Session

118. Cross-community Mobility in Science

Oct 6, 2020, 1:00 PM US Eastern

Notes by John L. Orrell

- [JLO: I have editorialized in some cases where I believe extra words might help]
- Attendees (screen shot) below
- Saved Zoom Chat also available

Notes

Vitaly Pronskikh: Speaks on slide regarding FNAL job categories (see posted slide)

- A suggestion was to perform an "imitation game" as a sociological experiment
- JO found a link as an example: https://blogs.cardiff.ac.uk/imgame/imitation-game/

Cindy Joe:

- To Vitaly: What was the composition of the pie chart?
- Vitaly: Just those job categories listed… Those having same/similar education and technical experience

Jim Fast: Worked at FNAL, PNNL, TJNAF

- FNAL did feel like a caste system; from the experience of being a "Engineering Physicist"

Sam Meehan: CERN

- Comments back to Vitaly
- What is our HEP culture?
- How do we change the culture?
- CERN pathology: "FTE" which is time/work boxing
    - "FTE" is not an effective way to manager HEP

Mitch Newcomer:

- Part of this is how we interact with the funding agencies
- Question: How do we represent our value other through an "FTE" metric

Sam Meehan:

- We could tell the agencies how we think the value should be measured

Cindy Joe: Accelerator physicist

- This is a cultural issue within the community [JLO: not just funding agencies]
- Within the community, different work is valued differently, even if all work is required
- This leads to hierarchy [JLO: of worthiness]

Sijbrand de Jong: CERN, president of CERN Council

- Perceives FTE as a poor man's approach to managing
    - But some sort of track-ability / accountability is needed
- A lot of the experience of an individual depends on the advisor
- The European physics plan update… included a couple points
    - Exclusivity of research (only allowed on one science project) is a strait jacket
        - This is especially true for younger physicists
    - Everyone needs some diversity in the work (e.g. building vs. analyzing)
        - Also community mobility
            - Physics ←→ Engineering
            - Physics ←→ Computer Science
            - Research ←→ Industry

Ketevi Adikie Assamagan: BNL

- As initially hired to do a specific job, but then that is all one can do…
- This is somewhat related to how grants are structured
- But career growth leads to new opportunities
- Interested in university perspectives [JLO: on career opportunity and growth]

John Orrell: PNNL

- National Labs have many disciplines working together, same with UG labs
- However, DOE funding only supports Engineers and non-physicists for short durations
    - Meaning physics program lose access to contributors after construction is over
- Not my own experience, but Eng. and Res. Phys. at universities have decreased
    - It seems this is part of the same problem of maintaining engagement

Jeter Hall: SNOLAB (also FNAL, PNNL, US government)

