

FIRST 13TEV COLLISIONS: REPORTING FROM THE CCC

On Wednesday 20 May at around 10.30 p.m., protons collided in the LHC at the record-breaking energy of 13 TeV for the first time. These test collisions were to set up various systems and, in particular, the collimators. The tests and the technical adjustments will continue in the coming days.



The CCC was abuzz as the LHC experiments saw 13 TeV collisions.

Preparation for the first physics run at 6.5 TeV per beam has continued in the LHC. This included the set-up and verification of the machine protection systems. In addition, precise measurements of the overall focusing properties of the ring – the so-called “optics” – were performed by inducing oscillations of the bunches, and observing the response over many turns with the beam position monitors (BPM).

The transverse beam size in the accelerator changes from the order of a millimetre around most of the circumference down to some tens of microns at the centre of the experiments where the beams collide. Reducing the beam size to the micrometre level while at top energy at the interaction points is

called “squeezing”. Quadrupole magnets shape the beam and small imperfections in magnetic field strength can mean that the actual beam sizes don’t exactly match the model. After an in depth analysis of the BPM measurements and after simulating the results with correction models, the operators made small corrections to the magnetic fields. As a result, the beam sizes fit the model to within a few percent. This is remarkable for a 27 km machine!

The preparation for first collisions at beam energies of 6.5 TeV started Wednesday, 20 May in the late evening. Soon after, the first record-breaking collisions were seen in the LHC experiments. On Thursday, 21 May, the operators went on to test the whole



A WEEK FOR RECORDS... AND THINGS OF RECORD

This week, the LHC set an important record on the way to the start of data taking for Run 2. At around 10.30 p.m. on Wednesday, 20 May, two bunches of particles were brought into collision at 13 TeV for the first time as part of the commissioning process for the systems that protect the detectors from stray particles. This milestone triggered ripples of excitement around the Laboratory and, coming right on schedule, is a clear sign that we are on course for physics data taking to start at the beginning of June. My congratulations go to all involved.

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A word from the DG

A WEEK FOR RECORDS... AND THINGS OF RECORD

That was not the only record set this week: there was a sporting record as well. On Thursday, nearly 800 of you ran the traditional CERN Relay Race with 129 teams competing along with nine Nordic walkers, easily breaking the previous record of 108 teams set in 2013. However, despite so many pretenders to the crown, the course record of 10 minutes and 33 seconds set by the VELOCITY team in 2013 still stands.

Staying with a sporting theme, the annual Swiss "Bike to Work" challenge is about to begin. This is a national inter-enterprise competition to encourage people to leave their cars in the garage and pedal their way to work while the summer sun graces our skies. CERN has signed up for the month of June. Last year, we were the largest

participant in French-speaking Switzerland with 100 teams of four cyclists. This year we have over 60 teams signed up so far, and it's not too late to enter a team at the "Bike to Work" website. Let's see if we can break another record before the month is out!

Another development of record this week was the inauguration of the emergency operations centre operated by the Geneva University Hospitals (HUG) on the CERN site. Operational since 4 May, the centre has already proved its worth, enabling the hospital to reinforce its emergency response capability in the vicinity of CERN. I'm very happy that we've been able to work with the HUG to make this important development a reality.

Finally, and certainly worthy of record, an important milestone for CERN staff, and indeed many more who have benefited over the years, was marked on 21 May. Last year it was CERN's turn to celebrate its 60th anniversary, this year it is that of our Staff Association. On Thursday, runners finishing the CERN Relay were greeted with the beginning of the festivities that the Association put on to mark the anniversary of its foundation in 1955. Congratulations to the Staff Association, and many happy returns!

Rolf Heuer

FIRST 13TEV COLLISIONS: REPORTING FROM THE CCC

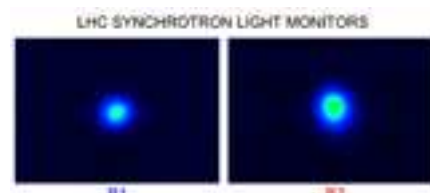
machine in collision mode with beams that were "de-squeezed" at the interaction points. During the "de-squeeze", the beam is made larger at the experiment collision points than those used for standard operation. These large beams are interesting for calibration measurements at the experiments, during which the beams are scanned across each other – the so-called "Van der Meer scans".

The two spots are beam 1 (clockwise) and beam 2 (anti-clockwise) traveling inside the LHC in opposite directions. The images are elaborated from data from the synchrotron light monitors. The beam sizes aren't exactly the same at the B1 and B2 telescopes as the

beam intensity as well as the beam optics setup can differ.

Progress was also made on the beam intensity front. In fact, last week the LHC also broke the intensity record for 2015 by circulating 40 nominal bunches in each of the rings, giving a beam intensity of 4×10^{12} protons per beam. There were some concerns that the unidentified obstacle in the beam-pipe of a Sector 8-1 dipole could be affected by the higher beam currents. The good news is that this is not the case. No beam losses occurred at the location of the obstacle and, after two hours, the operators dumped the beams in the standard way. Commissioning continues

and the LHC is on track for the start of its first high-energy physics run in a couple of weeks.



The two spots are beam 1 (clockwise) and beam 2 (anti-clockwise) traveling inside the LHC in opposite directions. The images are elaborated from data from the synchrotron light monitors. The beam sizes aren't exactly the same at the B1 and B2 telescopes as the beam intensity as well as the beam optics setup can differ.

