

Culture of physics and science?

Caste structures?

How do we build fulfilling roles for people across the community so they can achieve their goals appropriate to the roles required within the endeavor.

How do we build mobility into the system?

Sam Meehan → How do we effect cultural change? Does the concept of beancounting FTEs effect the culture in this way? Can we get rid of the bean counting?

Cindy Joe -> Definitely feel the cultural aspect of these issues. The way you track peoples time even has impact on how they organize their workday.

Mitch Newcomer -> The beancounting is important for that relationship with the funding agencies and the large decisions they need to make to support the science.

Sijbrand de Jong -> The beancounting is necessary, but it is up to your supervisor to translate that into the impact on your life. Young physicists also want to break out of the 'straightjackets' like being part of multiple experiments (at CERN or elsewhere). Another point on mobility is attracting people in other fields (computing, sensors, hardware, etc) to join us and contribute the the scientific questions we have.

Is our community fragmenting in such a way as to have different values and goals?

Traditional issues with diversity within physics.

Cindy Joe -> was just in an accelerator research centers talk and they talked about the huge gulf between the number of people who are trained in the field and the number of people we need to contribute. I'm sure they're not the only field like this. There is a recognized need (in many technical and engineering fields at least) for more—we should be able to pull in people to meet that need, and recognize (and promote) the people who do.

Jim Fast -> My experience has been that the HEP community expects 100% commitment and that if one has other interests we are somehow not serious about HEP. A lot of this is entrenched cultural issues inside HEP.

Elena Gramellini -> One of the problems with attract people from AI is the salary aspect: top postdoc jobs in HEP pay ~70K which is the low end of an entry job in AI.

Ketevi Assamagan -> Discussed the experience at BNL and the requirements to work on specific projects vs the ability to explore some science. Would be interested to hear from people in the University groups.

Vitaly -> These rigid-boundary issues seem to be specific to high-energy physics. The mobility at places that are HEP dominated seems to be lower than multidisciplinary. It is important to make sure accounting for people is even across all the job descriptions. I recommend a imitation game to understand the cultural splits within the community. This would allow us to demonstrate the need for administrative or other change.

Jim Fast -> It is important to recognize the mission of the DOE labs is very different from research universities and from other organizations. The DOE labs are there to take on efforts that others cannot, i.e. to enable the science rather than to do the science. Most of the funding goes to operations, not research, to enable that primary mission. Some research is of course part of the job. This is not that different than universities where in principle the primary mission is teaching/education. And then we can do science as well. I don't know that this is different in other fields. I believe it is worse in industry where the accountability is cast in terms of return on investment. So I am still here in the national labs enjoying the variety of work I get to do.