

Early Career Feedback

11/16/20

Snowmass Early Career

Transparency

- Different frontiers have different processes for papers that deviate from the general guidance
 - Soliciting specific white papers
 - Combining LOIs into umbrella papers
 - Wanting drafts earlier than summer study (e.g. some drafts wanted in January)
- The processes and decisions for these are often not being posted publicly
 - People are not aware of what the topics are being solicited so cannot join or contact a convener if their topic is not planned to be covered
 - People may not know about earlier deadlines
- **Request:** Post details of paper process for each frontier on their wiki page
 - How topics are decided, what topics are being covered, deadlines

Participation

- Desire from both frontiers and early career members to have early career involvement, especially in getting the person-power required for writing
- Senior researchers not approving work on Snowmass/not telling students about Snowmass at all
 - In many cases, early career people cannot reach out to other early career people because they do not know who each other are
- **Request:** Keep stressing the importance of early career involvement amongst senior researchers, and encourage people to get their students involved
- Current structure of white paper submission discourages late-comers from joining→ Transparency on process would help with this too

Inclusion of Early Career Liaisons

- Overall, early career liaisons feel well-supported and included
- Sometimes within frontiers, different topical groups can be hit or miss for including early career liaisons in leadership discussions
- In some frontiers/topical groups, it is not clear if nothing is happening overall or if they are being excluded from discussions
- **Requests:**
 - Keep involving early career liaisons in convener meetings and encourage topical groups to do the same.
 - Regularly reach out to liaisons for feedback
- We are in the process of assessing what types of involvement beyond this have been helpful in different frontiers. Hope to gather this information to share with you sometime in the coming months.