Jan Uythoven for the LHC team

(Continued from page 1)

HAVE AN IDEA FOR A START-UP? WE'LL HELP YOU GET IT OFF THE GROUND!

A new Business Incubation Centre is opening its doors in the Pays de Gex. This is the sixth incubator launched in association with CERN, and it will support the creation of businesses using CERN technologies.



Representatives of the European Business Incubation Centres established in partnership with CERN met to share their experiences on 19 May at CERN's IdeaSquare.

Do you have an idea for bringing a technology developed at CERN to market? Would you like to start your own business? CERN and its local partners in France* are opening a new business incubator in the Pays de Gex. This incubator, named Innogex and based at the Saint-Genis-Pouilly Technoparc, welcomes

entrepreneurs wishing to start a business based on a CERN technology.

Innogex will offer these entrepreneurs advice, administrative and financial support and premises. The entrepreneur's relationship with Innogex lasts at least three years and can be extended. The incubator is open to projects based on CERN technologies, following approval by the partners. To get started, register on the new Innogex website: www.innogex.fr. The board will meet for the first time on 25 June 2015 to select the incubator's first projects.

Alternatively, if you want to start your business somewhere else in Europe, you can do that too. Innogex is the sixth business incubator established by CERN in its Member States, following others set up in the UK, Norway, the Netherlands, Greece and Austria. "For a long time, the transfer of CERN's technologies was

done exclusively through licences granted to existing companies," explains Giovanni Anelli, Knowledge Transfer Group Leader. "We wanted to develop a new form of technology transfer by encouraging the creation of businesses. That's the philosophy behind these incubators."

The heads of the Business Incubation Centres met at CERN for the first time on 19 May to compare notes; the network formed by these European incubators has the added bonus of allowing the people involved to share their experiences. Many projects are already in the works at these centres, so watch this space...

* Innogex is a partnership between the Communauté de communes of the Pays de Gex, the Departmental Council of the Ain, the economic development agency ADE 01, the Chamber of Commerce and Industry of the Ain and the Economic Mission of the Ain.

Corinne Pralavorio

Bringing an idea to the market

CERN's Knowledge Transfer group offers several tools to help you overcome the various hurdles from an initial idea to the launch of your business.

- **The network of Business Incubation Centres:** the incubators provide logistical, financial and administrative support as well as advice on how to create your business. See the list of incubators: <http://cern.ch/go/nWM9>.

- **KT meet-ups:** twice a month, the group organises informal meetings with specialists in entrepreneurship, innovation, etc. You can sign up to the mailing list here: <http://cern.ch/go/x7NN>.

- **The KT Fund:** the Knowledge Transfer Fund provides financial support for knowledge transfer activities at CERN. Find out more here: <http://cern.ch/go/k9SW>.

- **The technology portfolio:** finally, if you dream of starting a business but don't have a technology in mind, you can browse the catalogue of technologies developed at CERN.

- Feel free to contact us by e-mail if you have any questions: mail-kt@cern.ch.

TELEPHONE OPERATOR CHANGE: YOUR QUESTIONS ANSWERED

CERN will be changing mobile telephone operators on 24 June. As the community prepares for the summer switchover, everyone has questions. What brought on the change? Why are we losing our old phone numbers? What kind of improvements will we see?

"Just as with every contract at CERN, we issue calls for tenders every few years to ensure we are still receiving the best possible service," explains Tony Cass, from the Communication Systems group within the IT department.

"As we came to the end of our contract with Sunrise, we put out a call for tenders, which was won by Swisscom. Not only is their pricing more competitive, they will also be providing better service conditions."

The scope of these new service conditions is multifaceted: there will be improvements to the redundancy and reliability of the network as well as modern 4G network coverage in the LHC tunnel. "People will also see their mobile phone bills decrease," says Tony. "This will especially be the case for people who travel, as roaming charges for data and calls will drop significantly."

In order to ensure a seamless transition between the two networks, Swisscom set about establishing a network that could operate in parallel with that of Sunrise. Together with CERN's IT and EN departments, some 50 new Swisscom mobile network stations have been installed across the CERN site over the past few months – quite an achievement as such stations normally take more than a year to set up! All this work means that, when the Swisscom numbers are activated on 15 June, there will be an overlap period with Sunrise. Users will be able to test their new mobile services before the switch on 24 June.

Which bring us to the question of the hour: why does CERN have to change its telephone numbers? "If you are an individual subscriber, you have the right to move your active number from one provider to another," explains Tony

Cass. "While this same rule applies to CERN, the problem is the term 'active'. CERN is allocated 10,000 numbers, but only about 6,000 of those are 'active'. Were we to switch our numbers to Swisscom, we would lose some 4,000 numbers. Also, when a subscription ends, the rules say the number goes back to the original operator." So, although it would be possible for current users to keep their 'old Sunrise' number, new users would have to have a 'new Swisscom' number and this inconsistency would lead to confusion.

But what if all 10,000 numbers were activated, switched to the new provider and kept active? "In addition to the financial implications, such a switch would be extremely chaotic," says Tony. "Switzerland only allows 500 numbers a day to change providers – meaning it would take at least 20 days to migrate all of CERN's numbers. It would be a complete nightmare,

as users would not know which numbers were working when."

In short, while it may have been technically possible to keep the old CERN numbers, in the longer term this would have led to more extensive complications for users. "We realise that between changing SIM cards and contact lists, the change is a big hassle. It's something that the people in our team have to contend with as well. But if you look at CERN globally, it was definitely the best decision," concludes Tony.

