

Town Hall Strings 2024

High-Energy Theory Postdoc Deadline Accord

Why do we have an accord?

An accord allows young researchers to make a **free** and **fair** choice regarding their future job opportunities. [<http://insti.physics.sunysb.edu/itp/postdoc-agreement.html>]

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Last year, **2024** hiring round, was the first time we had an important modification to the accord since **2007**.

This turned on a non-trivial **coupling/perturbation**.

Goal

Have a quantitative and qualitative understanding of:

- The importance of having an accord
- The experiences applicants and employers during the 2024 hiring round
- Possible stable and healthy fixed points

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- The importance of having an accord
- The experiences applicants and employers during the 2024 hiring round
- Possible stable and healthy fixed points: **marginal coupling?**

Survey

GenHET, in collaboration with CERN, designed two surveys:

- **Applicants:** intended for postdocs and PhD students that applied recently for a postdoc or plan to apply in the near future
- **Employers:** intended for faculty and/or senior researchers that recently hired postdocs or plan to hire in the near future.

Special thanks to **Ruben Monten** and **Kelian Haring**!

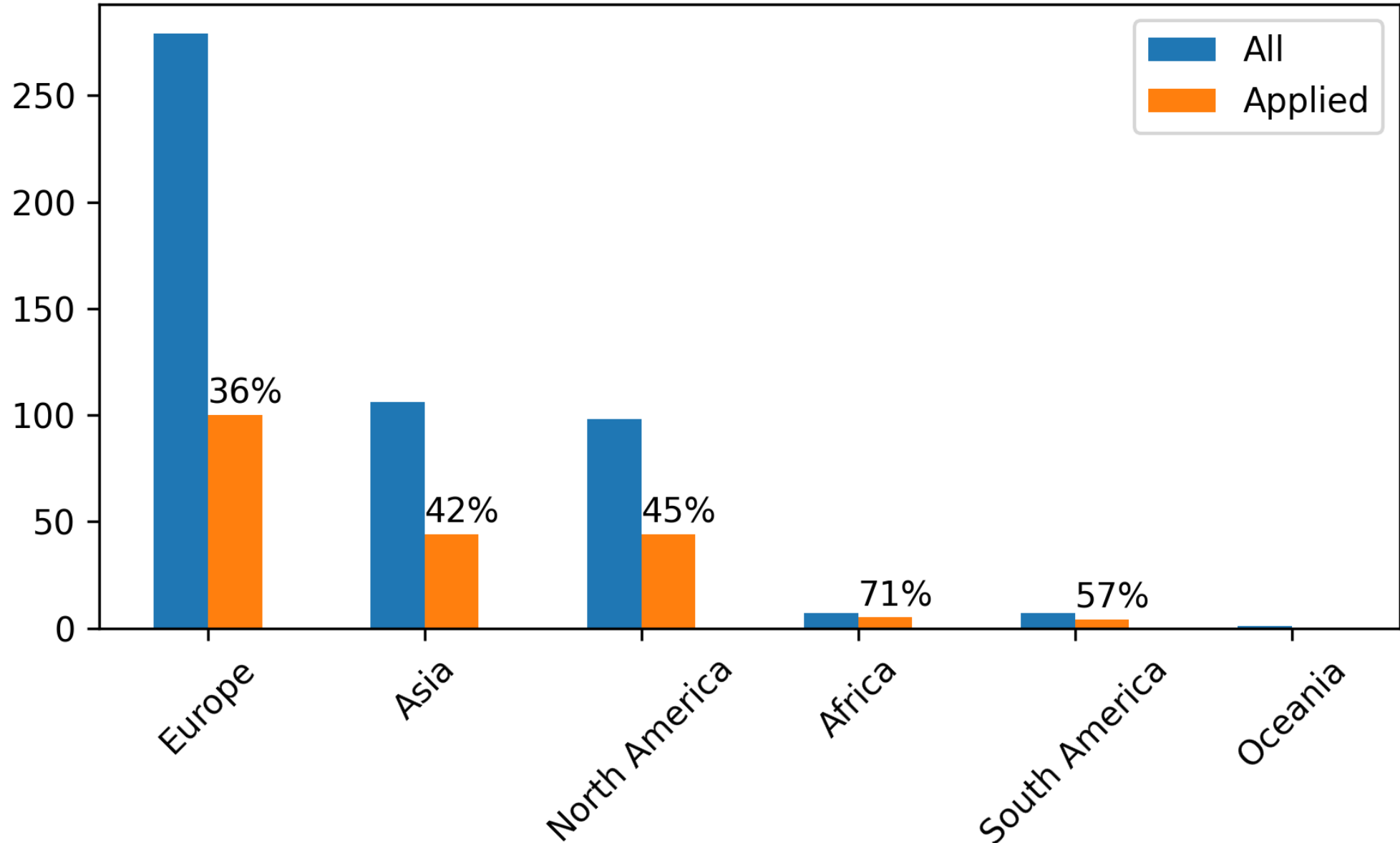
Who participated?

