

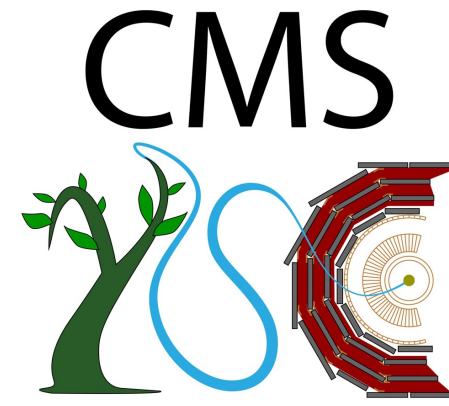


ALICE



# The LHC Early Career Mentoring Programme

Kathryn Coldham,  
on behalf of the LHC Early Career Mentoring Programme Organisers



# About the programme

<https://lhc-mentoring.web.cern.ch/>

Started in 2020, after members of the **LHC Early Career Scientists Fora (LHC ECSF)** met with organisers from the WIT and US-CMS programmes.

The LHC ECSF consists of **volunteers** from the ALICE Junior Representatives, the ATLAS Early Career Scientist Board, the CMS Young Scientists Committee and the LHCb Early Career, Gender and Diversity Office.

Now in its **third round**. The first two rounds had near-unanimous satisfaction rates!

Open to all members of a **CERN experiment**. Mentor-mentee pairs can be from the same or different experiments.

# A typical round



September 2020:

**Applications opened** for mentors and mentees for round 1 of the programme.

October 2020:

**Applications closed** for round 1 of the programme. Assessment of applications began.

January 2021:

**Group meetings** held separately with mentees and mentors to **brainstorm topics** to discuss with their mentor/mentee, and to provide us with **initial feedback**.

August 2021:

**End of formal round**, but mentor-mentee pairs could continue **informally** if they wished to do so.

Autumn 2021:

Applications re-opened for **round 2**; the timeline for round 2 (2021-2022) followed the **same structure**.

For **round 3**, individuals affected by a **war, such as the war in Ukraine**, can apply all year round, as can mentors that wish to mentor them.

# Organisational Team

## **ALICE Junior Community**

Hannah Bossi (since March 2022)

Tomas Herman (May 2020-March 2022)

## **ATLAS Early Career Scientist Board**

Emily Thompson (May 2020-March 2022)

Harish Potti (since March 2022)

Olga Sunneborn Gudnadottir (since March 2022)

Sebastien Rettie (May 2020-March 2022)

Sukanya Sinha (May 2020-March 2022)

## **CMS Young Scientists Committee**

Antra Gaile (since November 2022)

Andris Potrebko (since November 2022)

Charlotte Cooke (since November 2022)

Chris Brown (since November 2022)

David Anthony (May 2020-September 2022)

Elham Khazaie (since November 2022)

Jenny Lunde (since November 2022)

Katie Walkingshaw-Pass (since October 2022)

Kathryn Coldham (since September 2020)

## **LHCb Early Career Gender and Diversity Office**

Guillaume Max Pietrzyk (since August 2022)

Martha Hilton (March-August 2022)

Olaf Steinkamp (since May 2020)

Sara Celani (since March 2022)

Tara Nanut Petric (September 2020-March 2022)

# Matching process

25 mentor-mentee pairs in round 1;

