

DESI Collaboration Policy for Ongoing Participation By Those Leaving DESI Institutions

v1.0, Approved by the DESI Institutional Board 10/24/2016

1 Introduction

The success of DESI will depend on the contributions of our junior members, and in a decade-scale project it is inevitable that many of them will change institution, often to non-member institutions. We want to retain hard-working and well-trained junior people in our collaboration. Indeed, without a clear mechanism for people to earn some currency in the collaboration, we will struggle to motivate junior people to work on the project even while they are at DESI member institutions, simply because they do not yet know where they are going.

This policy describes the mechanism of Continuing Participant status, by which people who have put substantial time into DESI can maintain their association when moving without a cash requirement.

2 Junior Members as Continuing Participants

This section applies to DESI Members who are not Participants but who are moving to new institutions. This includes students, post-docs, or other sponsored staff moving to new jobs, including to faculty roles. It also applies to Continuing Participants who are moving to yet another institution. However, current Participants moving to new institutions, e.g., transfers from one faculty job to another, will be addressed in the next section.

A Builder or qualifying Member who moves to a new institution and is adequately maintaining their membership will be designated as a Continuing Participant. We note this may even apply if the new institution is a DESI institution, should the institution not include the arriving member in its buy-in.

A Builder moving to a new institution can continue their membership status as a Continuing Participant by maintaining the level of ongoing contribution required by the Membership Committee for all DESI members. Builder status is created in the DESI Publication Policy and defined in the DESI Membership Effort and Builder Status Policy; the designation of Builders will be overseen by the Membership Committee.

A Member who has accumulated at least 50% (i.e., 30 year-hour/week) of the DESI Service time required for Builder status can continue their membership as a Continuing Participant so long as they continue to contribute an annual level of 10 hours/week of DESI Service effort toward Builder status. This time will accrue toward Builder status, at which point the requirement to maintain membership status drops to the minimal level. The definition of what type of work counts toward Builder status is defined in the Membership Effort and Builder Status Policy. The Membership Committee has discretion to decrease the 10 hours/week qualifying level in exceptional circumstances, should the value to the DESI collaboration be sufficiently high. The Membership Committee also has discretion to account a high level of effort in one year as offsetting a lower level of effort in another year.

Should there be dispute over the assessment of the level of past effort and hence over qualification for the Continuing Participant status, appeals will be heard by the Institutional Board having been

41 raised to the chair by either the Member or their Institutional Board representative.

42 Continuing Participation status is intended as a long-term arrangement. When the candidate
43 is moving to a new institution, he or she should propose to the Membership Committee, including
44 a plan of effort meeting the qualifying level. The effort will be reviewed and the status continued
45 on an annual basis. Should sufficient effort be contributed, the status can be continued indefinitely.

46 Continuing Participants who are faculty, PI-eligible staff, or equivalent (as determined by the
47 Membership Committee) will be eligible to sponsor one graduate student, unlimited undergrad-
48 uate students, but no post-doctoral researchers. Continuing Participants who are post-doctoral
49 researchers are eligible to sponsor up to two undergraduate students, but no graduate students
50 or other junior staff. Other Continuing Participants, notably graduate students, cannot sponsor
51 students unless an exception is granted by the DESI Director.

52 This limitation on sponsorship of junior members thereby provides incentive for the new insti-
53 tution to buy into the project, while providing protection for junior collaboration members that
54 they will be able to continue with DESI after finishing their current position.

55 Aside from sponsorship rights, it is intended that Continuing Participants be treated equally to
56 other Participants. However, we note that while Participants are nearly always faculty or non-term
57 research staff, some Continuing Participants may be junior. The DESI Director may opt to restrict
58 some Participant activities to only faculty and staff, or in exceptional cases to only Participants at
59 member institutions.

60 **3 Current DESI Participants Transferring to New Institutions**

61 Next, we address the case in which a current DESI Participant is transferring to a new institu-
62 tion. As an example, this would apply to a faculty member at a DESI institution moving to a new
63 institution where a MOU participant slot is not yet available. While we do seek to retain such
64 Participants in the Collaboration, we cannot offer a blanket policy in this case. We note that Par-
65 ticipant slots have been paid for by the original institution and do not automatically transfer with
66 the individual, unless otherwise indicated in the institutional MOU with DESI. The DESI Director
67 will have the option to treat such situations by the Continuing Participant rules in the previous
68 section. However, this is not the default; these situations will usually require negotiation between
69 the DESI Director and the various parties, with subsequent approval by the DESI Institutional
70 Board. Some new buy-in, in full or in part, may be required.

71 As an extreme example, we cannot accommodate the potential loophole in which a Participation
72 Group might seek to move a Participant from the paid slot to a Continuing Participant at a time
73 when that Participant is undergoing a change of job within the Participation Group.

74 We note that this does mean that a current Participant who has been named a Builder does not
75 automatically have transferable membership and hence could in principle lose data or publication
76 rights.

77 **4 Continuing Collaborator**

78 An active DESI member (including Participants) leaving a DESI institution who does not meet the
79 requirements to become a Continuing Participant will usually be allowed to become a Continuing
80 Collaborator. This is a short-term relationship intended to allow the member to finish up their
81 currently active papers. The member should apply to the Membership Committee detailing their

82 current work and plans for completion of papers. The Membership Committee may accept a
83 Continuing Collaborator for only a subset of their proposed papers. Continuing Collaborator status
84 must be re-affirmed annually, but we expect that most members should complete their work within
85 6-9 months.

86 We note that continuation is intended for a list of specific papers on which the member is
87 substantially and presently involved; it is not appropriate for an on-going series of papers on a
88 particular topic. After completion of the papers, it is allowed that the collaboration continue its
89 collaboration with the person through a separate External Collaboration arrangement.