

Foundation Task Force (FTF) for the Coordinating Panel for Software and Computing

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February 22, 2024



Follow-up



Last week we discussed Communications and Partnerships and Technical Working Groups

Today we will discuss Career Development and DEI Activities

Schedule

Sticking with our normal schedule we would meet on March 7

- I hope by that point we have a document we can go through

Everyone is encouraged to contribute text to the document

- There is a proposal on the membership section
- Joel and I will post the transcripts of the first two meetings

Career Development

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Career Development

Should the CPSC create awards to recognize the work of Early Career and/or established scientists in HEP S&C? Suggest the auspices under which such programs might be created.

What mechanism should the CPSC use to promote discussion on career development, including recruitment, training, and retention, as well as potential S&C-for-HEP-specific job categories to improve opportunity and sustainability of S&C in HEP?

Awards

- The purpose of awards is to highlight contributions in the area of S&C
 - This helps people be recognized in getting the next job or advancing in the current one
- To whom?
 - Early Career
 - Postdoc?
 - Junior faculty ?
- What type?
 - Is there any value to working with industry to get small financial awards?
 - Or is recognition sufficient?
- Process
 - Annual call for nominations?
 - The CPSC chooses some number of winners (2 per year)?
- Assessment
 - 5 year follow-up to examine if the awards are making the desired impact

Mechanisms - Goals

- career development, including recruitment, training, and retention
- Goals?
 - Are we trying to increase the visibility and prestige of S&C contributions to enable faculty advancement in domain sciences?
 - Are we trying to keep people who work in S&C in science and out of industry?
 - Are we trying to increase the number of stable positions in S&C at the universities?
- Are there aspects of the status quo that are beneficial that we don't want to lose?
 - Turnover also drives innovation and new ideas

Mechanisms

- Awards
- Training
 - Workshops
 - Topical Training
 - Career Guidance
- Reports
- ?