# CERN Bulletin

Issue No. 52-4/2017-Wednesday 18 January 2017
More articles at *http://home.cern/cern-people*

## STAYING IN TOUCH? GIVING BACK? REACHING OUT? THIS IS FOR YOU

*Laure Esteveny, CERN Alumni Project Leader (standing) shares with the project team the steps that will lead to the programme launch planned in June. (Image: Max Brice/CERN)*

Endorsed in June 2016 by the Management, the CERN Alumni Project has the wind in its sails and will be officially launched in June this year. Twenty project team members, from the departments and large collaborations, have contributed to the design of the programme, which was approved with the full support of the Director-General and the Enlarged Directorate in October, and which takes into account the challenges and complexities involved in building a brand new community. "We are working on providing an attractive and unique offer to our Alumni from day one," explains Laure Esteveny, CERN Alumni Project Leader. "We aim at gathering a large number of members, whether they are former colleagues still working in academia, or who have set up their own businesses, or who have moved into completely different professional environments."

The new programme targets a potential audience of over 10 000 people. Former users, associates, students, fellows, staff or anyone else who has held a contract, either of employment or association, with CERN may join the Alumni community by registering for the programme. Current members of personnel will also be able to register and interact with the alumni. Once a new web platform is launched in June, members of the CERN Alumni community will have access to exclusive professional learning opportunities and dedicated editorial content, as well as opportunities to exchange experiences and establish contacts with other members.

*(Continued on page 2)*

## A WORD FROM THE DIRECTOR GENERAL

### A GREAT YEAR AHEAD

**It was a pleasure to see so many of you in the Main Auditorium last Wednesday for the Director-General's traditional January presentation to personnel. As last year, my fellow Directors helped me cover an impressive spectrum of activities and accomplishments. For those who were unable to attend, or who would like to review the presentation, you can find it here (*https://indico.cern.ch/event/594318/*).**

*(Continued on page 2)*

## In this issue



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# A WORD FROM THE DIRECTOR GENERAL

## A GREAT YEAR AHEAD

**Last year was a truly remarkable one for CERN, and I am looking forward to another great year in 2017. I have already spoken at length about the fabulous achievements of 2016 across the whole range of the Organization's activities: the superb performance of the accelerator complex and of the LHC experiments and computing, the progress towards the High-Luminosity LHC, the good results from our compelling and varied scientific diversity programme, and the developments towards the future through design studies for future facilities and accelerator R&D efforts. We have also made excellent progress in geographical enlargement and in securing financial support for our projects and activities. I will not dwell any longer on 2016 here.**

**Turning now to 2017, our objectives are exciting and ambitious in all the domains of the Organization's engagement. Here I will limit myself to a few examples. It will be an important year for the LHC high-luminosity upgrade, with construction and testing of the first full-length prototypes of both the 11-Tesla dipole and the inner-triplet quadrupole. Tenders for civil engineering at points one and five will be issued this year for adjudication in 2018 and execution during LS2. The year will also see the production of several Technical Design Reports for the Phase-2 upgrades of ATLAS and CMS. The non-LHC programme is also marked by several important milestones: the commissioning and operation of the third HIE-Isolde cryomodule, the connection of the GBAR experiment to ELENA's new antiproton deceleration ring, the completion of the ICARUS modules at the CERN Neutrino Platform and their shipment to Fermilab (where they will take part in the short-baseline programme as of 2018), the commissioning of the AWAKE electron beam line, and many more. Preparations for CERN's future (including CLIC, the FCC study, the Physics Beyond Colliders working group and accelerator R&D work) will progress at full speed to meet the deadline of the end of 2018 to submit reports as input for the update of the European Strategy for Particle Physics.**

**Moving away from scientific and technical aspects, another important development to look forward to in 2017 is the launch of a new CERN Alumni programme. This initiative presents a great opportunity for former CERN personnel of all categories, including users, associates, students and fellows as well as staff, to stay engaged with CERN. The programme will create a network of ambassadors to promote the core values of our Organization, including the importance of fundamental research, peaceful collaboration, open science, and the broader benefits to society that accrue through CERN's work. It will also provide help and guidance to the younger generations, in particular young people looking for jobs outside research. More details of the scheme are covered in the article in this issue of the Bulletin newsletter.**