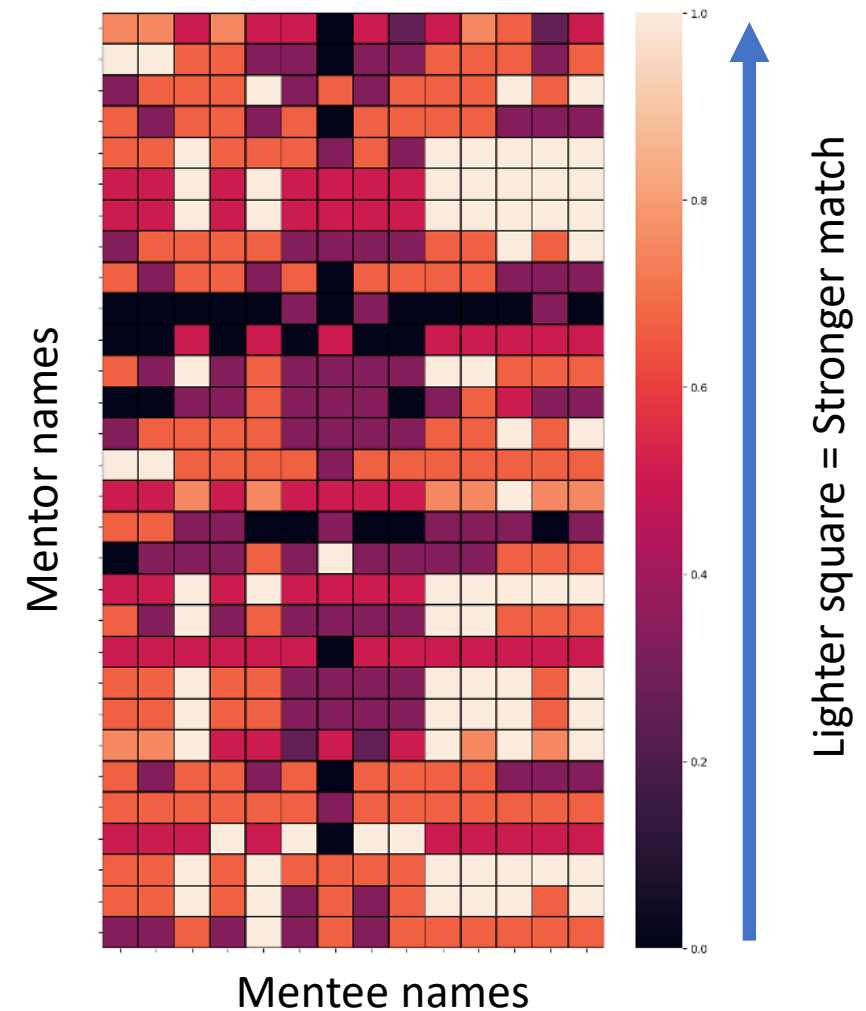
20 mentor-mentee pairs in round 2, with 1 mentor paired with 2 mentees;

34 mentor-mentee pairs in round 3, with 16 mentors paired with 2 mentees.

For the first two rounds of the programme, a **limit** was set of approx. **20 mentor-mentee pairs**. This limit has been lifted for **round 3**.

Information from prospective mentors' and mentees' **CV, cover letter and registration form** is used to perform the matching:

- Organisers read through the above documents listed by hand to assess mentees' and mentors' applications and to find appropriate matches. A matching heatmap was also used.
- Organisers then swapped their division of allocated mentees such that a second opinion was given for the matches. The matches were then finalized after a group discussion.



# Application form (e.g. mentors)

Round 1: <https://indico.cern.ch/event/946538/>  
Round 2: <https://indico.cern.ch/event/1076223/>  
Round 3: <https://indico.cern.ch/event/1194453/>

- Overview
- Timetable
- Registration
- Contact
- LHC-Early-Career-Ment...

## Registration

Mentor application form

Contact info  
LHC-Early-Career-Mentorship-Committee@cern.ch

### Basic information about yourself

Please give us some basic information about yourself. Fields with a (\*) are compulsory, the others are voluntary.

First Name \*

Kathryn Wendy

Last Name \*

Coldham

Email Address \*

kathryn.coldham@cern.ch

The registration will be associated with your Indico account.

Affiliation \*

Brunel University (GB)

Country \*

Select a country

Please specify your country of residence.

Which CERN experiment are you currently involved with? \*

Choose an option

CERN experiment (if other)

What is your current career level? \*

Choose an option

Career level (if other)

What is your gender ?

Please specify your gender if you feel comfortable doing so. Knowing your gender may help us better match you with a suitable mentee.

What are your personal pronouns

Choose an option

Your personal pronouns (if other)

Do you identify with an under-represented group in particle physics?

You can specify here if you identify with or feel you belong to a group/community that is under-represented in particle physics. Give details if you feel comfortable doing so.