For more information about the change, see the Bulletin announcement: "Change of mobile telephony operator and mobile telephone numbers - 24 June 2015".

CERN Bulletin

TAKE PART IN THE COMMUTE-ANOTHER-WAY CHALLENGE!

Ring the changes on Thursday, 4 June by commuting another way! CERN has signed up for the 5th "challenge mobilité Rhône-Alpes", the aim of which is to encourage people to use modes of transport other than their car to get to work. Are you up for the challenge?



Join in the challenge! Sign up using the dedicated CERN form.

"Commute another way!" is an initiative launched by the Rhône-Alpes regional authorities and the French environment agency ADEME (l'Agence de l'environnement et de la maîtrise de l'énergie française) to promote alternative ways of travelling to work than the car (excluding carpooling), in private and public-sector organisations across the region.

We love this idea and CERN has been signed up to a similar scheme - *Bike to Work* - for several years. That's why we've decided that CERN should join the Commute-Another-Way Challenge, in partnership with the Communauté de Communes du Pays de Gex.

The concept is simple - on Thursday 4 June come to work using a mode of transport other than a car with a single occupant. Possible options include walking, cycling, carpooling, or public transport. Use the dedicated CERN form*: <http://cern.ch/go/b7GF> to let us know which mode(s) of transport you choose and how many kilometres you travel. The data

collected will be passed on to the Challenge organisers at the Rhône-Alpes regional council, who will then name a winner, i.e. the organisation with the largest proportion of participants.

Of course the challenge is open to anyone working on the CERN site, whatever their status. So talk about it with your colleagues, propose carpooling, check out bus and tram timetables or just get on your bike!

* The official Challenge form doesn't allow people who are not resident in France to enter, which is why we have made available a dedicated CERN form. Note that on this same site, you can also submit and view offers to carpool. CERN will take care of sending the data to the Challenge organisers.

See the video:



CERN Bulletin

GET THE RIGHT ACCESS RIGHTS!

On 11 May, a major change concerning the requirements to access the CERN beam facilities was put in place and implemented in ADaMS in order to reduce the number of courses that people who need access to multiple installations have to follow. This revision includes dedicated safety training courses that replace, in particular, the "Safety during LS1" e-learning course, which is now to be considered obsolete.



CERN's Access Distribution and Management System (ADaMS).

As of 11 May, an important improvement was implemented in ADaMS (CERN's Access Distribution and Management System) regarding the requisites to access safety zones. This change is closely related to the introduction of a generic e-learning course ("CERN Beam Facilities") covering the common risks and systems present in CERN's beam facilities. Two e-learning courses are no longer valid, nor available on the SIR (Safety Information Registration) catalogue: the "Safety during LS1" and the "PS Complex (Level 4 PS)" training courses. The main objective of this revision is to develop dedicated learning modules addressing specific risks, thus avoiding redundancies among different courses.

This change has involved teams from GS-ASE, the HSE Safety Training section and the BE

department's Safety Unit. In addition to the new courses, the new scheme also benefits from the introduction of the ADaMS "training ranks" system that was put in place by GS-AIS at the beginning of the year, concerning both e-learning and face-to-face courses. "Before February 2015, to access a safety zone, one or more courses were required. At present, one or more "ranks" are required instead, and they can still be obtained by following training courses," explains Rui Nunes, GS-ASE-AC section leader. For the end user, i.e. the learner, the courses followed are translated into "acquired ranks" and no access authorisations will be lost.

One or more courses may grant the same rank, because they belong to the same "family". Before introducing this rank system, the access conditions were directly related to

a course name. The smallest upgrade - like changing the colours in the slides of a course - corresponded to a new course, therefore requiring (unnecessary) new training, even when the one already taken had not yet expired. "A training rank enables us to manage equivalencies between courses. For example, while previously the Self Rescue Mask Initial and Refresher courses and their French versions were considered by ADaMS to be four different courses, with the new system they all belong to rank 10390," says Christoph Balle, Safety Training section leader. The same rank may be obtained by different courses (for example a refresher course), thus allowing greater flexibility for the management of the training catalogue and the access system, as well as for the learner.

"This switch concerns only the accelerator zones for the time being, but a new phase will start at the beginning of June," explains Christelle Gaignant, BE Deputy Departmental Safety Officer. From then and progressively until August, the change will be applied to the remaining zones starting with the LHC experiments, according to the calendars agreed at the different Complex Safety Advisory Panels (CSAP). "In order to have their access granted, I encourage the users to anticipate their required training, referring either to ADaMS or the BE Safety webpage," she concludes.

To know which dedicated courses you have to follow in order to have your accesses granted, please refer to the ADaMS webpage.

Rosaria Marraffino

THE SUCCESS OF THE 45TH CERN RELAY RACE

On Thursday, 21 May, 783 people (9 Nordic walkers and 129 teams of 6 runners each) took part in the 45th CERN Relay Race.

The teams were divided into eight different categories: three CERN categories (Seniors, Dames, Mixte) - in which the six runners in the team must belong to the same professional unit - and four "open" categories (Open, Veterans Open, Dames Open, Mixte Open) - in which the six runners in the team do not necessarily belong to the same professional unit and can include people from outside

CERN. Each team covered 3,600 metres around the Meyrin site, with the race's fastest runners covering this distance in only 11 minutes and 5 seconds! (See all the results here: <http://cern.ch/go/N9BX>. For more photos from the event, see here: <http://cern.ch/go/P8Dm>.)