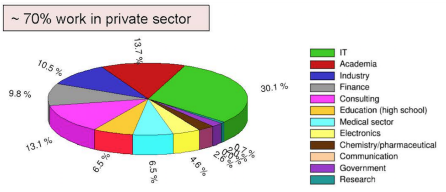
**I'd like to end this message as I ended my talk on 11 January: with the Code of Conduct. CERN's success is built on its great values, high among them respect. Our Organization was founded on the ideal of mutual respect between diverse nations and individuals. As we continue to grow, and our diversity continues to increase, it's important to remember that ideal. Respect generates respect, and a respectful workplace is one where everyone can give their best both from the professional and human viewpoints.**

*Fabiola Gianotti*
*Director-General*

# STAYING IN TOUCH? GIVING BACK? REACHING OUT? THIS IS FOR YOU

"We want to build a very inclusive community, primarily based on the pride of having contributed to CERN's scientific endeavours and providing an opportunity to maintain a link with the Organization, keep sharing its values and supporting its activities," says Laure. "The new platform will provide a secure environment for the living network to create new connections. We hope to make it the primary channel for members to stay engaged with CERN. From computing related issues to communication, training, special offers, events and even volunteering opportunities… we have really tried to deal with all aspects related to establishing a unique High-Energy Network!"

Although the new site will only be available in about six months' time, it is already possible to express an interest in becoming a member of the CERN Alumni Network by registering at alumni.cern (*http://alumni.cern/*) or on the dedicated LinkedIn page (*http://www.linkedin.com/groups/12020580*). Over the coming months, the Office for Alumni Relations will keep those registered up-to-date with progress made until the actual launch. If you wish to start (or renew?) your life-long connection with CERN, *alumni.relations@cern.ch*!




*Preliminary study on 280 ex-students (PhDs and PostDocs) who were working on the four main LHC experiments and left the High-Energy Physics field. (Students Career Study Group: P. Giacomelli, C. Bianchin, L. Iconomidou-Fayard, J.Nieddziela, B.Sciascia)*

*Antonella Del Rosso*

# WEBCAST: CERN DG JOINS DAVOS PANEL

What are the top issues on the global science agenda and how will they be addressed in the year ahead? Fabiola Gianotti, CERN's Director-General, will speak as part of a panel addressing these questions tomorrow, 20 January, at the World Economic Forum Annual Meeting.

On the panel:

- Philip Campbell – Editor-in-Chief, *Nature*, United Kingdom
- Fabiola Gianotti, Director-General, European Organization for Nuclear Research (CERN), Geneva
- Marc N. Casper, President and Chief Executive Officer, Thermo Fisher Scientific, USA
- France A. Córdova, Director, National Science Foundation (NSF), USA
- Ameenah Gurib-Fakim, President of the Republic of Mauritius
- Sung-Mo Steve Kang, President, Korea Advanced Institute of Science and Technology (KAIST), Republic of Korea

You can watch the webcast live on this page (*https://webcasts.weforum.org/widget/1/davos2017?p=1&th=1&hl=english&id=81460&auto=1*) from 09.15 CET Friday, 20 January 2017:

Find out how else you can follow the Davos summit here (*https://www.weforum.org/agenda/2017/01/how-to-follow-davos-2017/*).

# BIG BANGS: STOMP AT CERN


*See, and hear, the results of percussion group STOMP's visit to CERN (Video: Jacques Fichet/CERN)*

On Friday 6 January, the percussion group STOMP took time out from their world-wide tour to visit CERN. After seeing the Synchrocyclotron, Antiproton Decelerator and S'Cool Lab, it was time to bring out the drumsticks.

In the Microcosm garden – home to items from CERN's history including the Gargamelle bubble chamber and a LEP RF cavity – the cast sprang into action. With sticks whirring and hips shaking, they brought life and fantastic sound to the normally silent, sombre artefacts.

The performance built to a crescendo at the LHC dipole magnet next to the Globe of Science and Innovation. There, the whole group leapt towards the magnet giving voice to the mighty blue tube in deep, resonating, powerful beats.

