

# Snowmass Early Career: Status & Plans

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*DPF Executive Committee Early Career Member*



Snowmass Community Summer Study  
17-26 July 2022

# Why Snowmass?



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[\[snowmass21.org\]](https://snowmass21.org)

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## → Crucial to involve early career community:

- Number one priority = physics: generation of ideas, studies, and white papers
- Educate the next generation
- Active discussion of issues/topics relevant to EC experience & build a community accordingly

# Overview of Snowmass Early Career (SEC)

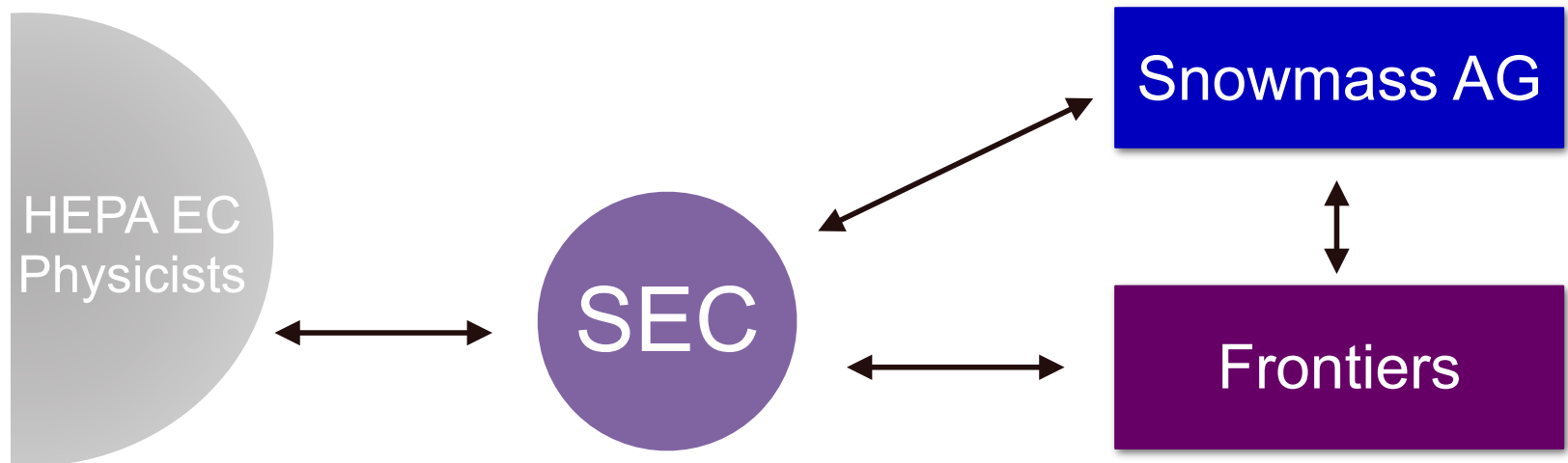
- **Who we are:** early career (EC) physicists brought together by Snowmass process
  - Historically “Snowmass Young”
  - Building on a huge amount of EC interest during original nomination call (April 2020)
- “Early Career” = ~10 years from highest degree guideline, including engineers/technicians; *guideline not a hard rule!*
- Two arms of the organization: [\[Early Career Memo\]](#)

**Snowmass  
Coordination:**  
collaboration of  
EC liaisons for  
each frontier

**Core  
Initiatives:**  
Snowmass-  
independent  
offshoot

# Snowmass Early Career Coordination

- **Structure:** ~1-2 early career liaisons for each frontier
  - **Roles**
    - Engage early career members with physics activities of frontiers and push key SEC initiatives within frontiers
    - Liaise with frontier leadership to disseminate relevant information to early career community
    - Act as representation for early career community to frontier leadership, by passing on issues/feedback as needed
- ➔ SEC/community maintained list of [EC LOIs](#): > 150



# SEC Core Initiatives

- **Structure:**

1. Survey
2. Diversity, Equity, & Inclusion
3. Inreach
4. Long-Term Organization

- **Purpose:**

- Connect and serve cross-frontier Snowmass community
- Organize/advertise resources & make recommendations on key issues for EC physicists
- Segue strong Snowmass EC enthusiasm into long term cross-subfield structure for high energy particle and astrophysics (HEPA)
  - Be prepared for *next* Snowmass process!