# Application form (e.g: mentors)

Round 1: <https://indico.cern.ch/event/946538/>  
Round 2: <https://indico.cern.ch/event/1076223/>  
Round 3: <https://indico.cern.ch/event/1194453/>

## Basic information concerning potential mentees

Please fill in this section if you have special wishes or constraints concerning potential mentees. We will do our best to take your wishes into account when assigning a mentee for you. All fields in this section are voluntary and you can skip this entire section if you have no special wishes or constraints.

### Preferred experiment of mentee

- ALICE
- 
- ATLAS
- 
- CMS
- 
- LHCb
- 
- Other (please specify below)

By default, we will try to assign you a mentee from a different experiment. Here you can specify if you have a preference which experiment your mentee should work on (you can choose several, including your own).

### Preferred experiment of mentor (if "other")

### Preferred geographical location of the mentee

You can specify here if you would prefer a mentee from a specific country or geographical region.

### Mentee should NOT be affiliated with ...

By default, we will assign you a mentee who is NOT affiliated to your current or previous institutes. Please specify here if there are other institutes (or experiments, bodies or other) that your mentee should NOT be affiliated with.

### Preferred career level of mentee

You can specify here if you would prefer a mentee from a specific career level.

### Preferred career level of mentee (if "other")

### Preferred gender of the mentee

You can specify here if you would prefer a mentee of a specific gender.

### Which language(s) would you feel most comfortable speaking with your mentee?

By default, we assume that both you and your mentee are comfortable speaking with each other in English. If you would feel more comfortable with another language, please specify this language (or languages) here.

### Max number of mentees

By default, we will assign only one mentee to each mentor. You can specify here if you would be willing to accept more than one mentee.

# Application form (e.g: mentors)

Round 1: <https://indico.cern.ch/event/946538/>  
Round 2: <https://indico.cern.ch/event/1076223/>  
Round 3: <https://indico.cern.ch/event/1194453/>

## Basic information regarding your expectations for the mentoring program

Please give us here some basic information about your expectations in the mentoring program. You can add more details in the motivation letter that we ask you to upload in the next section of this form. Fields with a (\*) are compulsory, all other fields are voluntary.

### Which topics are you prepared to discuss? \*

- General advice for career advancement
- Job applications
- CV writing
- Grant writing
- Family planning
- Leadership skills
- Networking skills
- Collaboration skills
- Non-standard career path
- Other (please specify below)

Please specify topics you would be prepared to discuss with your mentee (you can select several). You can add other topics below.

### Which topics are you prepared to discuss (if "other")

### How much time do you expect to invest into the mentoring program? \*

### Have you participated in other mentoring programs?

 Yes  No

Have you already participated (or are you still participating) in another mentoring program? If so, please help us by answering the next two questions, if you feel comfortable doing so.

### What did you like about the other mentoring program (if "yes")?

If you have already participated (or are still participating) in another mentoring program, please tell us what you liked best about that program.

### What did not you NOT like about the other mentoring program?

If you have already participated (or are still participating) in another mentoring program, please tell us what you liked least about that program.



# Application form (e.g: mentors)


Round 1: <https://indico.cern.ch/event/946538/>  
Round 2: <https://indico.cern.ch/event/1076223/>  
Round 3: <https://indico.cern.ch/event/1194453/>

**Finally ...**  
Please attach your CV and a short motivation letter. The information you provide in these documents will help us find the best mentee for you.

**Please attach your CV**

**Drag file here**

OR


 Choose from your computer

*Please attach a concise (1-2 pages) CV. Make sure it includes information on your current and all previous affiliations.*

**Please attach a short letter of motivation\***

**Drag file here**

OR

 Choose from your computer

The submission of a CV and a cover letter were made **optional** for round 3.

# Differences between other mentoring programmes

Unlike the WIT mentoring programme, we **do not give priority** to female applicants and we do not expect for mentors to have a minimum of 10 years experience: we do not set a criterion for this and assess on a case-by-case basis.