The LHC never sounded so good.

*Disclaimer: No CERN objects were damaged in the making of this film. CERN does not normally encourage* visitors *to hit its historic objects and these trained percussionists were fully briefed beforehand to avoid fragile components.*

*Kate Kahle*

# NON-STOP ACTIVITY AT THE CERN NEUTRINO PLATFORM

*In the recently built extension of the North Experimental Area (EHN1) two big 8x8x8-metre cubes intended to host the single- and double-phase ProtoDUNE modules are being constructed (Image: Max Brice/CERN)*

In the recently built extension of the North Experimental Area (EHN1) technicians are constructing two 8x8x8-metre cubes with thick, red, steel walls, resembling castle turrets.

They are intended to host the single- and double-phase ProtoDUNE modules. These are engineering prototype detectors for the Deep Underground Neutrino Experiment (DUNE).

DUNE is a major international project, part of the Long Baseline Neutrino Facility (LBNF), estimated to begin operation by 2026 at Fermilab in the US. DUNE will be made up of four giant neutrino detectors – each one measuring 66x19x18 metres – in the form of liquid argon time projection chambers (LAr-TPC), in both single and dual phase. The ProtoDUNE prototype detectors are therefore a key intermediate step to enable the LAr technology to be scaled up to the level of these next-generation neutrino detectors.

All these activities are part of the CERN Neutrino Platform programme (CENF) – to find out more, see this Courier article (*http://cerncourier.com/cws/article/cern/65502*) and visit the CENF website (*http://cenf.web.cern.ch/*). You can also read more about neutrinos in this recent Symmetry article (*http://www.symmetrymagazine.org/article/cern-ramps-up-neutrino-program*).

# CERN DONATES COMPUTING EQUIPMENT TO ECUADOR

*CERN's Director for Research and Computing, Eckhard Elsen (right), met Ecuadorian representatives in an official ceremony in building 133, where the computer hardware was prepared for shipment.**

On 19 December 2016 a ceremony at CERN marked the tenth donation of computing equipment to an academic institution, the Escuela Politécnica Nacional in Ecuador.

On this occasion, 72 servers, two racks and two network switches were donated to the Escuela Politécnica Nacional in Quito, Ecuador. The donation included more than a thousand processor cores and eight disk servers providing about 400 terabytes of storage. Thanks to this equipment, the Escuela Politécnica Nacional will set-up a data centre which will become part of the Worldwide LHC Computing Grid (WLCG) and will support the research projects of the two Ecuadorian universities who are currently contributing to the CMS experiment.

Since 2012, CERN has regularly donated computing equipment that no longer meets its highly specific requirements on efficiency but is still more than adequate for less exacting environments. To date, a total of 1605 servers and 105 network switches have been donated to ten countries, namely Bulgaria, Egypt, Ghana, Mexico, Morocco, Pakistan, the Philippines, Senegal, Serbia and now Ecuador.

**CERN's Director for Research and Computing, Eckhard Elsen (right) and Minister Arturo Cabrera (left), Deputy Permanent Representative of Ecuador to the United Nations and other International Organizations in Geneva, represented the Escuela Politécnica Nacional-EPN and the Secretaría de Educación Superior, Ciencia, Tecnología e Innovación-SENESCYT.*

*Mélissa Gaillard*

# NEW INTERNAL PURCHASE REQUESTS AND ACTIVITY CODES


*The online course Procurement of supplies at CERN up to 200 000 CHF. (Image : CERN)*

The AIS, Procurement and Accounting teams are launching a new version of the internal purchase request (DAI) form. The new form, which will be available from the middle of January, will be easier to complete as certain fields will be filled in automatically (transport, purchase codes and currency) when a contract is selected, while also ensuring that the information provided is more precise than before. On the whole, the content and interface of the new form are very similar to the current version. However, some fields have been removed (tax, country of distribution, etc.), new ones have been added (conditions of transport, packaging, etc.) and others have been made compulsory (delivery date or deadline).