CERN Bulletin



OPEN-SCIENCE PROJECTS GET KICKSTARTED AT CERN

CERN is one of the host sites for the Mozilla Science Lab Global Sprint to be held on 4 and 5 June, which will see participants around the world work on projects to further open science and educational tools.

The Mozilla Science Lab Global Sprint was first held in 2014 to bring together open-science practitioners and enthusiasts to collaborate on projects designed to advance science on the open web. The sprint is a loosely federated event, and CERN is participating in the 2015 edition, hosting sprinters in the hacker-friendly IdeaSquare. Five projects have been formally proposed and CERN users and staff are invited to participate in a variety of ways. A special training session will also be held to introduce the CERN community to existing open-science and collaborative tools, including ones that have been deployed at CERN.

1. GitHub Science Badges: Sprinters will work on developing a badge-style visual representation of how open a software project on GitHub is and to what extent it has been used in research. Usage will be tracked through DOIs (Digital Object Identifiers) assigned to the codebases. More information: <http://cern.ch/go/Vd6P>

2. Open Cosmics: Several projects exist to bring the study of cosmic rays to students

in particular and citizens at large, including CRAYFIS, Cosmic Pi and HiSPARC amongst others. The aim of Open Cosmics is to establish a common data format and storage mechanism for collective analysis of data recorded across all of the independent projects. More information: <http://cern.ch/go/X6gH>

3. Geotag-X: This data sprint seeks volunteers to beta-test the Citizen Cyberlab's Geotag-X platform, developed by UNITAR/UNOSAT at CERN. Geotag-X relies on volunteers analysing photographs from disaster-affected areas in order to gather data crucial to providing humanitarian aid. More information: <http://cern.ch/go/6hJm>

4. iSpy and other LHC event displays: The open-source iSpy tool is used to produce event displays of collisions recorded by the CMS detector, which are used for education and outreach. The objective of this project is to enhance the capabilities of iSpy and possibly build native apps for mobile devices, as well as to work on other open-source event displays. More information: <http://cern.ch/go/r7bK>



IdeaSquare will be hosting the event at CERN.

5. Extreme Energy Events (E3): E3 was a project born at THE Port's hackathon at CERN last year, with the aim of providing objective, real-time data on extreme-energy events, such as explosions, around the world, so that appropriate life-saving actions can be taken by both professional organisations and individuals. At the sprint, a first prototype of the web interface will be built, demonstrating the user experience and data visualisation of E3 data. More information: <http://cern.ch/go/vjT9>

Details about logistics for the event can be found at: <http://cern.ch/go/88Fx>. If you wish to participate, please add your name to the linked document below the appropriate project, and you will be contacted by the organisers closer to the date.

Achintya Rao

CYCLING TO WORK IS GOING MAINSTREAM

CERN will take part in the "Bike to Work" campaign again this year. In this Swiss national campaign, which attracts more than 50,000 participants every year, teams of four colleagues encourage each other to cycle to work throughout the month of June. Last year CERN was the organisation with most participants in French-speaking Switzerland. Let's aim to keep that position in 2015.

Participating is easy! Simply get together with three of your colleagues and register your "Bike to Work" team online before 31 May. There are no fees for registering teams, there is no minimum distance and parts of the journey can be done using public transport. There is even an opening for non-cyclists: one member per team can be a pedestrian or a skateboarder or use any other means of transport that does not depend on an engine. If you need help forming your team, add your name to this Doodle: <http://cern.ch/go/C8FS> and you will be teamed up with three other colleagues.

A description of the event and CERN's own

"Bike to CERN through the whole year" challenge can be found on our website.

Cycling to work is certainly going mainstream, which is confirmed by the "Challenge mobilité Rhône-Alpes", an initiative also described within this issue of the *Bulletin*. We encourage you to get in on the trend and join teams to take part in both the "Bike to Work" and the "Bike to CERN through the year" events. But before getting on to the saddle, please remind yourself of the safety rules for bicycling: "Bike safety – e-learning module". Enjoy your commute!

Jens Vigen, "Bike to Work" coordinator for CERN



#CERNJOBSENIGMA2

Curiosity is an essential attribute for anyone who works at CERN, and the HR recruitment team is about to pique the interest of its social media followers with the release of its second Enigma challenge, #CERNJOBSEnigma2. Starting on 29 May, daily clues will be revealed and social media followers can work together to solve the enigma before the answer is revealed on 5 June.

The first Enigma challenge in 2013 was designed to build interest and excitement in the CERN Jobs social media presence ahead of the launch of a radical new web site. One of the surprising aspects of the first Enigma challenge was how collaboratively social media followers worked together to solve the clues.

One of those followers was Dom Nicosia. At the time, Dom was working in the UK as a medical linear accelerator technician in the National Health Service. #CERNJOBSEnigma was never intended to be a direct recruitment tool, but it sparked Dom's interest in CERN and he is now working as a technician in the Beam Operations group, operating the SPS accelerator. He was so interested in the Enigma that he has co-developed the latest challenge,

working with Anna Cook and Michel Guye-Bergeret in HR recruitment.

"I like problem solving," says Dom. "I got involved with the first challenge by collating all the potential solutions that other Facebook followers had contributed on the CERN Jobs Facebook page into a Google Doc that I shared with everyone. This time, instead of solving the problems, I've been setting them – the clues might seem quite abstract, but they will lead you to an answer... eventually!"