String theorists world-wide

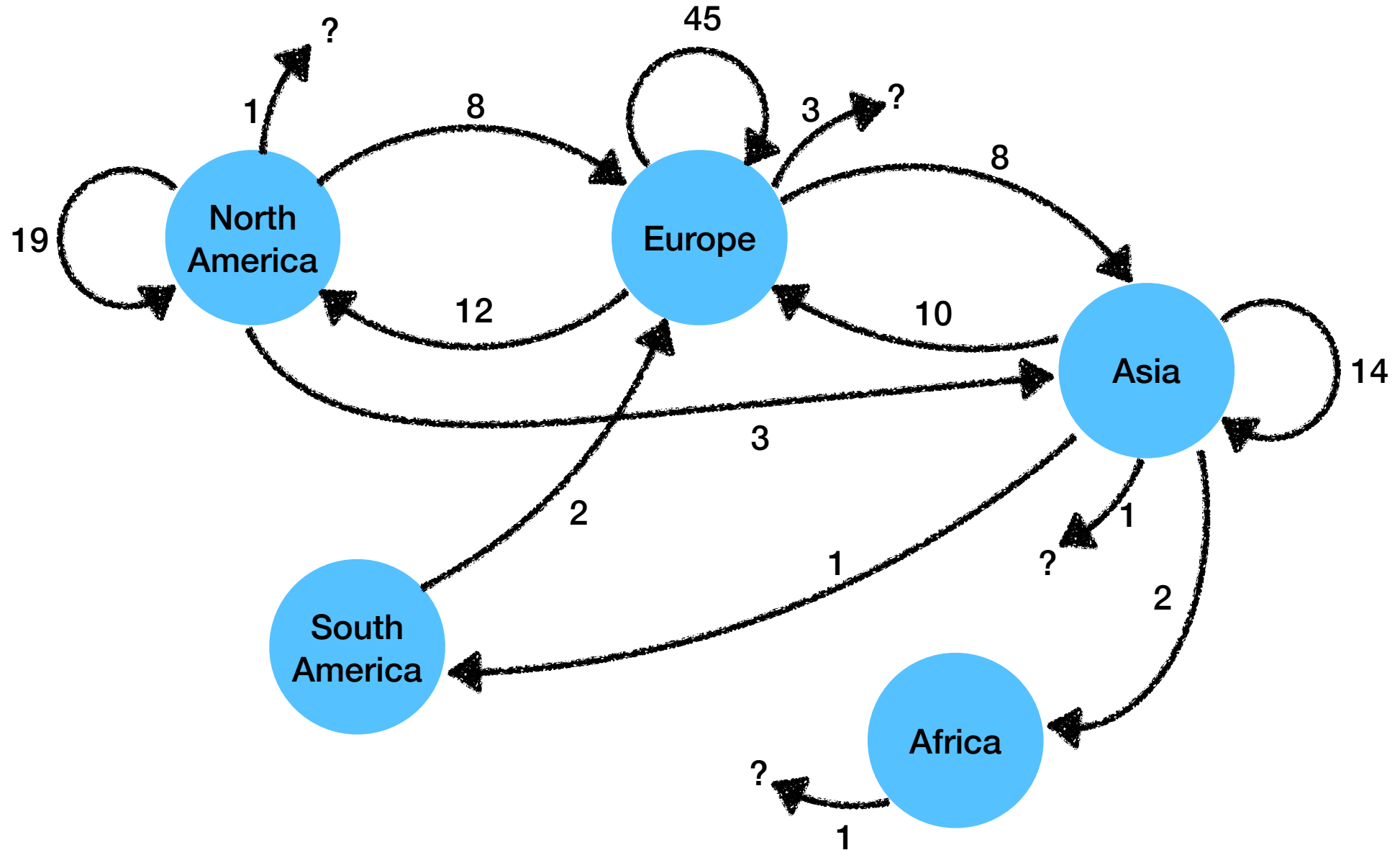
- **Applicants:** 498 individuals
- **Employers:** 214 individuals, about 115 institutions.

