



Biennale du laboratoire



RECOMMENDATIONS TO THE UNIT

Recommendations regarding the Evaluation Area 1: Profile, Resources and Organisation of the Unit

The unit actively participates in numerous ongoing collaborations and possesses the knowledge and technical expertise necessary to play a significant role in several forthcoming projects related to Cosmology, Gravitation, High Energy Astrophysics and Particle Physics. The committee requests evaluation a thorough assessment of the potential future of human resources. The evaluation should be in hand with the unique technical strength of data exploitation. This is particularly 'irgo' and future (Einstein Telescope, LISA or become available, this is a team which should get more.

30 pages

The committee strongly recommends prioritizing projects where the unit can assume key management and decision-making responsibilities.

The recent inclusion of the ATLAS team expands the engagement of the unit to include the Particle Physics European Strategy Group's roadmap. To engage effectively with this roadmap, the unit must carefully ensure that such involvement does not excessively strain its historical teams resources, given that they are the hallmark of the unit.

The committee recommends to identify the spaces which are unused on the University ground (e.g. the Library which seems to be unused) and interact with the University to convert them to office or laboratory space.

The committee is aware of the importance of clean rooms. It recommends that efforts be continued to obtain the university's authorisation to carry out the work to convert the ISO8 room into an ISO5 room.

The committee recommends to alert the central CNRS management about the difficulties of the usage of administrative tools which affect the efficiency of the administration, research and technical staff. The committee perceived the frustration of the staff linked to the procedures related to travel reimbursement which indicate a lack of trust.

The committee recommends to enhance the 'induction' process for newcomers, especially students and postdocs: the committee suggests that newcomers should receive a welcome letter from the unit director which includes a public link to the 'Livret d'accueil'. The Livret d'accueil should be expanded to include practical information on the procedures needed to install in the Paris area and detailed info on who to contact in case of personal issues (e.g. harassment).

Recommendations regarding the Evaluation Area 2: Attractiveness

The competences of the unit are clearly an attractor for any project which needs them; before engaging the management should carefully evaluate the long term returns for the unit, beyond the immediate visibility return. In particular the ability (from the human resources point of view) to be able to play a visible role on the analysis/research side should be used as a judgement criterion taking into account the realistic time scales of all the ongoing engagements.

The committee recommends pursuing the creation of the new International Master program with enhanced focus on Artificial Intelligence, Instrumentation and Observational Cosmology; this will enrich the education background of possible doctoral students.

Recommendations regarding Evaluation Area 3: Scientific Production

In line with the progress achieved over the evaluation period the committee recommends strengthening the scientific discussions and continuing communication between the teams.

Seizing any opportunity to increase the communication, like seminars, convivial moments especially including students should be encouraged.

Recommendations regarding Evaluation Area 4: Contribution of Research Activities to Society

Profit from the platforms external industrial users and the technical developments which will generate industrial orders to get resources (e.g., students/postdoc support) from industry and tech company in order to create 'natural' links to these enterprises which could on one hand benefit the technological developments needed by the unit and on the other hand enhance the technology transfer.

Rapport sur la visite du tourniquet de APC UMR-7164

Comité de visite: Marie Anne Bizouard, Jean Orloff et Christophe Peaucelle

20 pages

1. Préambule : déroulement d	1
2. Présentation Générale de l	2
2.1. Personnels.....	3
2.2. Budgets.....	5
2.3. Situations géographique et locaux.....	6
3. Présentation des groupes de recherche.....	7
3.1. Groupe théorie.....	7
3.2. Groupe cosmologie.....	8
3.3. Groupe astrophysique des hautes énergies.....	9
3.4. Gravitation.....	10
3.5. Particules.....	11
4. Service Administratif.....	12
5. Services Techniques.....	12
5.1. Cellule qualité et aide aux projets (CQAP).....	13
5.2. Electronique.....	13
5.3. Informatique et la plateforme FACe.....	14
5.4. Mécanique.....	15
5.5. Techniques expérimentales.....	16
6. Enseignement.....	16
7. LabEx UnivEarthS.....	17
8. PCCP.....	17
9. Rencontre avec le Conseil de Laboratoire (CdL).....	18
10. Rencontre avec les acteurs de la prévention : AP, PCR.....	18
11. Rencontre avec les doctorants et post doctorants.....	19
12. Rencontres libres.....	19
13. Conclusion du comité de visite.....	20

Overall assessment is very positive

The unit is recognized as a **global leader in Astrophysics research** and has a set of **competences and technological know-how** which allows leading roles in major international collaborations.

