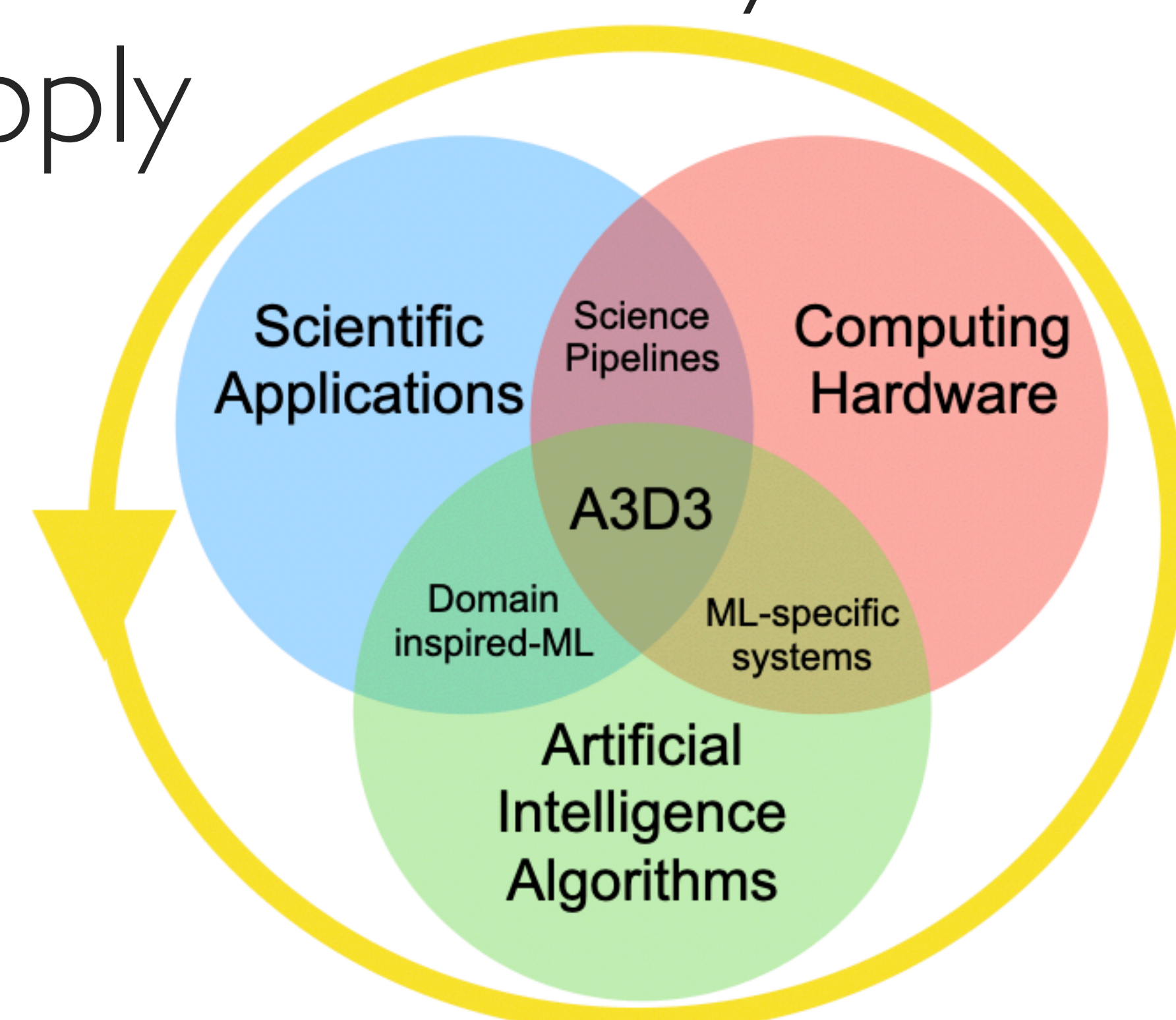


## A3D3 Institute

- Mission of the NSF HDR Accelerated AI Algorithms for Data-Driven Discovery (A3D3) Institute is to apply real-time AI at scale to advance scientific knowledge and accelerate discovery
- Collaborative effort of Caltech, Duke, MIT, Purdue, UCSD, UIUC, UMN, UW, and UW-Madison
- Domains: high energy physics (HEP), multi-messenger astronomy (MMA), and neuroscience

