

Towards a virtual ecosystem of the mind

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Virtual Clocks

1. Real Life has a click track
 1. hours, days, weeks, months, years
 2. coffee, lunch, dinner, gardening
 3. holidays, sabbaticals, career moves
 4. births, deaths, marriages
2. literally, all by wayside now
 1. ***Work/life balance needs clock...***



Realization

- A. Robin Dunbar (anthropologist) pointed out gossip, grooming (chimps) and language all need face-to-face
- B. sports, humour, food&drink re-enforce/ create endorphins/build relationships
- C. Living virtually omits this phase, which is needed at least annually
- D. So escape from virtuality now&then essential!



Onboarding

- Long lists of stuff -
 - so make it all available but also deliver it in pieces
- Have a mentor/buddy (peer, not line mgr)
- Include in all channels (slack, github, email, other repo/overleaf)
- f2f whenever possible (cafe etc) (see above)
- people have different coping strategies - be aware of each!



Best Practice e.g.

- ACM Virtual Conference Advice
 - small: VR, Sharedspace, breakout siderooms
 - large: zoom+slack+max 5 hrs/day (incl breaks)
 - recorded 15 min talks+papers
 - play 5 min canned talks+panel/Q&A
- Managed slack/queue of Q&A

What do we like¬ like

- Need a public space for likes and dislikes
- e.g. me: zoom meetings without agendas:-)
- days without lunchbreaks/cycle rides
- What are yours?



summery outlook

- How to manage/mentor/support researchers (at all stages of their career) over the next 6 months (virtually and/or physically)?
- What can we (the Turing) do to develop and support best practice for engagement in the next 6 months (virtually and/or physically)?