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 & not like

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