

## ePIC Council Vice Chair Candidate Statement

### Thomas Ullrich (BNL/Yale)

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Dear Fellow Collaborators:

First, I would like to thank those who nominated me as a candidate for this important position. I am honored about the nomination, and would like to thank you for the confidence you have placed in me.

I am seeking your support to serve as Vice Chair of the ePIC collaboration council. I am committed to serve the collaboration to the best of my abilities, and to work hard with you, and your Collaboration Council members, to establish the CC as an open and democratic part of ePIC, with a focus on policy making and preparing the collaboration for the exciting and challenging times ahead. Together we can ensure that our principles are upheld, and that ePIC is a respectful, tolerant, and welcoming place to work. I will aim to continue the immense progress that was made by the outgoing Chair Ernst Sichtermann and the incoming Chair Bernd Surrow. In the following I will briefly describe my engagement in the EIC in present and past, and discuss what I see as the top priorities in the upcoming year.

I am senior scientist at Brookhaven National Laboratory since 2001 and hold an appointment as Prof. Adj. at Yale University. Since Fall 2023 I am group leader of the EIC Group in the BNL Physics Department. My scientific origins are in Heavy Ion physics. It started with exciting times in NA45/CERES that measured di-electrons in heavy ion collision, continued with NA49, and, since 1997 and in STAR. In STAR I have held various positions reaching from analyses coordinator to deputy spokesperson. My main interest in this field focused in EM probes and heavy flavor with emphasis on quarkonia.

I have been seriously involved in efforts to realize an EIC since the NSAC Long Range Plan 2007, in which I gave, together with Rolf Ent, the first detailed EIC presentation at a LRP resolution meeting. I worked extensively on the EIC White Paper and authored, together with Yuri Kovchegov, the “High Gluon Densities” chapters. I am co-author of various EIC related papers that, so I hope, helped to make the case for this exciting machine, and I have also published various outreach papers to raise the interest in the EIC in the general public. From 2014 to its end in 2021, I managed the generic EIC Detector R&D Program. I serve currently as L3 manager of the project R&D program. I helped creating the EIC User Group in 2015, and have participated in the Steering Committee since its beginning as the BNL representative. Together with Rolf Ent, I helped coordinating the Yellow Report effort and worked on various aspects of the manuscript. I am active in ePIC as convener of the PID working group and am currently helping to put the much-needed collaborative tools in place. I am Fellow of the APS and served on various committees over the years, most notably NSAC and the LHCC.

The Collaboration Council is the governing body of the ePIC experiment and thus, the position of the CC Chair and Vice Chair are essential for the functioning of the collaboration. They provide

the link between the Collaboration Council and the Spokesperson team. The Council has a crucial role in preparing and implementing important policies, making decisions about new institutions, and approve the composition of various committees. In addition, the CC has a key role in ensuring that the ePIC is transparent to all collaborators on how decisions are made and why. The CC board is not only the policy making body but also has an oversight function to ensure that our principles are upheld, and that ePIC is a respectful, tolerant and welcoming place to work.

We are a very young collaboration. Many things are evolving fast, and several things still have to be defined. We also live in a time of great pressure (upcoming CD-2 & 3) and the CC needs to move fast to establish the needed policies and committees. During this process the council needs to work closely but independently with the Spokesperson bureau and with the Project. In fact, a large part of the CC Chair and Vice Chair position is interacting with people. I think I can say that I have an excellent relation with the Spokesperson and Deputy Spokesperson and a long-standing good relationship with the project's division directors for the detector systems. Many of you know me well from the times of the generic R&D program.

For many of us a big collaboration is a new working environment, and one needs time to adapt. A recent survey conducted by the DEI committee of the EICUG (Climate Survey Report, March 2024) points to apparent issues that we need to address. The findings suggest that we as a community need to improve in fostering a culture of inclusiveness and improve user participation. ePIC is a very diverse collaboration involving people from a variety of different backgrounds working together towards common goals. Thus, our mandate is to make sure that the success continues by ensuring that we attract and keep engaged the best and a wide range of talents irrespective of age, career status, employment situation, institutional affiliation, geographical location, nationality, gender, ethnicity, family situation, sexual orientation, or disabilities.

The ePIC charter is a fantastic start, and many policies are in the process of being defined right now. However more need to be addressed such as a detailed policy on the requirements to join the ePIC collaboration, and how to enable groups to temporarily participate in ePIC that have only a short-term but specific interest or goal that aids ePIC in preparing for the future. We need to ensure that we are welcoming and fair. I think that policies need to be flexible and aligned with our needs as ePIC moves towards its ultimate goal, data taking and publishing good science. As was expressed also by many of you, we need to consider that ePIC now in its planning and construction phase will be different from that when we are in standard operations mode. Various policies will need to adapt to the needs of ePIC in the periods of planning and preparation, construction, commissioning, and operation.

This needs a lot of work and discussions among the CC members. It only can work when we all fully engage and contribute to the effort. It requires a friendly and focused atmosphere in CC. I am more than willing to do my part to achieve this and ask you for your vote.

Finally, I thank you for your time of reading this statement. I encourage you to contact me with questions or comments.