The APC **distinguishes itself through its mastery of special techniques and technical developments** [...] The unit is, justifiably, very proud of what they call '**technical gems**' [...]

This expertise has made **the laboratory's teams highly attractive** to students and researchers

The **vision** [...] **is completely coherent with the present achievements** and engagements.

The **relation** [...] **to society** have **achieved an optimal level** [...].

La production scientifique des équipes est **excellente** à l'image du nombre important de thèses soutenues dans chaque équipe et de personnels étrangers démontrant l'**attractivité du laboratoire**. Le comité a aussi relevé le **niveau important de responsabilités** prises par les membres du laboratoire.

[...] les différents **services techniques**, perçus par le comité de visite comme **dynamiques et innovants**. Ceux-ci semblent avoir **de très bonnes relations avec les groupes de recherche** au sein des projets [...] **nombreuses R&D** dans le domaine de la cryogénie, l'électronique bas bruit, l'optique.

Malgré un contexte économique défavorable et de grandes difficultés de recrutement, l'unité continue d'avoir une **certaine attractivité aussi bien côté chercheur et étudiant qu'au niveau IT** [...]

Le comité de visite remercie la direction et les membres de l'unité pour leur accueil et pour les échanges francs et constructifs. **Les représentants de la section 01 félicitent l'ensemble des personnels pour leur dynamisme et implication au sein des projets**. La section donne un **avis très favorable** au renouvellement de l'association de l'unité.

Objectives of this session

- Committees made recommandations to the research unit globally and recommandations to the teams made separately
- The objective is
 - to review the recommandations
 - to identify actions to address them
- The final goal would be to **define a roadmap** for the next five years
- Coupled to an overview of the “trajectory” (last section of the HCERES report)

HCERES (1)

- 1) The committee suggests conducting a **thorough assessment of the potential future engagements** in the various teams, taking into account the availability of human resources.

The committee strongly recommends **prioritizing projects where the unit can assume key management and decision-making responsibilities.**

- 2) The committee recommends to **identify the spaces which are unused on the University ground** (e.g. the Library which seems to be unused) and interact with the University to convert them to office or laboratory space.
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We already have this data for the technical staff

Regular assessments done through the “CSP” review, NSIP declaration and the annual review process (EAP, CIO)

This accounting is translated into a workload schedule managed by the technical direction

This could be “modernized” into a database including projects milestones.

Produce a dashboard that help resource allocation decision

Lack of the same type of assessment for scientific staff

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This could be explicitly discussed and documented in the CSP review process when deciding on resource allocation to a given project

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Indeed, space is a central issue and of key importance for future development. Decision not in our hands.

Don't miss any occasion to lobby and complain about the lack of space

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Welcome meeting with new comers

Welcome booklet rewritten

Should become part of our operation routine

Will be discussed tomorrow

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- 2) **Profit from the platforms.** External users will generate orders to get resources from industry and tech company
- 3) Seizing any opportunity to **increase the [internal] communication**

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What is the next step after CENS vote?

Will call for a dedicated meeting in the next weeks

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3) Seizing any opportunity to **increase the [internal] communication**

Already have contacts with private sector for the development *and* use of the platform

This is pure theory so far. Need to demonstrate that this can be done. Cultural shift.

Strategic work packages gained thanks to Cryomat, including CMB-S4 in 2024

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Do we need more internal communication?

Beyond group/service regular meeting and Jeudis APC ?

Tourniquet

- 1) [...] veiller à ce que **la charge globale nécessaire aux projets soit compatible avec la capacité des services**
- 2) [...] plusieurs **expertises** [techniques] **sont susceptibles d'être menacées** à court et moyen termes [...]
- 3) Concernant ce personnel non permanents souvent non francophone, le comité suggère aux encadrants de **communiquer régulièrement et périodiquement les procédures et ressources mises à disposition** afin de leur faciliter les démarches d'insertion et d'améliorer la cohésion globale.
- 4) Il serait aussi utile que le laboratoire facilite les **rencontres informelles entre doctorants et post doctorants** en mettant à disposition une fois par mois une salle.

Pilotage et contrôle via le plan de charge

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Evolution des expertises pilotée par l'IN2P3

Certaines expertises vont effectivement être difficiles à remplacer (électronique analogique bas bruit par exemple)

Prise de responsabilités sur d'autres expertises

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Livret et journée d'accueil

Discussion demain

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Opinion des doctorants et postdocs ?