"Our aim is to increase CERN's visibility as an employer of choice," says Anna. "We're using the CERN Jobs Enigma challenge as an enticing and exciting way to get people engaged and to make them want to find out more about CERN. Once they see the variety of



employment opportunities that we offer, we hope that they'll want to take part."

That's what happened to Dom: "Two years ago I was just an admirer of CERN and now I'm working here; it's good for people to know that (like me) you don't have to have a PhD to work here. You might not get the first CERN job that you apply for, but keep trying. If you really want something, go for it!"

The #CERNJOBSEnigma2 challenge will be starting on 29 May on Facebook, LinkedIn and Twitter. We're sworn to secrecy about the answer to this enigma – you'll just have to take part to find out!

Stephanie Hills

PRESIDENT OF CERN COUNCIL DISCUSSES WOMEN IN LEADERSHIP

Agnieszka Zalewska, President of CERN Council, participated in the Annual High-Level Forum "Women in Leadership", which took place on 29 April in Geneva. The event was organised by a group of students participating in the International Organizations MBA (IO-MBA) programme at the University of Geneva, which has maintained a friendly relationship with CERN since its creation.

The forum gathered influential leaders from Geneva, Bern, Rome and Krakow to discuss the perceptions, challenges and opportunities that women face in leading roles in international organisations. The panellists were Irene Khan, Director-General of the International Development Law Organization, Suzan LeVine, United States Ambassador to Switzerland and Liechtenstein, Michael Möller, United Nations Under-Secretary-General and Acting Director-General of the United Nations Office at Geneva, Doris Schopper, Director of CERAH, member of the International Committee of the Red Cross and professor in the medical faculty at the University of Geneva, and Agnieszka Zalewska, President of CERN Council and professor at the Institute of Nuclear Physics of the Polish Academy of Sciences.

Before the forum, Professor Zalewska, along with Ambassador LeVine, attended an informal meeting with the IO-MBA students, sharing stories of their personal career paths. One topic of the conversation was the difficulties that occur when combining a family life and motherhood with a management position, which a lot of women have to face.

The discussion continued as the forum began, gathering around 270 people in the audience. The panellists agreed unanimously upon the importance of gender equality for both social and economic development. Professor Zalewska pointed out that nowadays there are clearly more women than men at the universities. It must mean, she concluded, that in the future we will see more and more women taking up high-level posts.



From left to right: Ambassador Suzan LeVine, Prof. Doris Schopper and Prof. Agnieszka Zalewska. (Image: Lidia Kleshchenko.)

Watch the recording of the "Women in Leadership" discussion here: <http://cern.ch/go/DJ6f>. The full version of this article is available on the Diversity at CERN website.

Lidia Kleshchenko, IO-MBA student

13 SCIENTISTS ACED THEIR SCIENCE COMMUNICATION TEST AT THE FAMELAB FINAL

On 8 May, the joint CERN and Swiss FameLab final took place in CERN's Restaurant 1, which was transformed into a cosy setting for the special occasion. The jury selected Oskari Vinko, a Master's student in synthetic biology at ETH Zurich, as the winner of the Swiss final while Lillian Smestad, a physicist in the Aegis collaboration, will be the first CERN finalist to go to the international final at the Cheltenham Science Festival. In addition, CMS physicist Christos Lazaridis was awarded the audience prize.



Computer Security

OOPS, THERE IT GOES...

Do you love riddles, hide and seek or picture puzzles *a la* "Where's Wally"? Then take a look at the photo below, and try to spot the error.

It is hard to spot: the yellow sticker on the computer screen shows a password providing access to the web application running on the screen. Surprising! Fortunately, this sticker was quickly removed by the corresponding system owners and the password changed. However, we can all make improvements: passwords must never be written down and definitely not on stickers attached to screens, keyboards, or desks.



Remember: your password is your "toothbrush" - a toothbrush you do not share and you change regularly. Neither your colleagues, your supervisor, the Service Desk or the Computer Security Team have any valid reason to ask for it. They should not and will never do so. The same is valid for any external company: UBS, Paypal, Amazon, Facebook or Google will never ask you for your password! Your password is yours and yours alone. In this particular case, the password

is not a personal one, but used between collaborators to access a shared resource (the web application). Still, we should try to do better!

Wherever possible, shared accounts should not be encouraged. Avoid using them and instead use e-groups listing individual members of your team and limit access to your application or service to the people in the e-group. All CERN web-services easily allow for this through the CERN Single Sign-On portal. If your application is a commercial one and requires a shared password, put this password in an encrypted file on AFS, or use one of these password vaults: KeePass or Password Safe (but note that usage is at your own risk - neither the CERN Security Team nor the IT department support these tools). Do not write the password down in a file stored on a public or restricted webpage! If the password is hardcoded in your software, look for alternatives and take care to check whether your preferred software repository leaks that password. And, of course, do not put it on a sticker and glue it to the monitor, under or on the keyboard, or put a corresponding note in the drawer close-by.