The activity codes have also been revamped and renamed "purchase codes". These new codes are the result of extensive work to bring them up to date, involving more than 70 technical experts. They are now better able to target suppliers who can meet CERN's needs and it will be easier to see the expenditure under each code. A list of the new codes can be found in PDF and Excel format on this page (*https://procurement.web.cern.ch/en/procurement-codes*).

The help field on the DAI form ("?") and the online course Procurement of supplies at CERN up to 200 000 CHF have also been updated to provide more information about the new form and use of the purchase codes.

# COMPUTER SECURITY: ABOUT SECURITY INCIDENTS & ISSUES

"Stefan, stop being paranoid. There is nothing severe happening with regards to CERN and cyber-security. Let us do our job and stop putting hurdles in the way. . . " I felt pity when I heard that message as daily business teaches me and my team differently. . .

The plain truth is: CERN is under attack. Permanently. Even right now. Web servers. Mail systems. Interactive gateways. Databases. File stores. Office PCs & laptops. Passwords & accounts. In parallel, CERN runs a vast and heterogeneous diversity of computing services. Several computer centres. Dozens of control systems. Hundreds of developers. Thousands of users. Millions of web pages. Tens of millions of lines of code. Many of those assets are attackable. Some of them are vulnerable, weakly protected or lack any inherent security posture. This is naturally

human. And this is normal for any digital system. But it also makes CERN as a whole vulnerable to aforementioned attacks. And it is only a question of time that such an attack turns out to be successful. Actually, some attacks have been successful in the past. As in any other enterprise running vast IT systems. And if we extrapolate from the past, there is no reason to believe that we are now safe for all future...

So maybe we just lack some kind of transparency. Transparency, in particular in security matters, is very important in order not to give the impression that we just create "FUD" (fear, uncertainty and doubt) to justify our roles, provide your with snake-oil as mitigative means, and monitor everything and all as we love playing policemen. On the contrary, transparency is important to create trust in our work, give you oversight of our doings, let you judge the reasonability of our decisions and provide means to question our strategies. For us, transparency towards our users, clients, and community is essential.

The regular CERN Bulletin articles are one example expressing what keeps us currently awake at night. But if you really want to learn what goes on on a daily basis, we also issue monthly computer security reports which list every computer security incident & issue, important vulnerabilities & weaknesses found as well as mishaps & problems encountered. These are fairly complete and fully reflect the current security problems related with CERN, CERN's computing services, and CERN's community. Recently, we delivered the 125th Bulletin article and soon we will produce our 100th Monthly Report! Therefore, if you want to learn more about computer security incidents & issues at CERN, feel free to follow our report and you will understand why I felt pity with the initial quote.

With that, we wish you a very secure 2017!

*For further information, questions or help, check our web site (http://cern.ch/Computer.Security) or contact us at Computer.Security@cern.ch.*

*Stefan Lueders and Computer Security Team*

# THE ACCELERATOR UNDER THE LOUVRE

Only a fraction of the 30,000 accelerators around the world are used for scientific research. Accelerators have diverse uses in varying fields and perhaps one of the most unexpected is their role in cultural preservation.

At first glance, it might seem incongruous to find such a machine in the Louvre, the prestigious Parisian museum. Yet, situated 15m under the glass pyramid at the Louvre is an accelerator called AGLAE, for "*Accélérateur Grand Louvre d'Analyse Elémentaire*". AGLAE ascertains the amounts and combinations of elements in the museum's artefacts.

Scientists use the accelerator to unlock the many secrets of ancient objects and verify their authenticity. The AGLAE can not only help researchers to identify what an artefact is made of but also when and where it was created. It has been used to date traces of paint and to study glasses, metals and ceramics allowing identification of their precise chemical makeup and to even establish where the component minerals were mined.

An upgrade is now in progress which aims to produce a lower-power beam that, coupled with more sensitive detectors, could solve the slight risk of damage when studying paintings with the AGLAE. The upgraded setup (NEW AGLAE) could also allow the accelerator to be more automated and to operate 24 hours a day.

How do scientists study art and archeological artefacts? How does AGLAE collect complex information for cultural preservation? What prestigious cultural heritage object have already been studied with the accelerator under the Louvre?