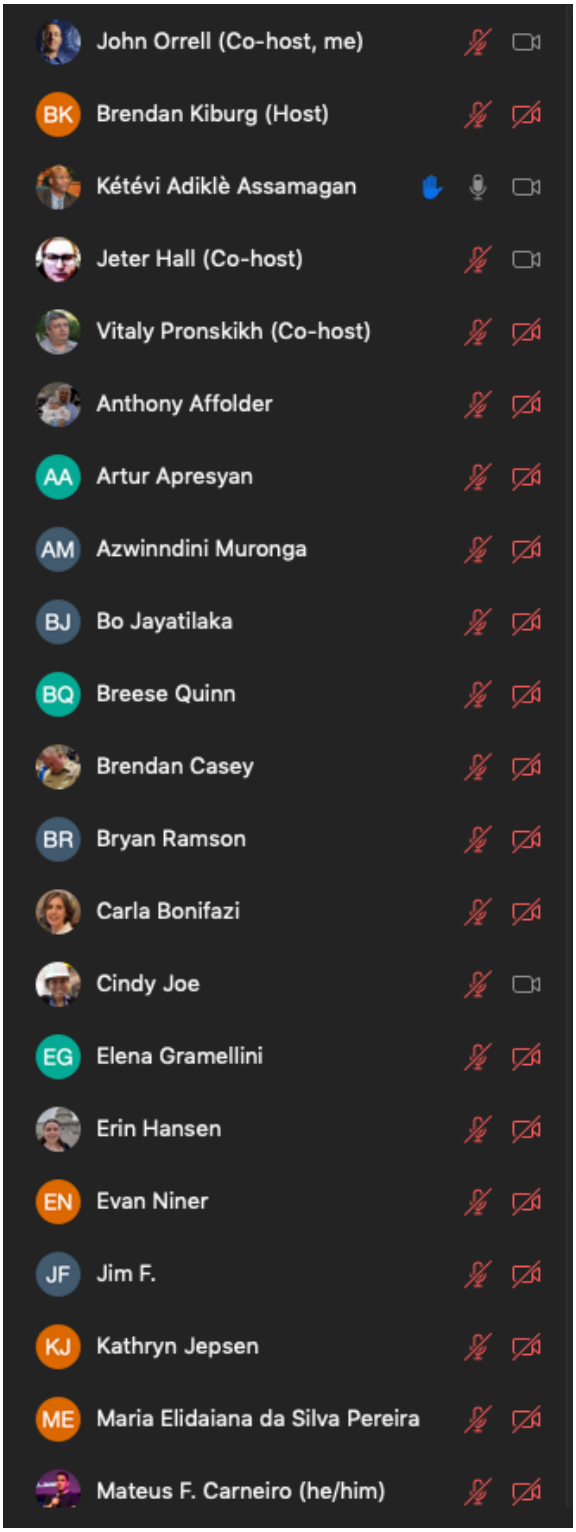
- As a taxpayer, hold Labs accountable for their performance [JLO: in this topic area]
- This includes evaluating the management structure

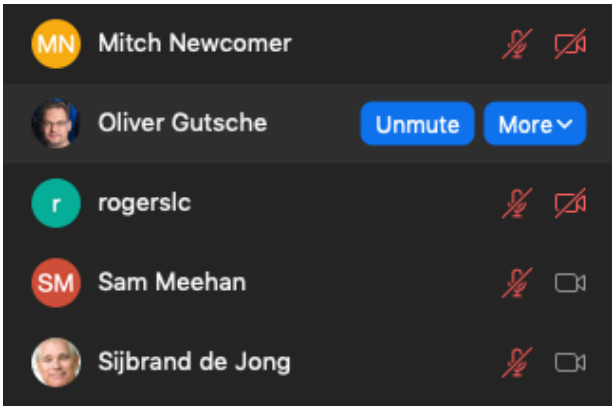
Vitaly Pronskikh:

- These all seem like a HEP-specific issue
- Ph.D. are treated as day labor, often by non-scientists
- What can we do?
- Suggest performing an "imitation game" as an assessment…

After session…
Vitaly: Develop a set of preliminary questions for an imitation game
John: Suggest the following timeline:

- Oct-Dec → Create questions, plan how to perform a game.
- Jan-Mar → Perform a game
- For Snowmass → Create a paper contribution describing the analysis of the game


John Orrell (Co-host, me)
BK Brendan Kiburg (Host)
Kétévi Adiklè Assamagan
Jeter Hall (Co-host)
Vitaly Pronskikh (Co-host)
Anthony Affolder
AA Artur Apresyan
AM Azwinndini Muronga
BJ Bo Jayatilaka
BQ Breese Quinn
Brendan Casey
BR Bryan Ramson
Carla Bonifazi
Cindy Joe
EG Elena Gramellini
Erin Hansen
EN Evan Niner
JF Jim F.
KJ Kathryn Jepsen
ME Maria Elidaiana da Silva Pereira
Mateus F. Carneiro (he/him)


MN Mitch Newcomer
Oliver Gutsche
Unmute
More
r rogerslc
SM Sam Meehan
Sijbrand de Jong