Applicants

Number of applicants participating in the survey

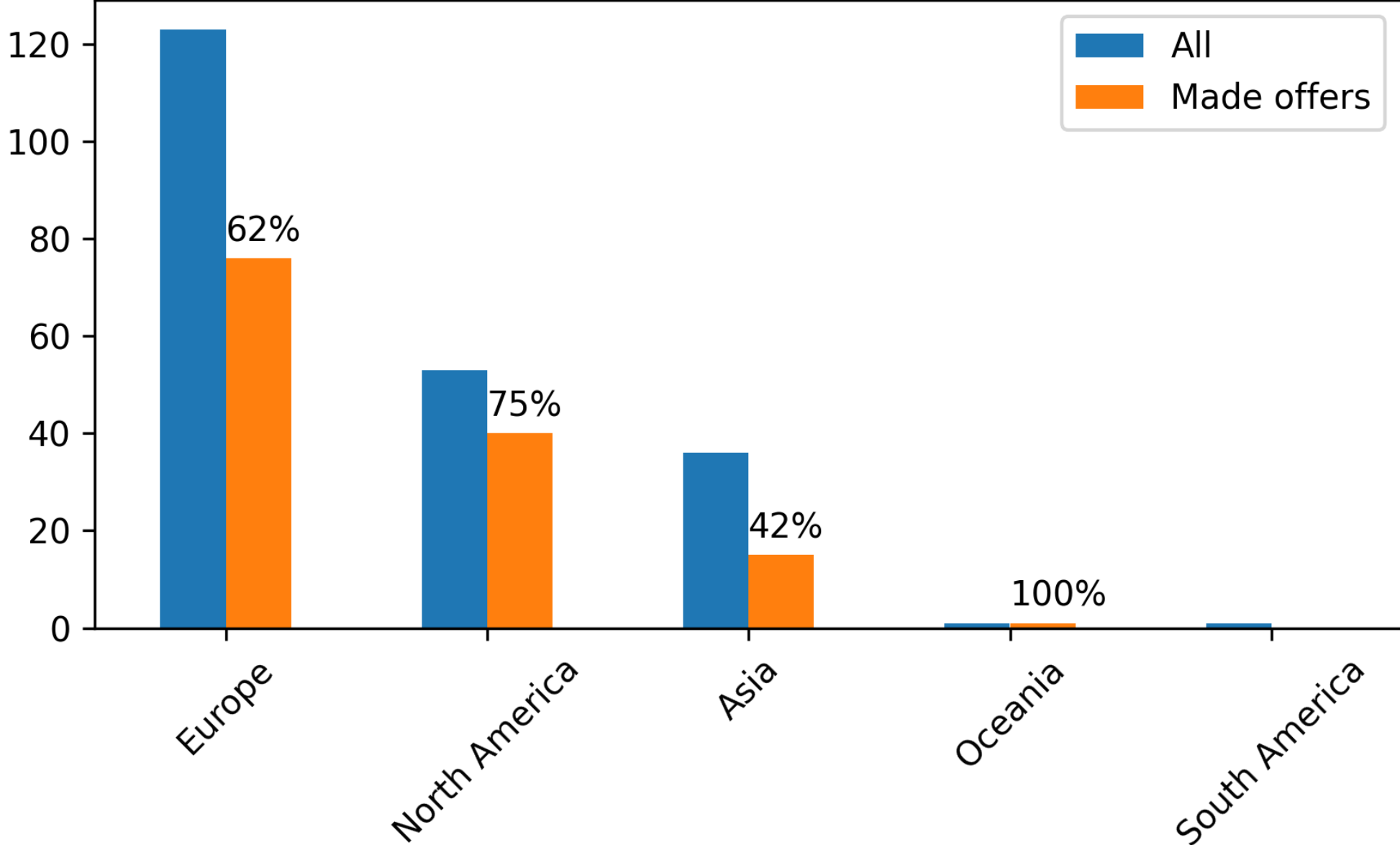


Applicants



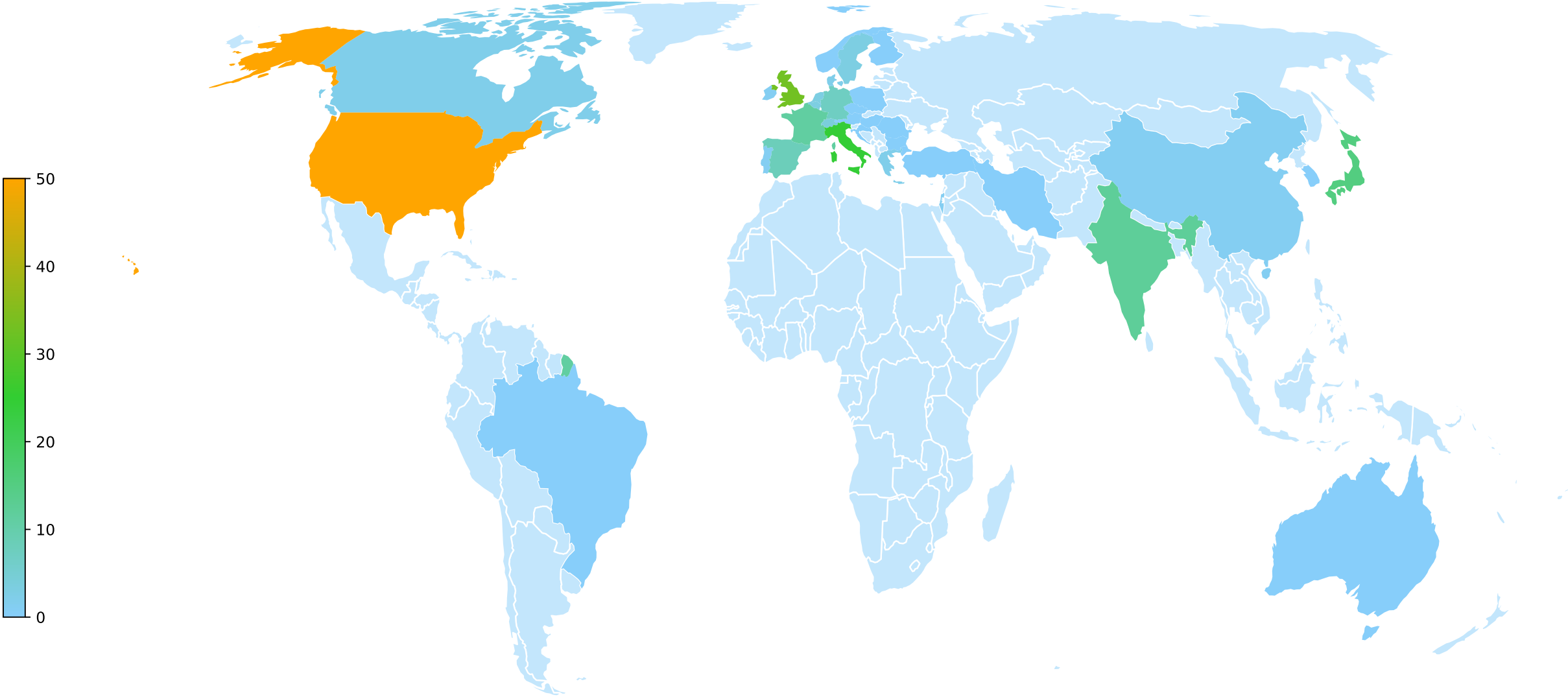