Finally, the password on that tiny yellow sticker was "Administrator"... recall that good security requires creativity (see our *Bulletin* article on "Creativity@CERN")! Use complex passwords and different passwords for different sites ("Don't Copy/Paste Passwords!"). A good password must be private, i.e. known and used by only one person ("Don't let Chrome expose your passwords"); secret, i.e. it must not appear in clear text in any file or program, or on a piece of paper pinned to the monitor ("Backed up and gone..."); easy to remember, so there is no need to write it down; and at least eight characters long with a mixture of at least three of the following: upper-case letters, lower-case letters, digits and symbols (see also our password hints). It must not be listed in a dictionary of any major language and it must not be guessable by any programme in a reasonable time.

For further information, questions or help, check: <https://security.web.cern.ch> or contact us at Computer.Security@cern.ch

Do you want to learn more about computer security incidents and issues at CERN? Follow our Monthly Report: <https://cern.ch/security/reports/fr/monthly-reports.shtml>

Stefan Lueders, Computer Security Team

Ombud's Corner

SECOND LETTER FROM OMBUDSLAND

A few weeks ago I attended the 2015 annual conference of the International Ombudsman Association. It was the second time that I had participated in this conference and, once again, I would like to share some of my experience with you.

The annual conference of the International Ombudsman Association offers its participants – Ombuds coming from the private sector as well as from various universities and organisations – a valuable opportunity for networking and sharing best practices and experiences. The various presentations and workshops are designed to raise questions about how to continually improve our ways of handling conflicts and provide insights into innovative ways of promoting a work environment based on mutual respect and collaboration.

This year's conference featured many interesting contributions and one topic that caught my attention in particular was the talk by the MIT Ombudsperson, which focussed on the importance of being aware of what she called "micro-inequities". What are micro-inequities? These are the little issues, "little acts of disrespect and failures in performance feedback that seem to corrode some professional relationships like bits of sand and ice". Often, we think that the only issues that we need to manage are the ones that generate big conflicts, but the little inequities, the apparently negligible acts of unequal treatment or disrespect that gnaw away at our morale and motivation on a daily basis also need to be addressed. Examples of these micro-inequities include names mistakenly left out of invitations to meetings,

failures to give credit or acknowledge contributions, assumptions made on the basis of people's nationality or gender, ineffective ways of giving feedback or indeed not giving feedback at all. All these things can, in the end, have a "cumulative, corrosive effect" on people's sense of self worth and, in particular, on their perception of whether or not their contributions are valued.

Most of the time, these 'micro-inequities' behaviours are unconscious and the people who behave like this do not even realise their impact on others. In fact, it is precisely because this behaviour is unconscious that it is very difficult to change. As the speaker went on to say, even when this behaviour is pointed out to people, they cannot see the problem and tend to laugh it off, and it is only if they are confronted with a video recording that they are able to recognise the negative impact it may have on colleagues.

So what can we do to catch ourselves and prevent this type of behaviour? The solution proposed by the speaker was to put in place a practice of 'micro-affirmations' or "apparently small acts or gestures of inclusion and appreciation that include listening, acknowledging and providing fair, specific, timely feedback aimed at helping people to build on their strengths".

Whereas many 'micro-inequities' are unconscious and therefore hard to avoid, a conscious practice of 'micro-affirmations' can lead to three positive outcomes: it will be motivating for the other person, it will help us to block these behaviours and prevent even unconscious slights because our focus will be on positive aspects, and, in the longer term, this consistent affirmation of others may prove to be contagious and widespread.

"Micro-inequities – apparently small events which are often ephemeral and hard-to-prove, events which are covert, often unintentional, and frequently unrecognized by the perpetrator."

Micro-affirmations – apparently small acts, which are often ephemeral and hard-to-see, events that are public and private, often unconscious but very effective, which occur wherever people wish to help others to succeed."

Mary P. Rowe, Ombudsperson, MIT, USA, pioneer in the field

All previous Ombud's Corners can be accessed in the Ombud's blog: <http://cern.ch/go/P8Dm>

Sudeshna Datta-Cockerill

RUDOLF BÖCK (1935 - 2015)

Rudolf Böck, a distinguished scientist who worked at CERN for over 40 years, died unexpectedly on 15 April at the age of 80.



Rudy obtained his PhD in Munich and started work at CERN on 5 October 1959, just a few years after its establishment, as a mathematician in the Data Handling Division. He worked on a series of experiments including WA7, UA1, and JETSET at LEAR, as well as leading the RD11 (EAST) project studying second-level triggering for the LHC experiments, before joining ATLAS.

As a member of the ATLAS TDAQ team, Rudy was deeply engaged in second-level trigger activities – from the physics requirements and architectural design to studies with early prototypes. He retired from CERN in 2000, ending his activity on ATLAS, but joined the MAGIC experiment in La Palma as a member

of the MPI Munich group, splitting his time between Munich and Geneva.

Rudy will be remembered as a charming, kind and generous man, always interested and ready to share his wisdom both in professional and other matters. His colleagues greatly appreciated his vision and professionalism, as well as his willingness to share his broad experience. His many interests outside of work included music, mountain activities and enjoying good food and wine with friends.

Our thoughts go to his family, and to the many who have shared an important part of their professional

His colleagues and friends

Take note

PHYSICS AND MEDICINE: ICTR-PHE 2016 OPENS ABSTRACT SUBMISSION

The third edition of the joint ICTR (International Conference on Transnational Research in Radiation Oncology) and PHE (Physics for Health in Europe) conference will take place from 15 to 19 February 2016 at the Geneva International Conference Centre (CICG). This biennial event, co-organised by CERN, has become a staple amongst the scientific communities involved in multidisciplinary research at the crossing of physics, medicine, and biology.

