

## *Statement for the election of the CMS Collaboration Board Chairperson*

**CLAUDIA-ELISABETH WULZ**

CMS has come a long way since its conception. I had the privilege to see it grow from a simple drawing to the magnificent detector we have today. Of the order of 3000 people have contributed to this success. Clearly, such a huge Collaboration needs to be managed in an effective way. Individuals must be able to find their place and have their contributions recognized. We should strive to make use of the entire pool of human talent in the Collaboration. Countries and institutions must be properly represented. The sharing of service work and financial responsibilities must be justly distributed. Upgrade work has to be coordinated. The outside world will follow the progress of our experiment. Our published scientific results have to be irrefutable. We must communicate our goals and achievements to the funding bodies and the public. CMS members themselves also need to be constantly informed about important issues. The Collaboration Board Chairperson (CB Chair) has an essential role in ensuring that all these requirements are fulfilled.

### **MANAGEMENT OF THE COLLABORATION**

The CB Chair represents the Collaboration in all CMS Boards, and in particular the Management Board and the Executive Board. A Search Committee consisting of the Regional Representatives, the CB Chair and Deputy Chair to seek out the best candidates for important appointments is already in place. I would propose to include also experts in the relevant fields. Furthermore, I would encourage the nomination of more than one person, so that the Collaboration and the Spokesperson have a choice.

### **PUBLICATION OF SCIENTIFIC RESULTS**

The speedy publication of physics results, often under competitive conditions, will be a necessity. In collaboration with the other members of the Publications Committee and the physics community, I would propose to speed up approval procedures in general and to explicitly develop a fast-track procedure for certain papers, involving a pool of competent scientists.

### **RECOGNITION OF ACHIEVEMENTS**

We already have a number of CMS Awards. In addition, I wish to propose individuals or groups for awards and distinctions outside the Collaboration. Conference talks are also opportunities to foster recognition. Therefore I would work with the Conference Committee and conference organizers to make sure that a large number of presentations is assigned to CMS. Detector builders must also get a fair chance to participate in the dissemination of results.

### **EQUAL OPPORTUNITIES**

A fair representation of diversity is of great importance if we wish to make use of all the human talent and competence in CMS. Job appointments, meeting schedules, selection of conference speakers etc. should be made respecting equal opportunities principles. By publishing relevant statistical information as a function of time on our website awareness about any diversity or equal opportunity issues will be increased. I have taken the initiative to have the CMS people database expanded accordingly. At the CB meeting in December 2009 I introduced the idea to create a panel to monitor statistical information, follow-up concerns and actively promote diversity. My goal is to establish such a Diversity Panel as a standing committee of the CB. To help younger collaborators shape their careers I advocate a mentoring scheme. I would also like to invite a few younger people to take part in the CB. The enhancement of training opportunities, using modern communication technologies, is also an important issue for me.

### **INREACH AND OUTREACH**

I plan to send a monthly letter to the Collaboration explaining the pertinent issues and to partly open CB meetings to all CMS members. I will also consult the Collaboration frequently to identify problems and to take suggestions. I will also attach particular importance to outreach activities promoting CMS and its institutions, but also topics like physics, education, technology or spinoff.

### **PERSONAL QUALIFICATION**

I have been an active participant in the CB since the start of CMS. During those years I have also acquired leadership experience relevant to the position of CB Chair by having been in the Management Board, the Publications Committee, the Conference Committee, the Authorship Board, and the Finance Board. The current CB Chair has invited me to be a member of the CB Advisory Board and more recently of the Constitutional Committee. Within this small committee I am actively working on drafting a new CMS Constitution. The participation in the Advisory Board already gives me the opportunity to voice my ideas on all collaborative issues. I believe I am not afraid to raise critical opinions when necessary.

As CB Chair I will engage to create a motivating, equitable, comfortable and safe work environment and to vigorously defend the interests of our Collaboration, its institutions and its individuals.