Find out more at the next CERN Knowledge Transfer seminar where Claire Pacheco, Leader of the AGLAE facility at the Centre of research and restoration of French museums, will speak on

**The accelerator under the Louvre (the new AGLAE)**
**Tuesday 10 January 2017, 10.30 a.m.**
**Council Chamber**

*Helen Dixon-Altaber*

# TWENTY-FIVE YEARS OF SERVICE AT CERN

The 18 staff members having reached 25 years of service at CERN in 2016 were invited by the Director-General to a reception in their honour on 8 November 2016. We thank them for their continued commitment and wish them all the best!

*HR Department*

# ALPHA TEAM CELEBRATE ANTIMATTER LIGHT SPECTRUM RESULT


In a paper published on 19 December 2016, in the journal Nature, the ALPHA collaboration reported the first ever measurement on the optical spectrum of an antimatter atom. This incredible achievement features technological developments that open up a completely new era in high-precision antimatter research. It is the result of over 20 years of work by the CERN antimatter community. Read more about the amazing discovery here (*http://home.cern/about/updates/2016/12/alpha-observes-light-spectrum-antimatter-first-time*).

*Harriet Jarlett*

# CERN'S PROCUREMENT AND INDUSTRIAL SERVICES GROUP HONOURED

*Anders Unnervik, head of the CERN Procurement and Industrial Services group (in the middle), receiving the EIPM Peter Kraljic award for excellence in the "Innovation and Process" category. (Photo : EIPM)*

The CERN Procurement and Industrial Services group received the EIPM (European Institute of Purchasing Management) Peter Kraljic award for excellence in the "Innovation and Process" category at a ceremony held on 8 December 2016.

The EIPM Peter Kraljic awards, created in 2010, honour purchasing services that deliver excellence in terms of creativity, innovation and social and environmental responsibility.

The awards jury, which comprises industry leaders and purchasing experts, recognised CERN's solid procurement process, the innovative mechanisms it uses to communicate with industry, its ability to foster innovation and its programme of education for stakeholders.

CERN is one of thirty companies and organisations from around the world to have been recognised for their outstanding practices by the EIPM since 2010.

*Cristina Lara*

# CERN IT DEPARTMENT WINS EMEA AWARD


*CERN's IT department has been selected as a winner in the 'Open Data Center Project' category at the EMEA awards. These awards recognise outstanding individuals, teams, and projects in a number of categories related to data centres. CERN's submission was an investigation into whether or not it was feasible to share the Open Compute Project more widely, and whether it could be opened to public procurement. Read more about the project and the submission on the CERN Openlab website. (Image: CERN)*

# Official communications

## TAXATION IN FRANCE | LETTER FROM THE FRENCH "DIRECTION GÉNÉRALE DES FINANCES PUBLIQUES"-NEW FORM

The Organization has been informed that some members and retired members of CERN personnel residing in France have received a letter from the "*Direction générale des finances publiques"* concerning the introduction of a direct income tax deduction from revenue in France (from 1 January 2018), together with a form to be returned by 15 January 2017.

The French tax authorities have confirmed to the Organization that the introduction of this new system will have no effect on the internal taxation of salaries and emoluments paid by CERN to its members of personnel. In addition, the form is intended to update the personal information of those concerned (i.e., the information provided on the "*espace personnel*" of the tax administration's website).

The Organization hereby invites those having received this letter to:

- complete the form (members of the personnel who do not have a French social security number are invited to tick the box and indicate "*non applicable*"); and
- attach, on a separate sheet, the text below:

1/ For members of personnel:

*"En tant que membre du personnel de l'Organisation européenne pour la recherche nucléaire (CERN), organisation intergouvernementale ne relevant pas de la législation française, je ne suis pas concerné par le prélèvement à la source par rapport aux traitements et émoluments que je reçois du CERN, qui sont soumis à l'impôt interne de l'Organisation et dès lors exemptés d'impôt national sur le revenu."*

2/ For retired members of personnel:

*"En tant que retraité de l'Organisation européenne pour la recherche nucléaire (CERN), organisation intergouvernementale ne relevant pas de la législation française, je ne suis pas concerné par le prélèvement à la source par rapport à mes prestations de pension que je reçois du CERN."*

