

Search Committee 2017: Final Report

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Summary

Our Search Committee, formed on April 26th 2017, has been working for about 5 months to define the lists of Auger spokesperson and co-spokesperson candidates in view of the elections to be held in Malargüe in November 2017. This report summarizes the work done and provides such two lists to the elections organizers and to the CB electors. In short, we have first consulted more than 100 members of the collaboration. Based on the received inputs, we have then contacted 10 potential candidates. The two final lists include 3 candidates for spokesperson and 4 candidates for co-spokesperson.

Preamble

The election organizers set up for us a common mailing list¹ which we have extensively used during our job-term both for internal and external communications. We have also had several meetings (either by phone-conference or ex-vivo, during the Paris meeting). As described below, our work consisted of two phases: consultation of the collaboration and contact with the nominees. In all phases, the five of us have been working in close contact.

Consultation Phase

The consultation phase started on May 6th 2017 and ended on June 2nd 2017. During this phase we first reached out the whole collaboration, by email. We then consulted, mostly by phone, all CB members and all institutional representatives, the two current spokespersons and the two current project managers, as well as all the former spokespersons and project managers who were still members of the Auger Collaboration. The burden of the consultations was shared among the five of us, as well as the information received by each of us. In total, we succeeded to hear the opinions of more than 100 members of the Collaboration. The aim of the consultation phase was not only that of eliciting names of potential candidates, but also that of gathering a general view of the expectations from the two next spokespersons. The primary wish resulted to be on the new leadership's attention and care, to be focussed not only on deploying AugerPrime but also on keeping Auger functioning as a swiss watch and on keeping producing science. The second spread wish, connected to the first one, was that, given such a challenging task, the two next spokespersons should closely work together as a team, sharing the two aspects in a complementary way, in a way that will depend on the personality and expertise of the two elected people. Further general recommendations were on the visibility of the two new leaders not only within our collaboration, but also in the outside scientific community. The latter recommendation resulted to be connected not only to the joint work with other collaborations, to be maintained and strengthened, but also to the wish that the next spokespersons might attract new groups to join and re-energize our aging collaboration. The last recommendation, very general but strongly pushed forward by many collaborators, was on the fact that the next spokespersons should be scientifically fully committed to Auger. As for names of potential candidates, we ended up with 47 nominees, variegated in age, sex, expertise, nationality.

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Nominees-contact Phase

The nominees-contact phase started during the analysis meeting, held in Paris at the beginning of June. The five of us were all attending, a fact that allowed us to have two live-meetings. We analysed all together the different inputs received from the collaboration: based on the general recommendations and on the number of nominations, we easily and unanimously identified a set of nominees to be contacted as viable candidates, either for spokesperson or co-spokesperson, or both. We also set up our way of operating. We decided that the identified viable nominees would be contacted in person, either live or by phone, always by a couple of us. We agreed that the aim of our conversation would be that of explaining the inputs and recommendations we had received, of telling each of them about whom else we were contacting, and especially of answering any question they might have for us. We also chose not to elicit an immediate response but rather to grant each of them all the time they needed to think about our proposition. That implied that we would make ourselves available to talk with each of them more than once, as many times as they wished for.

We first turned to finalize the list of spokesperson candidates: three people, Antonella, Bruce and Ralph, were clearly well-nominated for such a position. As they were all in Paris, we contacted them already during the analysis meeting: in the turn of a few weeks, they all gave us a positive response. The three of them expressed the wish to run also for the position of co-spokesperson: not only they were well-nominated for such position too, but also the majority of our consultants expressed the wish that any candidate spokesperson might be allowed to be a candidate co-spokesperson too. Antonella, Bruce and Ralph were then included in the list of co-spokesperson candidates, that at the end of June we started to complete. Out of our consultations, we had received clear indications of other seven well supported candidates for the position of co-spokesperson. The set of people was characterised by a nice diversity in terms of expertise, age, sex and nationality (South American, North American and European). We proceeded to contact them one by one, on the phone, allowing each of them time to thoroughly consider their possible candidacy. We concluded our round of contacts on September 20th 2017. The list of candidates co-spokespersons was completed with the addition of Valerio, while the other six contacted nominees declined the nomination for the 2017 election. On the same day, we informed all the candidates of our final outcome, as well as the elections organizers.