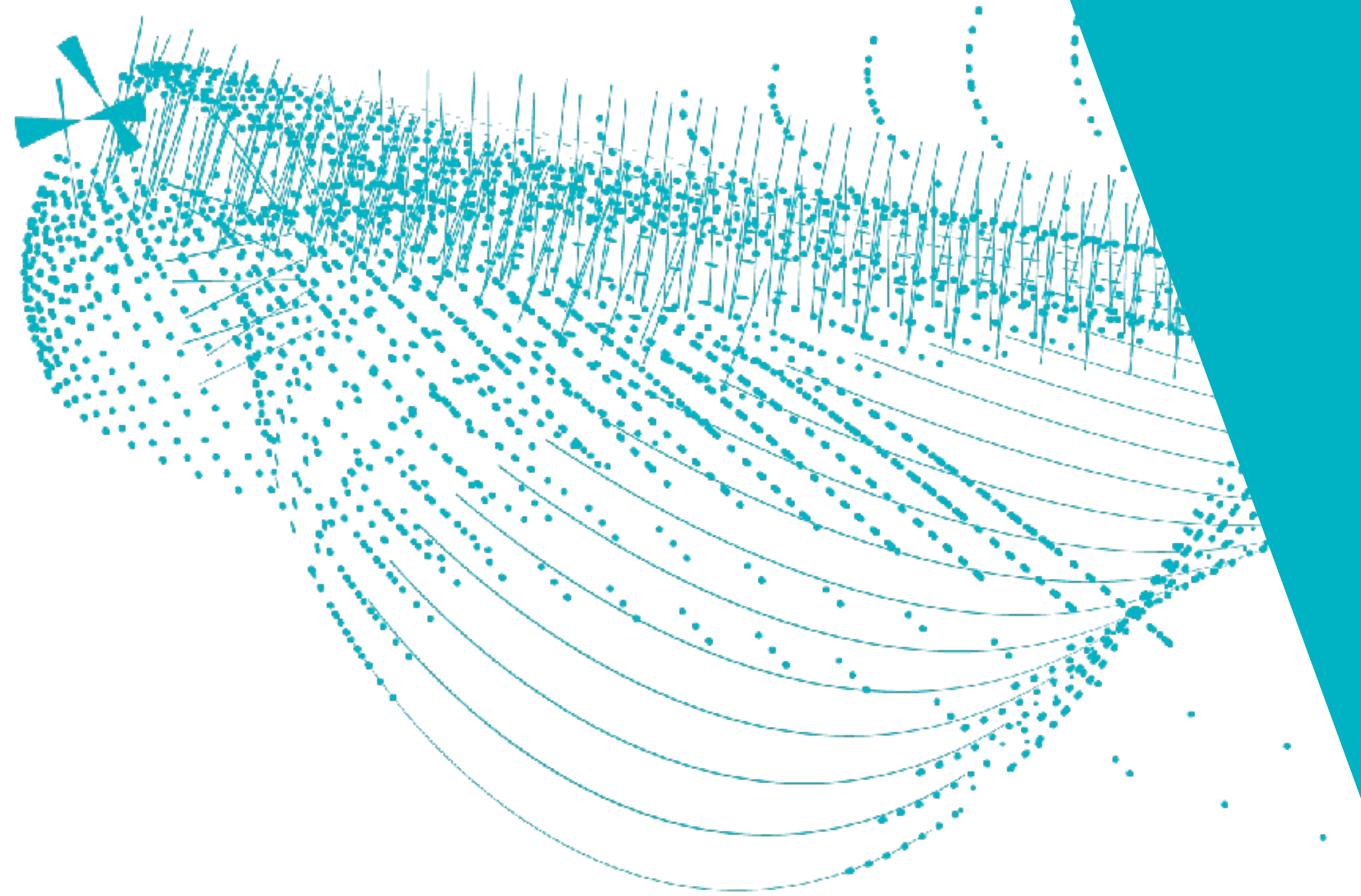
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SUBTITEL

HYBRID WORKING

Tekst



HYBRID WORKING POLICY

We have 'Home Working Regulation' at NWO-I level

- AMOLF links this to the conclusion of a homeworking agreement with an employee. At Nikhef we like to stay away from agreements with WP/V

Components of such a policy are, for example

- one or two fixed Nikhef days per week; for example Tuesday and Thursday for colloquia and lunch talks and other public presentations
- caution: preferably not fixed meeting days for the entire institute (spreading of meetings throughout the week due to availability of meeting rooms)