*HR Department*

## AUTHORISATION TO LEAVE THE COUNTRY COMPULSORY FROM 15 JANUARY 2017 FOR UNACCOMPANIED MINORS RESIDENT IN FRANCE

From Sunday, 15 January 2017, all minors resident in France, regardless of their nationality, must carry the following documentation when travelling abroad unaccompanied by an adult with parental responsibility, e.g. on a school trip, but also any other visit outside of France, even if of a short duration:

- their own identity document (national identity card or passport),
- an authorisation to leave the country signed by a person with parental responsibility, and
- a photocopy of the identity document of the parent or legal guardian who has signed the authorisation to leave the country.

A passport alone is no longer considered sufficient.

A form for authorisation to leave the country and additional information are available at https://www.service-public.fr/particuliers/vosdroits/F1359 (in French).

Source: press release from the French Ministry of the Interior dated 16 December 2016 (*http://www.interieur.gouv.fr/Actualites/Communiques/Exigence-d-une-autorisation-de-sortie-du-territoire-pour-les-mineurs-a-compter-du-15-janvier-2017*)

*Relations with the Host States service*

*www.cern.ch/relations*

*relations.secretariat@cern.ch*

*Tel.: 72848 / 75152*

# TO ALL MEMBERS OF PERSONNEL IN RECEIPT OF REMUNERATION FROM CERN

In 2017 net monthly remuneration will be paid into individual bank accounts on the following dates:

- Wednesday 25 January
- Friday 24 February
- Friday 24 March
- Tuesday 25 April
- Friday 26 May
- Monday 26 June
- Tuesday 25 July
- Friday 25 August
- Monday 25 September
- Wednesday 25 October
- Friday 24 November
- Thursday 21 December

*Finance and Administrative Processes Department*

# ANNUAL ADJUSTMENTS TO 2017 FINANCIAL BENEFITS

In accordance with recommendations made by the Finance Committee and decisions taken by the Council in December 2016, no adjustments have been made to basic salaries and stipends, subsistence allowances or family benefits as of 1 January 2017.

*HR Department*

# Announcements

# DEVELOPERS@CERN FORUM | 13-14 FEBRUARY | IT AUDITORIUM


The Developers @ CERN Forum is an event by developers for developers aimed at promoting knowledge and experience sharing.

The 3rd forum will take place on February 13-14 afternoons in the IT auditorium with the topic "Frontend and User Interfaces".

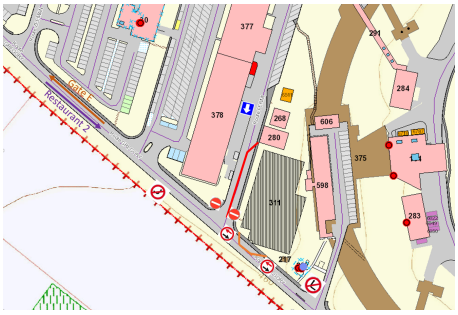
It's about U and I!

Come and share your experiences with other developers!

The submissions for presentations and workshops are opened until 27th of January at: http://cern.ch/dev-forum-3.

If you want to be informed about this or future events, please subscribe to the announcement e-group (*http://e-groups.cern.ch/e-groups/EgroupsSubscription.do?egroupName=developers-forum-announce*) (a few e-mails per year).

# PERTURBATION OF THE TRAFFIC ON ROADS FERMI AND GREGORY




Dear Users,

Please note that traffic will be disrupted on both routes FERMI and GREGORY **as of Thursday 19 January until May** (see map below):

- One-way traffic only on route FERMI, direction route GREGORY
- Two-way traffic on route GREGORY, with priority direction Restaurant 2

We recommend that you drive with caution and to slow down when approaching this area.
Thank you for your understanding.

*SMB Department*

# DIY S'COOL LAB WORKSHOP FOR THE CERN COMMUNITY

*President of the Republic of Lithuania D. Grybauskaitė, hands-on on a cloud chamber in S'Cool LAB*

Thanks to S'Cool LAB, high school students and their teachers from all around the world can take part in hands-on particle physics experiments and contribute to our physics education research.