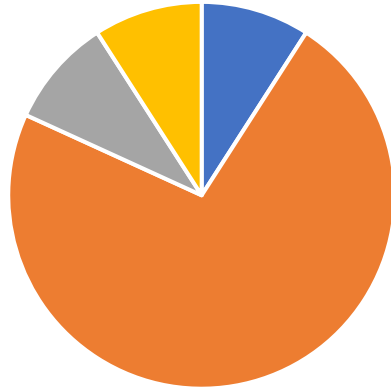
Unlike the mentoring programme offered by the alumni network, our mentorship programme only includes mentors **currently working for a CERN experiment**.

From the third round of the programme onwards, mentees affected by a war can apply all year round, as can mentors that wish to mentor them.

# Mentee stats (round 3)

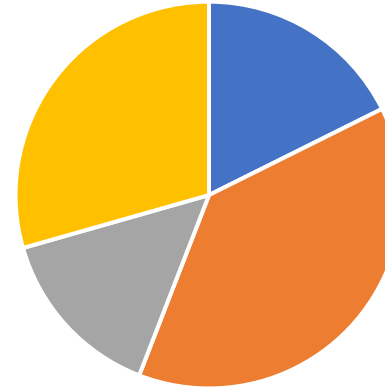
Most mentees were **PhD students**, affiliated with **ATLAS** or **CMS**, from **European institutes** and **were male**.

Career level of mentees (round 3)



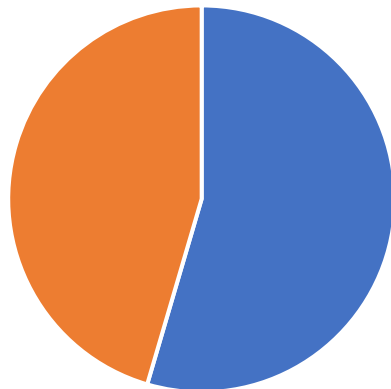
■ Masters' student ■ PhD student ■ Early postdoc ■ Advanced postdoc

Experiment of mentees (round 3)



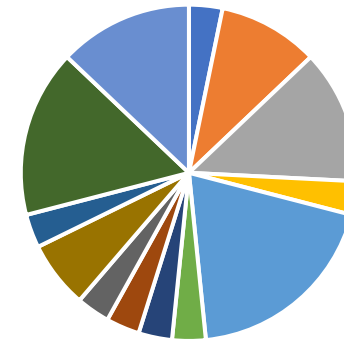
■ ALICE ■ ATLAS ■ CMS ■ LHCb

Gender of mentees (round 3)



■ Male ■ Female

Country of affiliation of mentees (round 3)

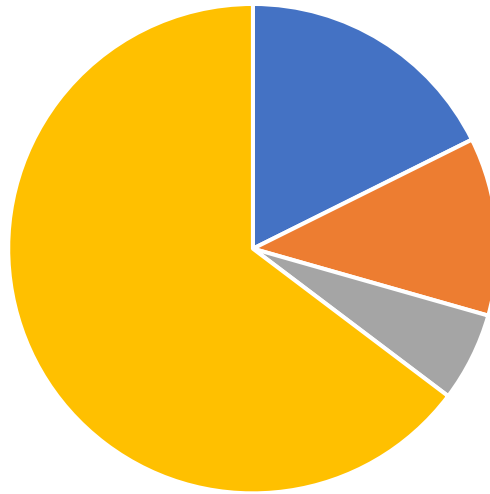


■ Australia ■ France ■ Germany ■ Hungary  
 ■ India ■ Italy ■ Latvia ■ Romania  
 ■ Russia ■ Switzerland ■ Thailand ■ United Kingdom  
 ■ USA

# Mentor stats (round 3)

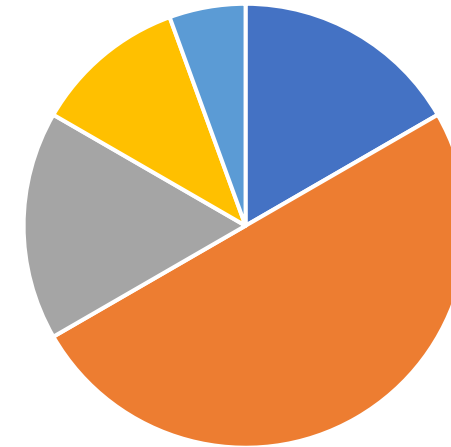
Most were **senior researchers**, affiliated with **ATLAS** or **CMS**, **male** or affiliated with **European Institutes**.