Abstract submission and registration are now open: detector physicists, radiochemists, nuclear-medicine physicians and physicists, biologists, software developers, accelerator experts, and oncologists are encouraged to “think outside the box” and make innovative proposals. Last year’s programme shows the breadth and diversity of subjects, which makes this conference a unique place to showcase your research, see how the same

topic is approached by different disciplines, engage in stimulating discussions, and form new partnerships.

ICTR-PHE 2016 will, for the first time, publish selected contributions in a dedicated issue of Radiotherapy and Oncology, the so-called Green Journal of the European Society for Radiotherapy and Oncology (ESTRO). The conference has always welcomed and

supported young scientists, with a large number of posters on display throughout the five days; the 2016 programme will enhance the posters’ visibility through a dedicated session where the conference participants will be invited to meet the poster authors.

The conference is chaired by Manjit Dosanjh, deputy leader of the Medical Applications programme and the Knowledge Transfer group, and Jacques Bernier, Chair of the Department of Radio-Oncology at the Genolier Clinic in Geneva.

Find more news and updated information on the conference website, or follow us on Twitter (#ictrphe).

A NEW LOOK FOR THE CERN CAR SHARING SERVICE

From Tuesday, 2 June 2015 onwards, the CERN car sharing* service will have a new service provider.

Two information days will be organised with the new provider – Mobility – in the Main Building (501) on 28 and 29 May. This will be an opportunity for us to present to you this new service and to distribute cards to current users. Please make sure you bring along the “Mobility number” that you received by e-mail.

After this date, you can still pick up your card at the Car Pool (Building 130).

For technical reasons, car sharing will be out of service on 1 June and we apologise for any inconvenience this might cause.

New users should contact the Car Pool from 2 June onwards.

Please be reminded that this service is available to CERN and contractor personnel in the pursuit of their professional activities, exclusively at CERN.

The conditions of use can be consulted at the Car Sharing website: <http://cern.ch/go/9DZZ>

**A 35-strong fleet of ready-to-use CERN vehicles deployed across 15 locations on the Meyrin and Prévessin sites, as well as at Point 2.*

GS-IS

CHANGE OF MOBILE TELEPHONY OPERATOR AND MOBILE TELEPHONE NUMBERS - 24 JUNE 2015

Following a call for tenders issued in 2014, Swisscom will replace Sunrise as CERN’s mobile telephony operator from 24 June 2015. As of this date, CERN mobile telephone numbers will change from the +41 (0)76 487 xxxx format to the +41 (0)75 411 xxxx format and people with a CERN mobile telephony subscription will need to change their SIM card.

SIM card replacement

New SIM cards will be available for collection between 1 June and 30 June from distribution points located around CERN. Please check the list of distribution points to find where you will need to collect your SIM card based on your department and group. After 1st July, you will be able to collect your SIM card from the Telecom lab.

Please open a SNOW request (via <http://cern.ch/go/X6Sv>) if:

- you will not be at CERN in June,
- you are using a SIM card in a modem or other special device for machine-to-machine communications.

New mobile phone numbers

CERN mobile numbers will change from the +41 (0)76 487 xxxx format to the +41 (0)75 411 xxxx format from 9 a.m. CET on 24 June.

As the last 4 digits remain the same, mobile phone numbers will be reachable from a fixed phone or from a mobile phone connected to the Swisscom network via 16xxxx, as is the case today.

We invite you to:

- inform your contacts of your new mobile phone number,
- review procedures, applications, tools and documentation, updating any national (076 487 xxxx) or international (+41 76 487 xxxx) numbering as required,
- note that the “To:” address for the email2sms gateway will change from +4176487xxxx@mail2sms.cern.ch to +4175411xxxx@mail2sms.cern.ch; please also review applications that use this gateway.
- note that the formats of the numbers accepted by the mail2sms gateway will change as well. Messages will only be delivered to a number that uses the full international format (i.e. +4175411xxxx@

mail2sms.cern.ch). More information is available on the mail2sms gateway help pages.

Key Dates

→ 1 June: SIM card distribution begins

SIM cards can be collected from 1 to 30 June from the various distribution points; information on where to go, based on your department and group, can be found at: <http://cern.ch/go/s8Ws>.

→ 15 June: Swisscom SIM cards activated

All SIM cards/Swisscom numbers will be activated, so you can test mobile applications, scripts and procedures to make sure that they work.

N.B. : This is a testing phase only; advanced services (e.g. the e-mail to SMS gateway) and short number dialing (16xxxx) will continue to be provided by Sunrise, so please use your Sunrise SIM card and number if you are not testing applications or procedures.

→ 24 June at 9 a.m.: Migration of mobile services

At 9 a.m. on 24 June you must:

- change your SIM card and use the Swisscom numbers (075 411 xxxx) or 16xxxx to make calls;
- update applications and procedures that use national (076 487 xxxx) or international (+41 76 487 xxxx) numbering;
- update applications and procedures using the e-mail to SMS gateway.

All CERN databases will be updated to point to the new Swisscom number, 075 411 xxxx and short number dialing (16xxxx) will be updated to point to 075 411 xxxx as of 9 a.m. Phonebook, active directory and Lync will be updated to take account of the new numbering. However, your Exchange contacts are considered as private information, so they will not be updated

automatically. We are investigating means of simplifying this for users; please visit the gsm migration website for the latest updates.