Employers

Number of employers participating in the survey by continent



Employers

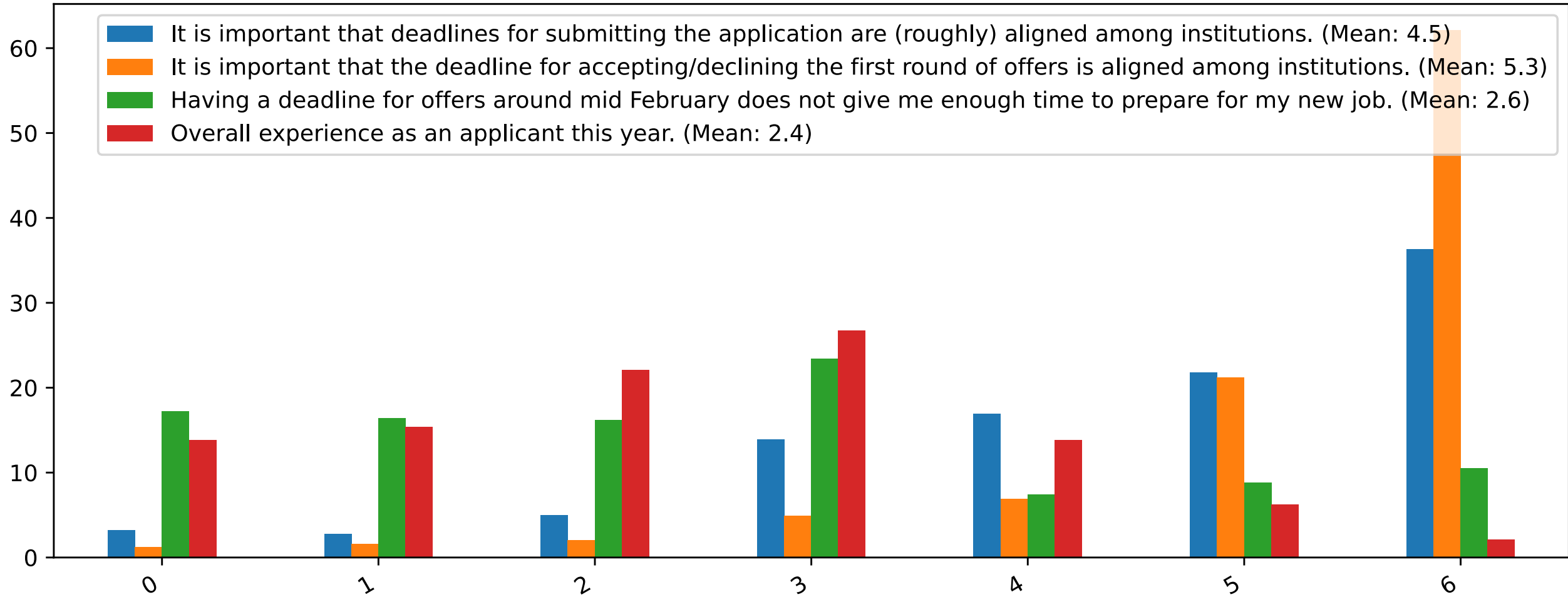