Mentor career level (round 3)



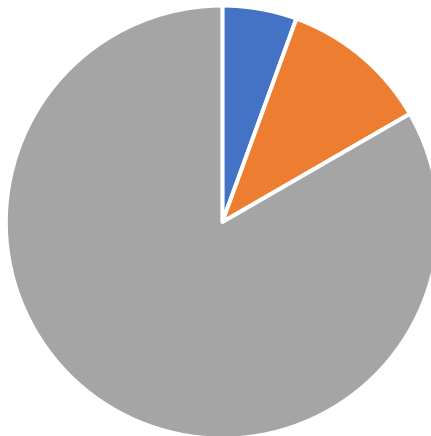
■ Early postdoc ■ Advanced postdoc ■ Assistant Professor ■ Senior researcher

Experiment of mentor (round 3)



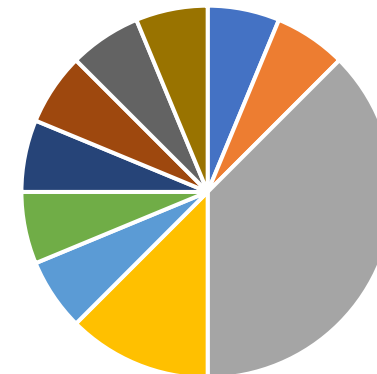
■ ALICE ■ ATLAS ■ CMS ■ LHCb ■ Beams for fixed targets

Gender of mentor (round 3)



■ Cisfemale ■ Female ■ Male

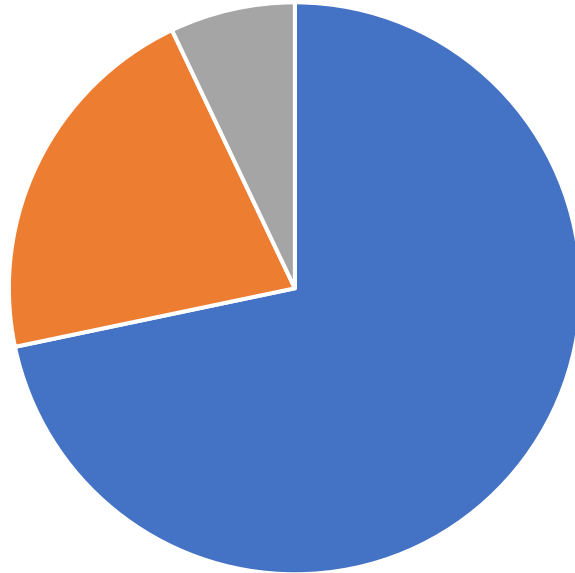
Geographical affiliation of mentors (round 3)



■ Switzerland ■ UK ■ USA ■ Netherlands ■ Germany  
■ Sweden ■ Morocco ■ Italy ■ Poland ■ Canada

# What went well...

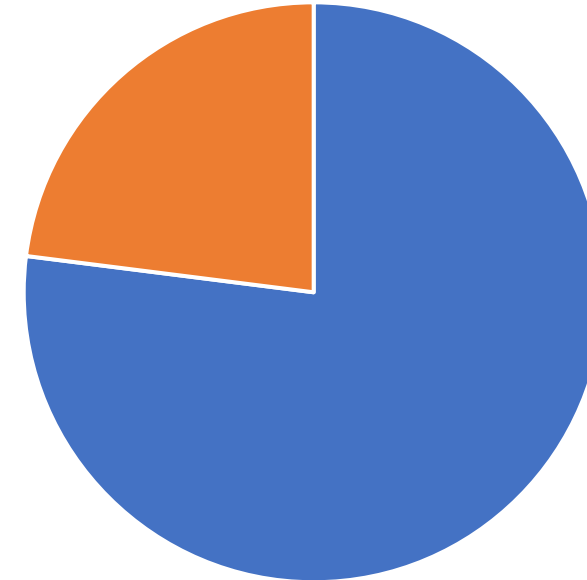
Mentees' satisfaction (round 1 end-point survey)



■ Very satisfied ■ Somewhat satisfied ■ Somewhat dissatisfied

**Most mentees were satisfied;** the one dissatisfied mentee was due to an incident outside of our control. They were offered and accepted a place onto round 2 of the programme.

