

# Draft proposal: reorganization of the ET Collaboration into Core members and Community members

## 1 Introduction

As mentioned in the Candidature Program of the current SP/DSP Team, the ETC has undergone an explosive growth to its actual size. After this initial inclusive phase, where it has been important to create a large ET community, it is now time to move to a phase where individual engagement is more strongly stimulated and recognized, while still preserving the strength of the larger community. This remains crucial, as it fosters collaboration and visibly demonstrates the significant level of interest in ET to external stakeholders, such as funding agencies. To this purpose, we propose to move to an organization where ETC members can sign up either as “core members” or as “community members” (somewhat similarly to the reorganization performed recently by the LISA Consortium). Here we detail a first proposal, to be broadly discussed in the Collaboration (through ample discussions in the Executive Board, in Monthly Meetings, and in Collaboration Board meetings), for a concrete implementation of the idea, before being eventually voted in the Collaboration Board, as a modification to the Bylaws.

We stress that this proposal is only meant to hold for the current period where ET does not have data. Once ET will enter in the data taking phase, it will have to be revised (see section 2.6).

## 2 Definition of core membership/community membership

### 2.1 Core members

- Core members engage themselves to perform work needed for ET, either individually, or through their participation to collective activities of their Research Unit (RU), resulting from an agreement between the RU and the Collaboration. The type of activities that count toward core membership are listed below. Core members are expected to be proactive, as well as to respond positively to possible requests from Division coordinators/Board Coordinators/WP leaders/ET Management, to perform specific activities related to their competences, within the limit of the FTE declared and of the other recognized core activities already performed.
- The activity of core members is quantified in terms of FTE. The notion of FRTE (Full Research Time Equivalent), which was meant to be temporary (see section 5.2.2 of the Bylaws, “After the Collaboration’s third year of existence, i.e. from July 2025, the transition between FRTE and FTE will take place.”) is henceforth abandoned. The minimum threshold for Core membership is 0.2 FTE.
- The contribution of Core Members will be annually reviewed by the Election, Voting and Membership Committee (EVMC). The following broad classes of activities count toward Core Membership:
  1. Individual scientific work that fits within the core activities and long-term activities, as listed in the [Activities section of the ETMD](#).
  2. Collective work performed within a RU corresponding to an activity agreed, through a MoU, between the RU and the Collaboration.
  3. Service work for Standard and Service Boards.

4. Management Roles (SP/DSP, CB Chair, CB member/RU Leader, Board Chair, EB Member, Division Chairs, WP Leaders).
5. Management/leadership activities in a group working for ET.
6. Documented activity of funding applications, that have been coordinated with the respective Board Chairs, for raising funds for a group working for ET (the effort is recognized independently of the success of the proposal).
7. Activity at the national or international level finalized to obtaining support for ET from governmental bodies or fundings agencies, as well as activities from the national institute representatives.

## 2.2 Validation procedure (*preliminary, to be refined*)

The persons that wish to have core membership declare it at the beginning of the year in the ETMD, together with their planned activity and FTEs. At the end of the year their core membership undergoes validation for the subsequent year through a two-steps procedure:

1. For activities related to point 1 above, the member writes to the WP leader(s), Division coordinator(s), Board Chair(s) or member of ET Management that have coordinated the work to which the member has contributed. If any of these scientific coordinators can certify that the member has been active in the context of their activities, or that they have performed individual work significant in the context of their activities, they validate the core membership in the TDS.
2. If a member cannot certify their activity through WP leader(s), Division coordinator(s), Board Chair(s) or ET Management, upon their request the EVMC will consult the leader of the corresponding RU, to inquire whether they have provided adequate contribution to the work performed within the RU, in the context of an activity agreed with the Collaboration. Core membership will then be validated (or not) by the EVMC, also taking into account the consistency of the activity performed by the RU with the overall FTEs declared by the RU for this activity.
3. For the activities in points 3-7 above, the member writes directly to the EVMC (with a short description of their contribution, and providing evidence for the activity when needed) and the EVMC validates (or not) core membership.

