

Feedback from VirgoWeek and STAC

EGO/Virgo Governance Implementation Committee

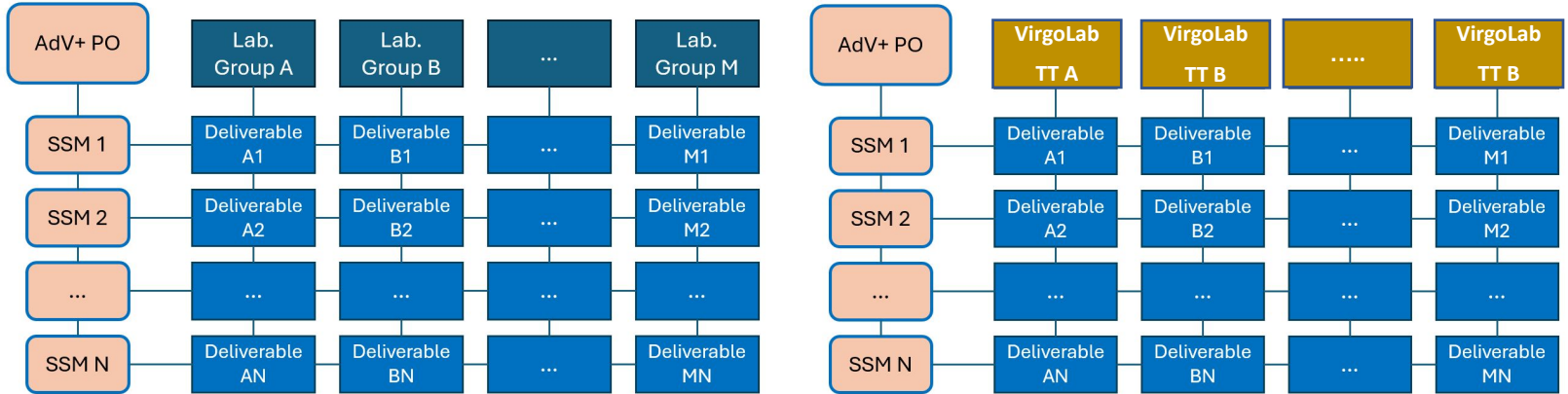
Origin of the feedback

Slides summarising the proposal were presented

- On november 7th during a plenary session of the Virgo week ([agenda](#), [recordings](#)); 1h40m dedicated to the presentation (by Rosemarie) + discussion.
- On November 21st during an open session of the STAC ([agenda](#)); 1 hour dedicated to the presentation (by Ursula) + discussion.
- The document itself was not shared

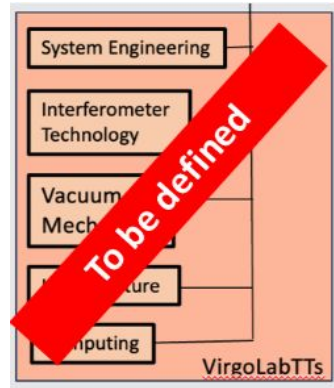
What the proposed structure means for AdV+ Upgrade project?

To better explain what the introduction of the VirgoLab technical teams would possibly entail, in the figure below show how the current AdV+ Project Organizational Breakdown Structure (OBS) could possibly evolve. The project could remain completely invariant in terms of SS and deliverables, what would change is that Lab. Group A – Lab. Group M would be substituted by Virgo Lab Technical Team A - Virgo Lab Technical Team M.



The proposed Technical Team (TT) are not the appropriate ones

- We have tried to better explain the nature of TT. A dedicated statement has been added: *“The VirgoLab TTs can be understood as overarching working-groups on technical subjects, fostering the exchange between the different External Labs and EGO, as well as enhancing the underlying expertise and facilitating the cross-fertilization of technical aspects between the projects.”*
- The Technical Teams mentioned in the document are just an initial proposal
- This will need to be further studied and, ultimately, final implementation will be responsibility of the EB



Were the future upgrades (post O5) fit?

- We could consider that the “Detector Upgrade” project become “Detector Upgrades” were the current and next upgrade projects are managed by the same project manager (Coordinator).
- A sentence has been added: *“Innovative long-term R&D is carried out in the scientific collaboration at large, and becomes part of the Detector Upgrades project depending on its readiness level (e.g. as soon as the baseline design is being established - to be discussed).”*

Responsibility for the on-site equipment

- Need to clarify the statements on responsibility for the on-site equipment
- Statements rewriting: *“The property of instrumental equipment installed in the Virgo Interferometer site is transferred to EGO as the responsible legal entity. The maintenance, operation and performance monitoring of the equipment is overseen by the EB under the particular responsibility and with the expertise of VirgoLab members and groups who have contributed to the equipment.”*

EGO Director (excess of?) power

- Is there an issue with EGO director excess of power? In particular, since three of the members of the EB are chosen by the EGO director (project coordinators), in practice, the EGO director always decides.
- The issue should not be there, the proposal contains balance of power via:
 - The role of the Program Officer
 - The role of advisory committee such as STAC and AFC
 - The role of the Board of PI
 - The ultimate decisor role of the EGO Council
- The coordinator appointment statement has been rephrased to stress the role of the EGO Council: *“The Project Coordinators are proposed by the EGO Director with the input from the Virgo Spokesperson, the VirgoLab board of PIs and the VirgoLab members concerned by the project. The proposed candidates are presented to the VirgoLab Board of PIs and appointed by EGO Council”*

How “ strong” can be the matrix?

- The project coordinators need resources in order to make the strong matrix organisation a success.
 - This is the case for most of the international experiments.
 - We rely on the motivation of the PIs to commit resources and on the funding agencies to support the groups giving them the resources to keep the commitments they take.
 - Strong and binding MoA between EGO and External Labs institution (legal entities) will provide the framework

Misc

- What is needed in terms of resources for this reorganization?
 - It calls for new resources for new hiring, secondments and missions for the roles which require strong presence on site.
 - It calls also for the improvement of site attractiveness, for example the introduction of a guesthouse would be beneficial
- Should an accompanying full feasibility study be made?
 - TBD, the Bureau was suggesting to proceed with limited case studies
- Do the external labs commit resources to the projects or to the technical teams?
 - The external labs commit resources to the project **through** the technical teams

The difficult ones.....

Why EGO director and not VirgoLab director separated from EGO Director?

- This was clearly spelled into the the 2024 Organizational Review report
- We are really trying to have the EGO director focussed on VirgoLab, which will be their primary task.
- Because otherwise the two figures might be in conflict for resources
- Discussion on naming EGO/VirgoLab director ongoing....

The difficult ones.....

The proposal is not so different from the status quo and will not solve the problems

- It is kind of obvious that this is a suboptimal solution. The optimal solution, representing a more drastic change is creating a “real” VirgoLab not a “virtual” one, similarly to the Ligo Lab.
- But this would require resources beyond what is foreseen by the funding agencies

The difficult ones.....

The external labs will not be motivated to join VirgoLab or commit resources to it

- We have tried to partly address this with the additions made into the “Publication policy and process” chapter
- But this is ultimately go back to the nature of the external lab participation into international projects and is an open subject for discussion

Notes

- The STAC has generally been pleased with the work done so far and looks forward receiving the document (after today discussions and corresponding further editing)
- The AFC communicated it would also appreciate to receive information about the planned re-organization.
- We would also like to share the document with the Virgo collaboration/EGO personnel and with the IGWN design committee