Mentors' Satisfaction (round 1 end-point survey)



■ Very satisfied ■ Somewhat satisfied

**All mentors** who responded to the end-point survey were satisfied with the programme.

# What went well (mentor feedback)...

*I had a very engaged mentee*

*Mentee was very enthusiastic, meetings were easy*

*the fact my mentee always had things to discuss - she \*drove\* the process, which was excellent*

*I think the sessions with the organizers were nice, to get the point of view of other mentors. I think giving a good amount of freedom for the mentors and mentees to define what they planned to do was good.*

*I seemed well matched with the mentee. There were good suggestions from the organizers.*

*The alignment of interests made it be a productive engagement*

*Good relation with the mentee. I think it was useful for him.*

**Mentees were engaged!**

The mentors' **group meeting for brainstorming** seemed to be helpful.

**Mostly positive** mentor-mentee matches.

# What went well (mentee feedback)...

*My mentor is very prepared, full of useful suggestions and has been extremely interesting to have the possibility to discuss one-to-one with a dedicated person.*

*The match with my mentor is very good*

*I think that the positive aspect of the programme is that the meeting are fully organize by the mentor and mentee and this guarantees that the programme will always fit the needs of the mentor and mentee.*

*The flexibility*

*The frequency of the meetings and the clear establishment for our respective roles, contextualised within what I was hoping to achieve through this programme.*

Mostly **positive matches** and good **mentor engagement**.

Mentors and mentees arrange their meetings **amongst themselves**.

Mentors and mentees sign an **agreement** at the start to set terms.

## What did not go so well

There were two different mentees in the first and second rounds whose **mentors stopped responding to them**

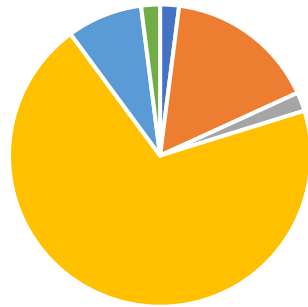
For the mentee in the first round, they were offered and accepted a place onto the second. They reported they were 'very satisfied' in the end-point survey.

For the mentee in the second round, was offered a place in our third round.



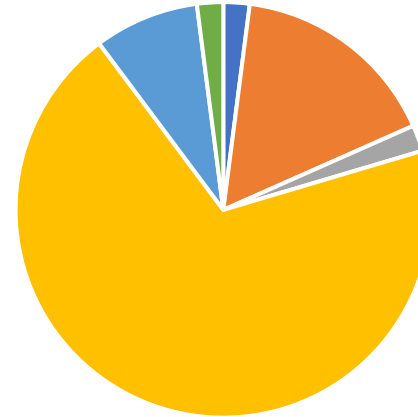
# What did not go so well

Geographical affiliation of mentee (round 1)



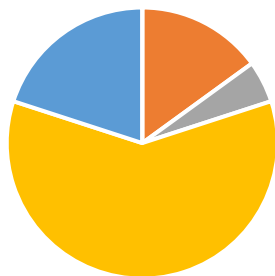
■ Africa ■ Asia ■ Australia  
■ Europe ■ North America ■ South America

Geographical affiliation of mentors (round 1)



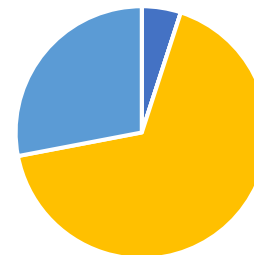
■ Africa ■ Asia ■ Australia ■ Europe ■ North America ■ South America

Geographical affiliation of mentees (round 2)



■ Africa ■ Asia ■ Australia  
■ Europe ■ North America ■ South America

Geographical affiliation of mentors (round 2)



■ Africa ■ Asia ■ Australia  
■ Europe ■ North America ■ South America

The **vast majority** of mentors and mentees have been **from Europe**.