Country of current employment/affiliation.



Countries represented: 33.

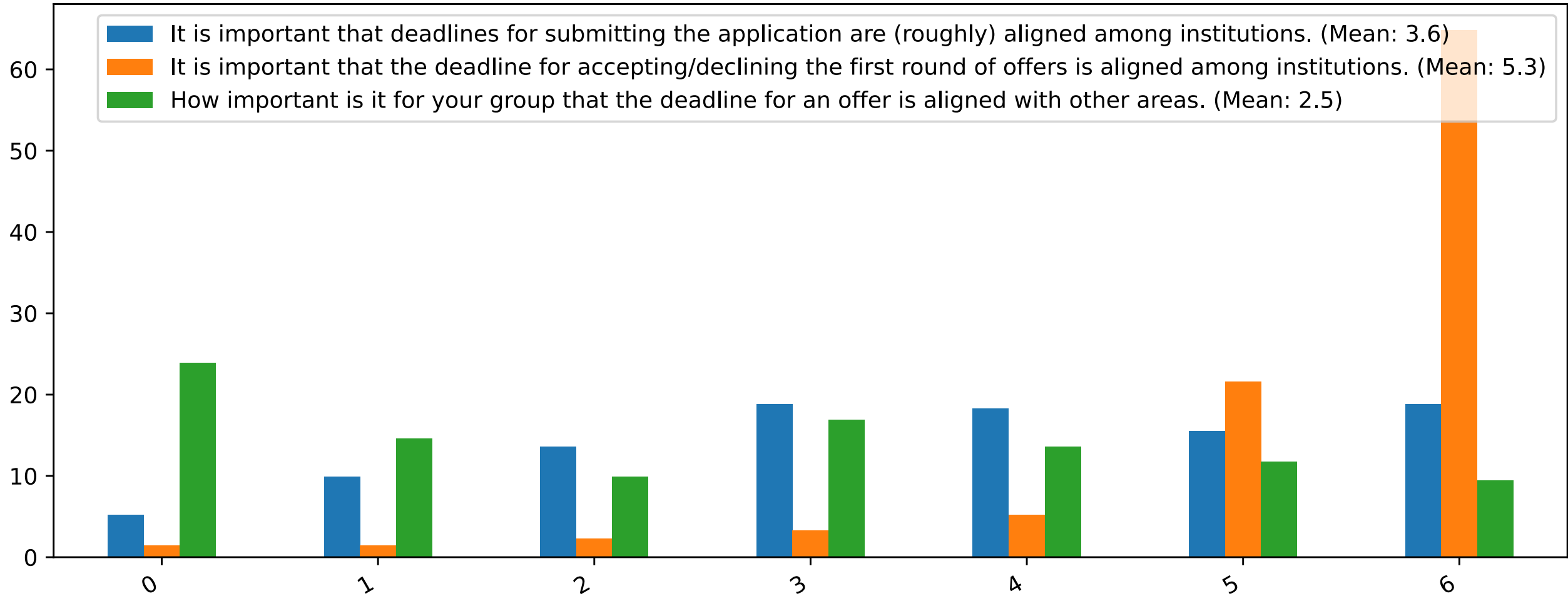
Applicants: opinions and reactions

Rate from 0 to 6.



