

CEF2 – Career Pipeline and Development - Link



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- We are in HEP for the love of science, career in academics or use skills learnt to get a job outside HEP
- Career Pipelines and Development (CP&D), therefore, directly connects with almost every CEF TG and Frontier (especially Computational and Snowmass Young)
- Identify, encourage and promote **skill** developments of Physics graduates, Young researchers
 - Promote skill sets geared towards non-academic career
- Identify and promote **careers** and employment opportunities
 - HEP and non-HEP Career, Networking with Alumni, Funding strategies, Mentoring
- Encourage placements based on scientific majors and skills (Abilities ---> Skills ---> Career)
- Promote skill sets geared towards non-academic career
- Synergy with other Topical groups in CEF for vision for development of Career paths and Opportunities
- Meetings - <https://indico.fnal.gov/category/1156/>
- Subscribe to email - https://listserv.fnal.gov/scripts/wa.exe?A0=SNOWMASS-COMMF-04-PHYS_EDU
- Slack Channel - https://app.slack.com/client/TNNU4A570/C013K1YFP4Y/details/top?cdn_fallback=2

Community Papers

CP1 -HEP research at non-R1

- Stories from faculty members at 4-year institutions ("liberal arts colleges", no physics graduate students) or community colleges about participating in HEPA (High Energy Physics & Astrophysics) research.
- Stories from faculty members or scientists at research institutions who have organized/sponsored/facilitated HEPA research by students (or faculty) from 4-year/CC institutions.
- Stories from any community members who attended a 4-year/CC institution for physics education: were you exposed to HEPA research, and how did this exposure (or lack thereof) influence your educational trajectory?
- Making good progress, additional help is always welcome
- <https://indico.fnal.gov/category/1156/> (look for CP1: Enhancing HEP research at non-research institutions)

CP3 - Facilitating Non-HEP Career Transition

- Presenting the need of wide unified platform supporting HEP, non-HEP job seeking and internship programs, Networking, Project collaboration and knowledge transfer, as well as Mentoring for Early Career Scientists and Engineers
- Need participation from Snowmass Early Career Group as it is very relevant to them and overlaps
- Analysing and interpreting the data from the SEC survey
- Interviews with former members of the HEP community that have made the transition to non-HEP career and are willing to work towards developing Internship and Mentoring programs
- A connection with CERN Alumni Office (Rachel Bray) was made and they are willing to share their experience in the creation of their platform - <https://indico.fnal.gov/event/50310/> (see the zoom link to the recording)

CP2 - Tackling Diversity and Inclusiveness in HEP

- 5 Lols, slow progress
- Conversation with CEF3 (D&I) conveners as there seems overlap in many of CEF3 (D&I) Lols (thanks to Cindy Lin for this matching)
- Perhaps best is to team up than create our own Community Paper. Sent email, lets see

CEF2 (CP&D)	CEF3 (D&I)
<i>Creating a Research Internship Program to Increase the Number of Minorities in Particle Physics</i>	CEF3 - Climate of the Field subtopical group - CP on " <i>Equitably interacting with the broader scientific community</i> " contributed paper, which covers the LOIs " <i>Augmented REU</i> " (submitted to CommF2 and CommF3)
<i>Towards Equitable Hiring in High Energy Physics & Bias (and Stereotype) in job Seeking</i>	CEF3 Subtopical group CP " <i>Measuring and accounting for existing climate</i> " contributed paper, covering the LOIs " <i>Bias / Stereotyping in Jobs</i> " (CommF2/CommF3) and " <i>Recognition / Evaluation (General)</i> "CommF2/CommF3)
<i>Engineering roles and identity (can also fit in Diversity category)matches with</i>	CEF3 CP on " <i>Equitably interacting with the broader scientific community</i> " contributed paper, which covers the LOI " <i>Engineers & Scientists</i> " (submitted to CommF2 and CommF3).
<i>Training a Diverse HEP Workforce in Small Neutrino Experiments</i>	should also be able to fit with CEF3 CPs as needs of small experiments in diversity would not be different from rest of the HEP