More work is needed from the side of us organisers to improve our publicizing efforts to **increase diversity**.

# Lessons learned

Giving mentor-mentee pairs the **flexibility** to arrange their own meetings and topics seems preferred.

The **two group meetings** offered for mentees and mentors seemed helpful for them to brainstorm discussion points and provide us with initial feedback.

A **good mentor-mentee match** is critical for the success of the mentorship.

# Thanks – any questions?

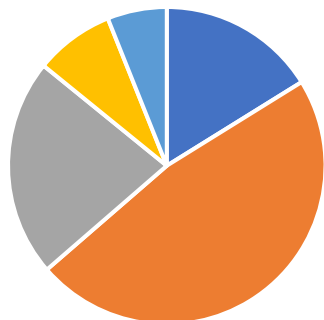
Contact: [LHC-Early-Career-Mentorship-Committee@cern.ch](mailto:LHC-Early-Career-Mentorship-Committee@cern.ch)

Back up

# Mentee stats (1 and 2)

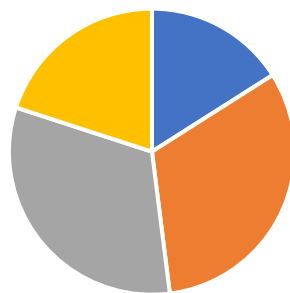
Most mentees were **PhD students**, affiliated with **CMS**, from **European institutes** and **were male**.

Mentee career level (round 1)



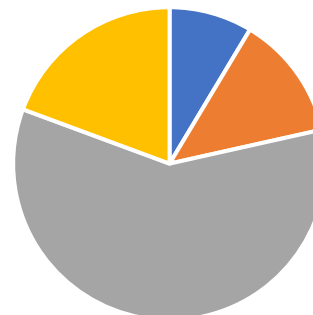
■ Bachelor's/Master's ■ PhD  
■ Early postdoc ■ Advanced postdoc  
■ Other

Mentee career level (round 2)



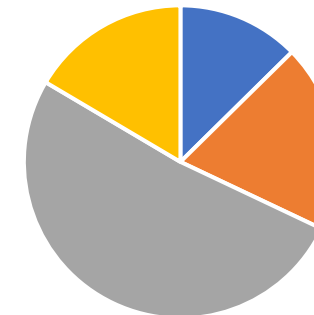
■ Advanced postdoc ■ Early postdoc  
■ PhD ■ Bachelor's/Master's

Experiment of mentee (round 1)



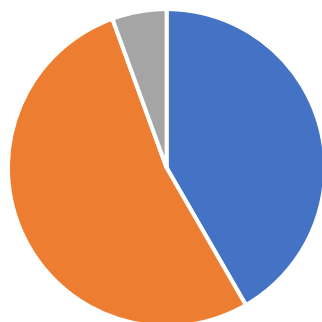
■ ALICE ■ ATLAS ■ CMS ■ LHCb

Experiment of mentee (round 2)



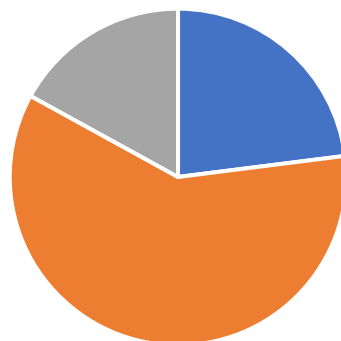
■ ALICE ■ ATLAS ■ CMS ■ LHCb

Gender of mentee (round 1)



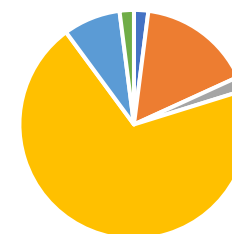
■ Female ■ Male ■ Other/not specified

Gender of mentee (round 2)