# Core Initiatives Highlights

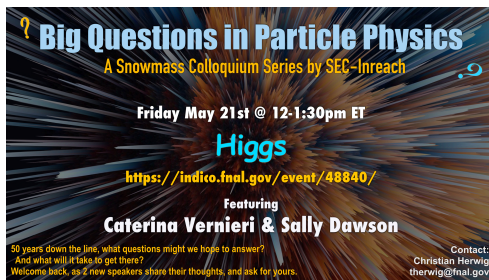


## Survey

- Collecting opinions/experiences on careers, physics outlook, workplace culture, visa policies, COVID-19, & more [[FNAL News](#)]
- Synthesized results presented at SEC Plenary

## Inreach

- Very successful & well-attended “Big Questions” Colloquium Series
- Ex. Higgs physics, neutrino low energy excess, Muon g-2, future colliders, dark matter [[YouTube channel](#)]



## DEI

- Co-organizing DEI Town Halls with Community Engagement Frontier
  - June 2021: “[Navigating Mentor/Mentee Relationship](#)”
  - Sept 2021: “[Supporting Early Career People in Academia](#)”



Dr. Marcela Hernandez



Dr. Cagliyan Kurdak



Dr. Brooke Russell



Dr. Sara Simon



Dr. Sweeney Windchief

## LTO

- ➔ [LOI](#) submitted in Comm. Frontier & white paper on the arXiv soon!
- ➔ Continuing “Big Questions” with a model for highlighting EC issues/topics/speakers (à la [AAS HEAD](#))

# Our “Workplan”

- ✓ Understand and amplify early career physics input and educate throughout sessions
- ✓ Facilitate discussions & buy-in from community on collaboration/ethical issues of importance to EC community
- ✓ Collate broad input for post-Snowmass plan and potential long term early career organization
- ✓ Network, build working relationships, befriend

# Early Career Events at CSS

1. Tuesday July 19, 7:30pm: EC networking event with industry partners
2. *\*Wednesday, July 20, 5:30 - 7:30pm\**: informal EC social event at Ravenna Brewing Co. (20 minute walk from campus)
3. Lunch on Thursday July 21, 12:30 pm: conversation led by early career physicists on Mental Health, Invisible Disabilities, and Neurodiversity
4. Lunch on Friday July 22, 12:30 pm: early career panel organized in collaboration with the Community Engagement Frontier
5. Sunday July 24, 2 to 3:30pm: Snowmass Early Career plenary

14:00	<b>Experimental Early Career Organizations in HEP</b> <i>110, Kane Hall</i>	<i>Fernanda Psihas Olmedo</i> 14:00 - 14:20
	<b>SEC Survey: Introduction and Methods</b> <i>110, Kane Hall</i>	<i>Erin Conley</i> 14:20 - 14:38
	<b>SEC Survey: Physics Outlook Findings</b> <i>110, Kane Hall</i>	<i>Joshua Barrow</i> 14:38 - 14:51
15:00	<b>SEC Survey: Career Survey Findings</b> <i>110, Kane Hall</i>	<i>Ivan Lepetic</i> 14:51 - 15:09
	<b>Snowmass Early Career Long-Term Organization</b> <i>110, Kane Hall</i>	<i>Tiffany Lewis</i> 15:09 - 15:24

# Long-Term Organization

- Preparing to segue existing structure towards a long-term early career organization
    - [LOI](#) submitted on this topic in Community Engagement Frontier
    - White paper on the arXiv soon!
  - Goals:
    - Foster a welcoming, inclusive, collaborative, multidisciplinary EC community
    - Act as representative group for early career community across HEP/astrophysics
    - Act as advisory body for experimental leadership on early career issues (connection to APS/DPF?)
    - Provide EC structure to future Snowmass processes
    - Networking opportunities across institutions, experiments, academic levels
- ➔ **Discussion to be held during SEC Plenary: please join & voice your thoughts!**

# Conclusions

- Very motivated early career community ready for Snowmass & more!
  - Contact with each frontier to facilitate EC participation
  - Four **Core Initiatives** continuing to develop comprehensive EC infrastructure
  - **Long term organization** plans under discussion with broad community feedback
- APS is a great resource for EC/career issues: first year of membership is free for students!
- Join **#css-early-career** for news & discussion!