→ 1 July at midnight: Sunrise network shuts down

The Sunrise network will stop working and Sunrise SIM cards will be deactivated. From 24 June at midday until 31 August at midnight, calls to 076 487 xxxx numbers will be redirected to a voice message announcing the change of mobile phone numbers at CERN.

Business cards

It is now possible to order business cards with the new prefix. Please use the CERN business card forms available at <http://cern.ch/go/6CIP>.

Contract conditions

- The subscription system, including the monthly subscription charge, will remain unchanged; your current subscription will be automatically transferred to your new number. Similarly, you can manage your subscription via EDH, as is the case today.
- Communication costs will be reduced, especially when roaming. The new tariffs will be published once the contract becomes effective.
- Mobile services in underground facilities will be improved with the introduction of 3G and 4G coverage (high-speed mobile data).

Checklist

- Inform your external contacts that your mobile number has changed.
- Update contact numbers etc. on your phone.
- Review your procedures and documentation if you are using the 076487xxxx/+4176487xxxx national or international numbering; update this as necessary or switch to using 16xxxx.
- Review your scripts, tools, applications, etc that use the e-mail to SMS service.

For more information, please visit the gsm migration website (<https://gsm-migration.web.cern.ch>).

CERN OPENLAB OPEN DAY | 10 JUNE

CERN openlab is now entering an exciting new phase and is expanding to include other public research organisations for the first time. To mark this occasion, a first-of-its-kind 'CERN openlab Open Day' event will be held at CERN on 10 June 2015.

CERN openlab is a unique public-private partnership between CERN and leading ICT companies. Its mission is to accelerate the development of cutting-edge solutions to

be used by CERN's scientific community.

The 'CERN openlab Open Day' event will take place in the Main Auditorium on 10 June and

will be an opportunity to learn more about the work carried out through CERN openlab to help tackle the challenges faced by the scientific community.

Find out more: <http://cern.ch/go/Kv7M>

Training

SAFETY TRAINING: PLACES AVAILABLE IN MAY AND JUNE 2015

There are places available in the forthcoming Safety courses. For updates and registrations, please refer to the Safety Training Catalogue.

PERSONAL DEVELOPMENT AND COMMUNICATION COURSES

Please find below the list of courses in the field of Personal Development and Communication which are scheduled before the end of July.

Personal Development and Communication, in English

	Next Session	Duration	Availability
Personal Awareness & Impact	10-12 June	3 days	2 places
Personal Awareness & Impact - Follow-up	11-12 May	2 days	2 places

In addition, the following courses are scheduled in French

Développement personnel et communication, en français

	Prochaine session	Durée	Disponibilité
Négociation efficace	19-20 mai	2 jours	7 places
Techniques d'exposé et de présentation	10-11 juin + 6 juillet	3 jours	2 places
Les enjeux de la voix et du comportement non verbal dans la communication orale	25-30 juin	1 jour N	3 places

For more details about a course and to register, please go to the Training Catalogue at <http://cern.ch/go/GxG8>.

If you need a course which is not in the catalogue, please contact your supervisor, your Departmental Training Officer or HR-LD at Communication.Training@cern.ch.

PLACES AVAILABLE - TECHNICAL MANAGEMENT COURSES (UP TO END JULY)

Please find the courses in the field of technical management scheduled up to the end of July and which have places available.

Upcoming Technical Management courses (in chronological order)

	Language	Next Session	Duration	Availability
Procurement of supplies at CERN up to 100 000 CHF – e-learning	English	n/a	1 hour	n/a
Achats de fournitures au CERN jusqu'à 100 000 CHF – e-learning	Français	n/a	1 hour	n/a
Dealing with Media questions	English	6 May	1 day	2 places
Dealing with Media questions	English	7 May	1 day	4 places
Introduction to knowledge transfer tools	English	29 May	4 hours	23 places
PME Project Management	English	26/27 May + 18/19 June	4 days	8 places
Quality Assurance	English	15-16 June	2 days	8 places
Selecting the right person for CERN	English	4 June	1 day	1 place
Project Engineering	English	29-30 June	2 days	8 places
Building up a joint Marie Skłodowska-Curie project and writing a successful proposal	English	1-2 July	2 days	18 places
Selecting the right person for CERN	English	8 July	1 day	4 places

For more details about a course and to register, please go to the Training Catalogue at <http://cern.ch/go/GxG8>.

If you need a course that is not in the catalogue, please contact your supervisor, your Departmental Training Officer or the HR-LD group at Communication.Training@cern.ch.

Seminars

FRIDAY MAY 29, 2015

11:00 Academic Training Lecture Regular Programme: **Theories of Electroweak Symmetry Breaking : A Post LHC Run-I Perspective (3/3)** Council Chamber

MONDAY JUNE 01, 2015

08:30 Monthly induction: HR **INDUCTION PROGRAMME - 1st Part** Filtration Plant

TUESDAY JUNE 02, 2015

11:00 EP Seminar: **NA61/SHINE: latest results and future perspectives** Main Auditorium

WEDNESDAY JUNE 03, 2015

14:30 ISOLDE Seminar: **Spins and g-factors of Mn approaching N = 40**

THURSDAY JUNE 04, 2015

14:15 A&T Seminar: **The Long Shutdown1 (LS1) consolidation program for LHC** Kjell Johnsen Auditorium

TUESDAY JUNE 09, 2015

11:00 LHC Seminar: **Seminar on ATLAS results** Main Auditorium