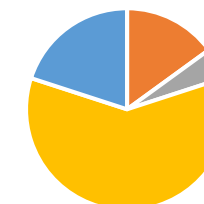
■ Female ■ Male ■ Other/not specified

Geographical affiliation of mentee (round 1)



■ Africa ■ Asia  
■ Australia ■ Europe  
■ North America ■ South America

Geographical affiliation of mentees (round 2)

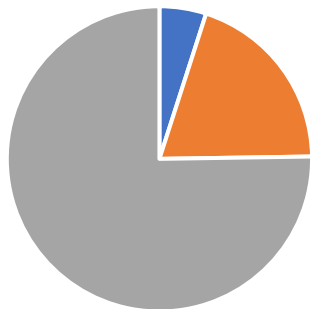


■ Africa ■ Asia  
■ Australia ■ Europe  
■ North America ■ South America

# Mentor stats (1 and 2)

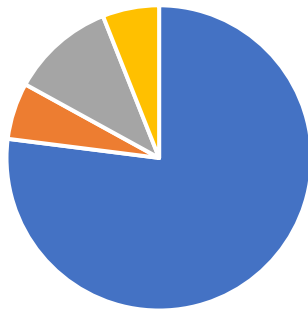
Most were **senior researchers**, affiliated with **CMS or LHCb**, male or affiliated with **European Institutes**.

Mentor career level (round 1)



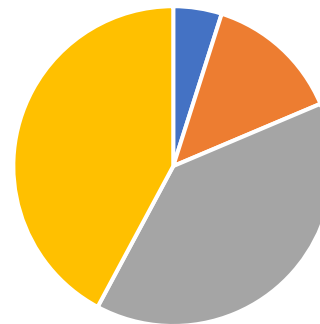
■ Early Postdoc ■ Advanced Postdoc  
■ Senior Researcher

Mentor career level (round 2)



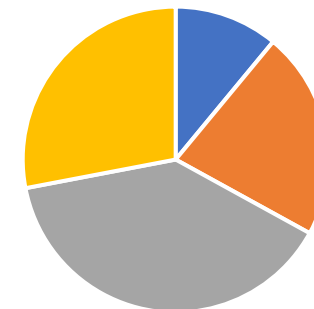
■ Senior Researcher ■ Advanced postdoc  
■ Early postdoc ■ PhD student

Experiment of mentors (round 1)



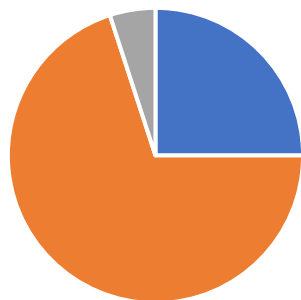
■ ALICE ■ ATLAS ■ CMS ■ LHCb

Experiment of mentors (round 2)



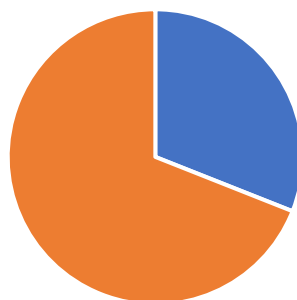
■ ALICE ■ ATLAS ■ CMS ■ LHCb

Gender of mentors (round 1)



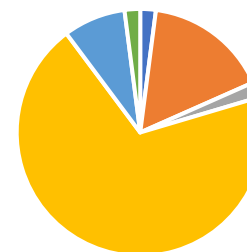
■ Female ■ Male ■ Other

Gender of mentors (round 2)



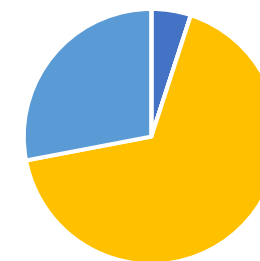
■ Female ■ Male

Geographical affiliation of mentors (round 1)



■ Africa ■ Asia  
■ Australia ■ Europe  
■ North America ■ South America

Geographical affiliation of mentors (round 2)



■ Africa ■ Asia  
■ Australia ■ Europe  
■ North America ■ South America