



ATHENA Charter Developments

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Collaboration Charter Committee

- Our Charter Committee:

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|------------------------------|---------------------------|------------------------|
| • Ken Barish (UC Riverside) | Zein-Eddine Meziani (ANL) | Daria Sokhan (Glasgow) |
| • Olga Evdokimov (UIC) | Bedanga Mohanty (NISER) | Thomas Ullrich (BNL) |
| • David Gaskell (JLAB) | Marta Ruspa (Torino) | Anselm Vossen (Duke) |
| • Nicole d'Hose (CEA-Saclay) | Murad Sarsour (GSU) | Qinghua Xu (Shandong) |
| • Tom Hemmick (Stony Brook) | Ernst Sichtermann (LBNL) | |

- We began our meetings on 4/23 and have made significant progress laying the foundations for the developing document
- The goal is to have a full draft available by early June, for the subsequent iterations with the IB and the adoption vote.
- To keep everyone in the loop on the developments, we will be presenting regularly the major decision/discussion points so that everyone could provide their input early

Developing Charter highlights:

- This Charter will describes the overall governance structure of the Collaboration:
 - Institutional Board
 - Executive Board
 - Position of the Spokesperson
 - Code of conduct
- The Charter will have additional set of Policies:
 - Membership
 - Institutional Board
 - Operational
 - Election
 - Publication (presentation, publication, etc.)
- Changes to the Charter (the core system) will require a significantly higher vote threshold, while Policies will provide flexibility for adjustments needed as experiment evolves

Developing Charter highlights:

Charter components:

1. Preamble

4. Executive Board

2. Membership

5. Code of Conduct

3. Spokesperson

- *“The Collaboration is guided by the principles of democracy, separation of policy making and executive powers, as well as limited terms in office. It is committed to foster a respectful, diverse, tolerant, and welcoming environment, and a culture that promotes the development of excellence in scientific research, human collaboration, and the nurturing of scientific careers.”*
- The Institutional Board is composed of all participating institutions and is the governing body of the experiment. It makes all major policy decisions within the Collaboration.
- The Collaboration is led by a Spokesperson elected by the Institutional Board and advised by Executive Board

Preview: Membership Policy

- ATHENA Membership – by Institution; member Institutions are expected to
 - Typically have at least 2 scientists with PhD level (or equivalent)
 - Meet institutional requirements as defined by IB
 - Make 1 identifiable contributions to the experiment
- All member Institutions will have one representative on the IB.
- “Founding Institutions”: Institutions with IB membership at the time of the Charter adoption.
- New Institutions thereafter can apply through Spokesperson recommendation and be admitted by IB vote
- Annual review of individual activities will determine number of collaborators in good standing (*CGS*) from each institution.
- Voting: by IB representatives; each vote weight will depend on # *CGS*

Preview: Spokesperson

- The Spokesperson is the principal representative of the Collaboration in interactions with national and international funding agencies and their committees, with the wider physics community, and with the general public.
- The Institutional Board of ATHENA collaboration will be electing a *leadership team* consisting of a *Spokesperson* and a *Deputy Spokesperson*
- Significant on-site presence is expected from the leadership team
- Any collaborator can nominate and be nominated for this leadership role
- Term of service: 2 years, 3 terms max

Preview: Executive Board

- ATHENA Executive Board will advise the spokesperson on
 - experiment construction, operations, maintenance, and upgrades,
 - data management, software, and computing,
 - working groups, committees, and their coordination,
 - inclusion, diversity, equity, and accountability,
 - any other scientific, technical, or managerial matters pertaining to the collaboration.
- “The executive board will consist of collaboration members distinguished by their ability, expertise, judgment, and commitment to the experiment and the collaboration. The executive board will have at least one member for each of the functional areas identified above.”
- Detailed composition of the executive board is proposed by the spokesperson(s) as part of the written management structure and plan for ratification by the Institutional Board.

Preview: Publication Policy

ATHENA Publication Policy establishes and regulates

- Publication (Editorial) Committee
- Conference Committee
- Physics Analysis (review) Procedures and release results
- Rules for Presentations and proceedings
- Rules for ATHENA publications
- Authorships
- Rules for other types of publication

Publication Policy highlights:

- Built-in quality assurance for publication process
- Equal rights/treatment for all collaborators
- Equitable distribution of talk opportunities
- Authorship rights \leftrightarrow CGS

Collaboration Structure

