

# Applications Physicist and Engineering Physicist Job Families focus group

- SAC focus group: Jonathan Eisch, Robyn Madrak, Kellen McGee and Douglas Tucker\* (\*term ending)
- The Scientist and Applications Physicist job families both require a PhD in Physics and both include physicists in a variety of roles and responsibilities.
- Historically, they have differed based on hiring policies, which have evolved over time, but that difference has disappeared in practice.
- Which job family someone is in is based on how they were hired, but movement between job families is nearly non-existent and has no bearing on actual roles, responsibilities or performance.
- Some PhD physicists are in the Engineering Physicist job family to avoid the seemingly arbitrary requirements of the Applications Physicist job family.
- Despite the similarities, discrepancies in pay and promotion persist, perpetuated through “job family equity”.

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- The Applications Physicist job family was last reviewed in 2015 when it was removed from the Scientific Appointments policy.
- HR and Compensation started a review of the Applications Physicist and Engineering Physicist job families together sometime in Summer 2023. The status of this is unclear.
- In December 2023, the Engineering Advisory Council discussed recommending that the Applications Physicist and Engineering Physicist job families be combined but it wasn't accepted at the time.
- Following the August 8, 2024 presentation, it was suggested that this topic and related policies be addressed during or soon after the contraction transition period.
- Previous presentations:
  - Nov 30, 2023, Initial overview
    - <https://indico.fnal.gov/event/62286/#5-hr-job-categories>
  - January 24, 2024 – Guest presentation on the Applications Physicist job family focusing on lab scientific culture
    - <https://indico.fnal.gov/event/63059/#6-application-physicist-job-ca>
  - August 8, 2024 – Latest status update
    - <https://indico.fnal.gov/event/65774/#8-discussion-on-applications-p>