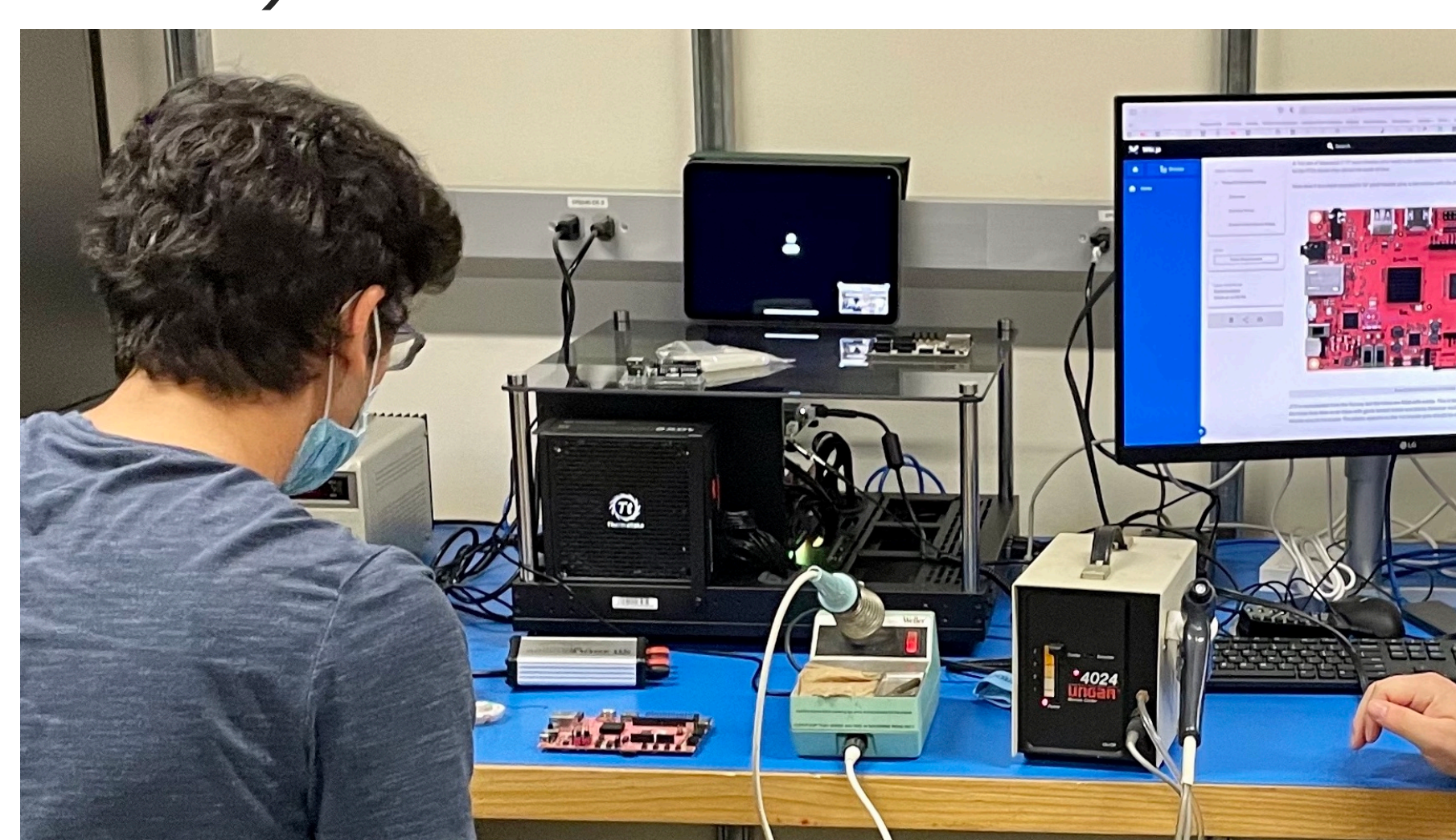


## Recruitment and Selection

- Position posted on [AcademicJobsOnline](https://academicjobs.org/) and advertised via email lists, Slack channels, Twitter, Facebook, LinkedIn, Black in AI, LatinX in AI, and more
- Application requirements (CV, 1 letter of recommendation, responses to prompts on career goals, project preferences, and leadership, research, and EDI experiences) kept minimal to encourage applicants
- Equity and Career Committee (3 PIs, 2 grad students, and 1 postdoc) met to create holistic equity-minded rubric and choose 4 top applicants
- 1st year: recruited 4 fellows to work on MMA, HEP, and neuroscience domains at UCSD, Duke, UMN, and UW

## Postbaccalaureate Fellowship

- 1-year A3D3 Postbac Fellowship to increase opportunities for women and underrepresented groups in STEM (African American/Black, Chicano/Latino, Native American/Alaska Native, Native Hawaiian/Pacific Islander, and Filipino)
- Postbac fellows are matched to a project ([listing](#)) and hosting institution based on preferences, availability, and balance
- Access to professional development opportunities including career guidance, individual mentorship, and graduate school preparation
- Program acts as a bridge to graduate study and industry positions



## Plans and Lessons Learned

- Professional development activities planning in progress, including orientation, grad student panel, and writing seminar
- Many university HR departments not accustomed to creating postbac positions; need to request position months in advance
- Low number of applicants; need for better advertising and recruitment strategies, e.g., attending SACNAS, Grace Hopper Celebration conferences

## Summary

- 1st year of A3D3 Postbac Fellowship Program underway!
- Improve and expand program in 2nd year