**Career Pipeline & Development Meeting – CP3**

**Monday, January 31, 2022**

**1:00 PM – 1:40 PM Eastern Time**

**Attended:** Rami Kamalieddin, Kevin Flood, Alan Stone, Aneliya Karadzhinova-Ferrer, Sudhir Malik, David DeMuth, Bhujyo Bhattacharya, Daria Wang

**Summary:**

* Update regarding survey plots:
	+ Matt started to replot all the data, taking into account multiple choice questions, data in matrix format etc. Some questions are also interesting for CP1 – so Matt is plotting for them as well.
	+ Aneliya highlighted most relevant questions as per below:
		- Green are answers ‘No’ to the “Are you currently in academia?” question
		- Blue – asked only engineers and technicians
		- Not highlighted – data with background information (age, location etc.)
	+ We are using only 100% filled survey responses (50% of all the answers).
	+ Head of CERN alumni will be joining us as a co-author.
	+ When sending out the survey, we asked Snowmass Early Career to distribute the survey among CERN Alumni and CERN Experiments – we were mostly interested in these particular groups. SEC also sent the survey out to other groups, who we received responses from. We have asked SEC to provide survey participation rate from these groups separately.
	+ Action items: Matt will plot by tomorrow. Aneliya will share plots with everyone by the end of this week, so group can decide which plots to include in the CP.
* Aneliya is working on the list of people to contact for interviews or anecdotes for the paper. Can contact the person that Tiffany suggested during the last meeting. Need to be careful in terms of specific people, need to redact information. But it is a good idea to include these anecdotes as examples in the paper. Some industry people shared their experience with us. If they already gave presentations, we should produce a paragraph for them and ask them to review. We should include them as authors. You want to extract from individual narratives the supporting details that suggest that the path was difficult and that we want to strengthen the existing path. We don’t need to include full stories, but enough context to establish connection and show correlations, provide actionable recommendations. Action item: Sudhir will share his earlier email to Crystal Bailey with Aneliya so she can follow up with her.
* Article in Physics Today this month has a lot to do with our discussion. Action item: Kevin will share the name of the article.
	+ Possibly related? Staff scientists in academia and government labs follow rewarding careers. Being a faculty member is not the only way for scientists to stay in basic research. https://physicstoday.scitation.org/doi/full/10.1063/PT.3.4918
* March 15 is deadline for submission to arXiv. We can make minor changes, but we cannot change the story, cannot change the conclusion of the paper. Action item: We should finish up the paper draft by the end of February.
* Once the paper is mostly done, we can share the draft with Alan Stone and make a presentation out of it with main points to get his commentary in a focused way. Action item: check with Alan regarding the data he collected.
* Question: For the career transition points, are you separating UG vs Grad vs postdocs? For the UG transition points there is some overlap with CP1. Answer: google doc had a plot where each type of students/person in the survey is a separate non-overlapping entity. Some of them are separated in plots, others are not. We can try to separate them but it might take longer to do that. In the text, they are going different paths.
* A lot of our students are going to, for example, medical physics. We support different industries. Maybe it’s a good place to highlight that HEP is doing things for other industries. Action item: We can look at the outline and add this information.
* Overleaf link:

<https://www.overleaf.com/project/61b77af69ea5f047a0953d12>

* + Kevin made changes in Overleaf - expanded abstract, edited the outline.
	+ Overleaf is useful in final stages, but google doc is more convenient for collaboration. Final information can be transferred from google doc to Overleaf towards the end. Action item: Sudhir will create a google doc for now to write the paper, and share it with everyone.
* Fri, Feb 4 – CEF Convener meeting. Action item: Sudhir will prepare slides and attend the meeting.
* CP1 meeting today at 3:30 PM EST.