After almost 6000 students and teachers participated in workshops in 2016, S'Cool LAB now also opens its doors to CERN people, their colleagues, friends, and family!

Every two weeks an "Open Cloud Chamber Workshop" gives the opportunity to visit S'Cool LAB, to learn about its education offers, and get hands-on with particle physics.

Participants are invited to build their own particle detectors, observe tracks from high-energy particles, and discuss their results with volunteering CERN scientists who facilitate the workshops.

This very popular workshop is fun for everyone above 12 years. Even presidents seem to enjoy this activity!

No one can resist to the fascination about particle physics after having watched actual tracks of cosmic muons in a handmade detector. In addition, experimental enthusiasts can find out how a radioactive balloon looks like in a cloud chamber and how to build a particle detector out of frying pans and beer cups.

If you are interested to participate in one of these workshops, sign up now here!

The S'Cool LAB team is happy to answer your questions about this offer: scool.lab@cern.ch

- Come and learn about S'Cool LAB, the hands-on particle physics learning laboratory at CERN in 143/R-003
- **90 min, every 2 weeks**, no physics knowledge required!
- Bring colleagues, friends, and family (from in- and outside CERN)
- Next Open Cloud Chamber Workshop: **Friday 13 Jan 2017 15:30-17:00 p.m**.
- Meeting point: **Reception Building 33**

# IPT DEPARTMENT: MOVING TO BUILDING 653

The IPT Department Head, his secretariat, and the IPT-Procurement team have left Building 5 and **are now located in Building 653 until June 2017**.

# RETURN OF THE LEARNING AND DEVELOPMENT GROUP TO BUILDING 5

The HR-LD group wishes to inform you that its members are now back in offices on the ground floor of Building 5, as of 9 January 2017.

The CERN Phonebook will be updated to reflect the new office numbers.

*The HR-LD team*

# GENDER IN PHYSICS DAY | 27 JANUARY 2017 | GLOBE

Don't miss the first Gender in Physics Day on 27 January 2017 at the Globe of Science and Innovation. Registration is now open (limited places available!).

CERN, ESO and Nordforsk have joined forces to organise the Gender in Physics Day (GiPD) event on 27 January 2017, at CERN's Globe of Science and Innovation. The aim of this one-day conference is to look at innovative activities promoting gender equality and to discuss gender-oriented policies and best practices in the European Research Area as well as the importance of building a solid network.

The conference is being organised in the framework of the EU project GENERA (Gender Equality Network in the European Research Area), funded by the Horizon 2020 framework. Various Research Performing Organisations (RPOs) and Research Funding Organisations (RFOs) are partners in the GENERA project, and CERN, ESO and Nordforsk are observers. They will contribute to the topic by focusing on and analysing the situation regarding gender equality in intergovernmental organisations of a similar nature.

The conference will include a series of overviews and plenary talks followed by workshops and round-table discussions on specific topics. It is aimed at participants ranging from junior and senior researchers to management-level personnel, policy-makers and various other stakeholders.

Are you interested in joining the conversation? Register now (*https://indico.cern.ch/event/560604/registrations/31679/*) to take part!

*Closing date: 24 January (limited number of places available!)*

*For more information, visit* the Indico page of the event (*https://indico.cern.ch/event/560604/*) .

# 59TH ICFA ADVANCED BEAM DYNAMICS WORKSHOP | 18-23 JUNE 2017

We are pleased to announce that the 59th ICFA Advanced Beam Dynamics Workshop on Energy Recovery Linacs (ERL17) will be held at CERN, Geneva, Switzerland **from 18 to 23 June, 2017**.

This will be the 7th in the series of international workshops covering accelerator physics, technology and applications of Energy Recovery Linacs. The workshop will serve as a forum for scientists and engineers from around the world to review the latest developments in ERL physics, technologies and applications, to exchange ideas and to discuss "hot topics" of this field of research. Among the issues to be addressed are: beam stability in multi-pass ERLs, design of photoemission electron injectors, superconducting RF systems, beam optics, instrumentation, alignment, emittance requirements and test facilities. The talks will cover commissioning and operations experience, ERL applications and status presentations from different projects. Proceedings will be published on JACoW.

