

GB Election Procedure 2020

Updated 4/21/2020

In the initial GB election, all 18 seats plus the 1 postdoc seat were up for election. Prior to the election, the ICCC defined requirements for the makeup of the GB to ensure equitable representation in various categories. The requirements were:

- At least one member from each of four ongoing experiments: ACT, BICEP, PB/SA, and SPT
- At least one member from each of the four DOE labs: ANL, FNAL, LBNL, SLAC
- At least five members who are drawn from under-represented groups in science and engineering (including women). This requirement was an effort to ensure that the GB is at least as diverse as the physics population in the US.

The election was conducted by rank-ordered vote. The top 10 ranked candidates were automatically selected. If the representation requirements outlined above were unfulfilled by the top 10 candidates, the remaining open seats were to be filled by the ranked-order list until seats were needed to ensure representation requirements were met. In practice, only the last seat was needed to fulfill a requirement. The postdoc position was filled by a separate nomination/election, per the bylaws. The ranked-order election result was kept confidential to the committee.

The upcoming GB election will largely follow the initial method for the GB election, as it was the closest to democratic, in our opinion. There are advantages to not knowing if a GB member was selected because of a requirement category, otherwise categorical elections can be divisive and quotas do not feel good.

For the upcoming GB election, we will use the following procedure. Ten seats, plus the postdoc seat, are up for re-election this year.

Representation requirements (for the post-election GB as a whole, not including the postdoc seat):

- At least one member from each experiment: ACT, BICEP, PB/SA, and SPT
- At least one member from each of DOE lab: ANL, FNAL, LBNL, SLAC
- At least 5 members from under-represented groups, including women, as defined by NSF:
 - "Women, persons with disabilities, and underrepresented minority groups—blacks or African Americans, Hispanics or Latinos, and American Indians or Alaska Natives—are underrepresented in science and engineering (S&E)." <https://nces.nsf.gov/pubs/nsf19304/digest/introduction>
- At least one early-career faculty member (tenure-track, untenured, including lab scientist positions)

- At least one member from a small institution (institutions with only one senior member)
- At least one member from an international (non-US) institution

In the nomination form, we will ask candidates to self-identify in checkboxes for all representation-requirement categories (but this is optional, of course). We will particularly encourage members of under-represented groups, including women, to self-nominate. Candidates will only be allowed to self-identify with one experiment, to ensure that the four experiments are represented by at least four GB members. In addition, continuing GB members will be asked to fill out the same form, so that we can account for representation requirements that have been satisfied by the continuing members.

We will conduct the election using the same ranked order scheme as the initial election. The top 5 ranked-order candidates will be automatically selected. If the representation requirements above are unfulfilled by the continuing 8 GB members plus the top 5 elected candidates, the remaining open seats will be filled by the ranked-order list until seats are needed to fulfill representation requirements.

At this point, we will continue to descend down the ranked order list until a candidate who meets one of the remaining unfulfilled requirements is selected. The process will be repeated until all seats are filled. There will be no preference as to which requirement is fulfilled first. We note that the number of unfulfilled representation requirements may exceed the maximum of 5 seats held open to fulfill them. However, given that the top 5 ranked-order candidates may fulfill some of the requirements, and also the fact that one individual may fulfill multiple requirements, we believe it is highly likely that all requirements will be fulfilled. If the representation requirements are not fulfilled, we will revise our procedure in the next election.

The postdoc member will be nominated and elected by postdocs in the collaboration, as per the bylaws. The postdoc member will not be counted towards fulfilling any other representation requirement, since this position is elected on an annual basis.

Continuing GB Members:

- Bradford Benson
- Lindsey Bleem
- Tom Crawford
- John Kovac
- Charles Lawrence
- Mike Niemack
- Suzanne Staggs
- Aritoki Suzuki

Regarding the requirement for membership from under-represented groups, including women: the GB debated whether to keep the initial GB election requirement of at least 5 members, or to reduce this number.. The advantage of requiring 5 members is that we wish to be proactive about increasing the number of people from under-represented groups in leadership positions, since accepting the current demographics in the collaboration tends to perpetuate the status quo. On the other hand, the number of senior members from under-represented groups is small, and we risk requiring the same people to serve again and again, which would unfairly increase their service burden. In the end, we decided to maintain the initial election requirement, but will revisit this in the future.

The GB is strongly committed to increasing diversity and inclusion in the Collaboration as a whole, and in particular in its leadership. We are working towards the long term goal of having strong representation from various groups/categories, and hope to dispense with representation requirements in the future.