Core membership is granted as long as the activity of the member corresponds to at least 0.2 FTE. The number of FTE recognized can be adapted, with respect to those declared, in the course of the validation procedure. The recognized FTEs will be the basis for the representativeness of the RU in the Collaboration Board.

## 2.3 Core members rights

- Core members have automatic rights of authorship in all Collaboration papers.
- Core Members have privileged access to nomination to responsibility roles inside the Collaboration. Occasionally, responsibility roles could be assigned to ET Community members with very specific competences; in these cases, the nominated person will have to upgrade their engagement to Core membership.
- The persons representing ET at conferences and other external events will be chosen among the Core Members. In contributed talks at the ET Annual Meeting/Symposium, Core members will be preferentially (although not necessarily exclusively) selected.

- Core Members will automatically receive on their ETMD profile a Certificate attesting their Core Member status, that could be used in applications for positions, fundings, etc.

## 2.4 Community members

Community members are members that wish to be involved and informed, but do not commit themselves to responding of the activities performed for the Collaboration.

- Community Members have full access to ET internal documents and meetings.  
However in the future, when ET will have data, they will have no access to the data during the ET proprietary period. Access to the data will be reserved to core members.

- Community Members are subjects to the obligations of all ETC members concerning the Code of Conduct and the Publication Policy, as well as any other internal regulation of the Collaboration specified in the Bylaws.

In particular, according to the current Publication Policy, as for all ETC members, they must circulate internally any paper relevant for ET for 1 week before submission to the arxiv or journal (whichever comes first). As for all ETC members, in the (hopefully rare) occasions when a paper touches sensitive/conflictual issues or uses internal confidential information, the Editorial Committee can decide that their work should undergo an internal review process before being publicly released.

- Community Members do not declare FTE and have no review of their contribution.
- Community Members are associated to a RU. However, since they do not declare FTE, they do not count toward the threshold for formation of a RU and its number of representatives in the CB.
- Community Members do not have automatic rights of authorship in Collaboration papers, but can enter in the author list on the basis of significant individual contributions to a specific paper.

## 2.5 Implications for RUs

Since only Core Members counts toward the composition of a RU, and FRTE are replaced by FTE, the threshold for forming and maintaining a RU will be lowered. **A RU must provide a minimum of 1.0 FTE.** This applies both to already formed RUs and to applications for the creation of new RUs. The same threshold will be applied for maintaining into existence RU. If an already formed RU should go below this threshold, it can ask for a one year grace period for returning at or above threshold. RUs that beyond this period cannot reach this threshold will cease to exist, and the members of the RU will be invited to join other RUs (if needed, with the help of the CB Chair or of the SP, to identify the most suitable RU and discuss with the corresponding RU leader).

Once the FTE verification mechanism will be fully in place, the number of delegates of each RU in the CB will eventually become proportional to its FTE contribution, complying with what is already stated in the Bylaws. Then the number of representatives,  $n_R$ , will depend on the number of FTE following the formula in the bylaws:

$$\text{If } n\text{FTE} \geq 1, n_R = \text{int}(1 + n\text{FTE}/m), \text{ with } m = 5$$

(meaning from 1 to 5 FTE, 1 representatives and then adding a new representative each 5 FTE). Actually, given that FTE are restricted to Core members, and are more demanding than FRTE, we could set  $m = 4$ .

## **2.6 Modifications foreseen when ET will enter the data taking phase**

The structure proposed here is only meant to be valid when ET will not yet be in a data taking phase. While a Data Access Policy for ET is not yet officially established, it is foreseen that it will include a proprietary period for the data. During the proprietary period, the access to data, as well as to any sensitive information (meetings, wiki, git, etc.) will be restricted to core members, and in fact even the need for community membership will have to be re-evaluated.