**Workshop organizers:**

Erk Jensen (erk.jensen@cern.ch), IOC Chair
Oliver Brüning (oliver.bruning@cern.ch), SPC Chair
Laurie Hemery (laurie.hemery@cern.ch), LOC Chair

Registration and abstract submission will open on 9 January 2017. Details of the workshop are available at: www.cern.ch/ERL17.

# CLOSURE OF PARKING LES MURIERS | MEYRIN SITE

From 5 January to 31 October 2017, the EN-EL group will install three emergency diesel generators in the parking Les Muriers (Meyrin site-route Einstein, between buildings 104 and 119-see map). Please take note that, due to this installation, the parking Les Muriers as well as part of the parking of building 103 (see map) will be blocked for the total length of the works (10 months).

Thanks for your understanding.

*EN-EL group*

# Obituaries

## BERND DEHNING (1957 - 2017)

*Bernd Dehning (Image: CERN)*

We deeply regret to announce the death of Bernd Dehning on 14 January 2017.

Bernd Dehning, who was born on 3 May 1957, worked in the BE department and had been at CERN since 1 October 1987.

The Director-General has sent a message of condolence to his family on behalf of the CERN personnel.

*Social Affairs*
*Human Resources department*

## JEAN RENAUD (1941 - 2017)

With deep regret, we have to announce that our retired colleague Jean Renaud passed away on Monday, 9 January at the age of 76. Jean joined CERN in 1969 where he worked first in the Intersecting Storage Ring Division.

In the second half of his career, he was the senior principle technician in DELPHI, and later in the LHCb experiment, responsible for the integration and installation at the experimental site of both experiments until his retirement in 2005. It is thanks to the outstanding competence and dedication of people like Jean that we succeed in building and running our large detectors.

*His friends and colleagues from DELPHI and LHCb.*

# Ombud's corner

## NURTURING TRUST

The beginning of a new year is traditionally a time for us, as individuals, to take stock of things past and to set ourselves goals for the future. Why not then also make it a time where collectively, as CERN contributors, we choose to reflect on our everyday interactions and decide on ways in which we might contribute to fostering general wellbeing and a respectful workplace spirit around us.

If we take the type of issues that were raised in the Ombud Office over the last year as an indicator of areas for improvement in the Organization, we see that the most difficult situations faced by colleagues were those where working relationships had been worn down by persistent conflict and disrespectful behaviour leading ultimately to a complete breakdown of trust between the parties concerned.

Whether the points of contention stemmed from within the hierarchical relationship or between peers, a large number of issues came down to a perceived lack of fairness, an unwillingness to listen and a lack of true dialogue. Examples reported by colleagues included situations of being publicly undermined, incorrectly judged, labelled or excluded from key activities, all of these often amplified by inappropriately aggressive language and behaviour.

Trust is an essential ingredient in all-working relationships and honest, open communication and consistent behaviour are fundamental to its growth. It is built and maintained by many small actions over time, and once destroyed, it can take a long time to restore. To be considered trustworthy, however, we also need to be seen to have the best interests of those concerned at the heart of all our interactions. Indeed, people's perceptions play a very important part in building trust and mutual respect and an understanding of the impact of our behaviour on others are key steps in the process.

Trust is about being authentic, telling the truth even when it is difficult, while at the same time being open to challenge our own ways of thinking and to adjust our behaviour as needed. It is fragile and needs to be constantly nurtured, but once assured, it is the cornerstone of good working relationships and motivation.

When trust breaks down, however, working relationships start to suffer and teams stop working in harmony. It is therefore very much in all our interests to be proactive and seek ways to build and reinforce trust in all our interactions.

To do so, we could start by holding up a mirror to see how our own behaviour measures up to the tried and trusted ways of building trust through the four pillars of reliability, integrity, expertise and good will. And what better time can there be for this than the beginning of a new year when we have just returned from a well-earned break with renewed energy and positive resolutions?

Nurturing trust is to nurture relationships, and, as the DG said in the concluding slide of her New Year presentation: "Its all about respect" and working in line with the values of the Organization.

*Sudeshna Datta-Cockerill*