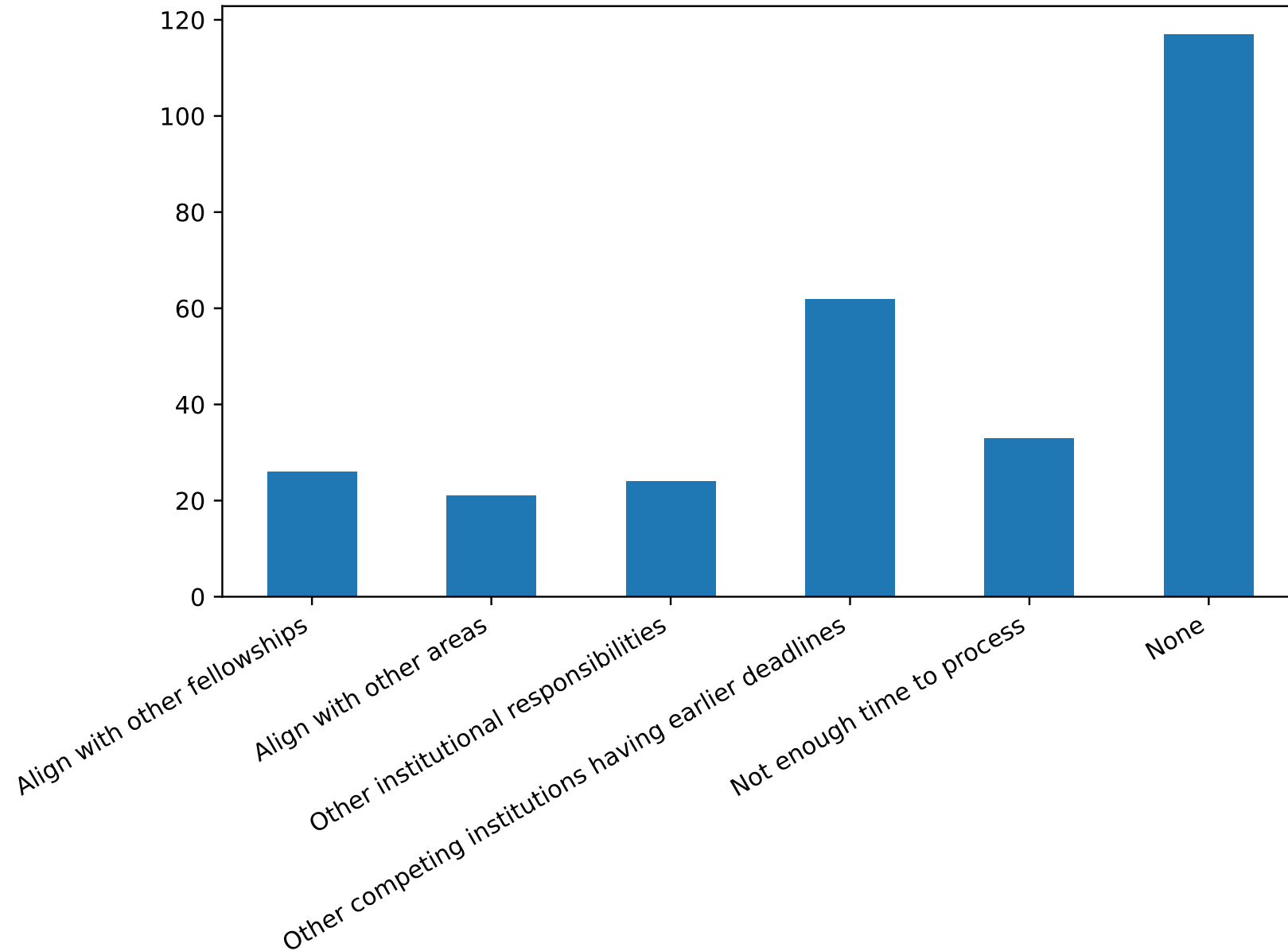
Employers: opinions and reactions

Rate from 0 to 6.



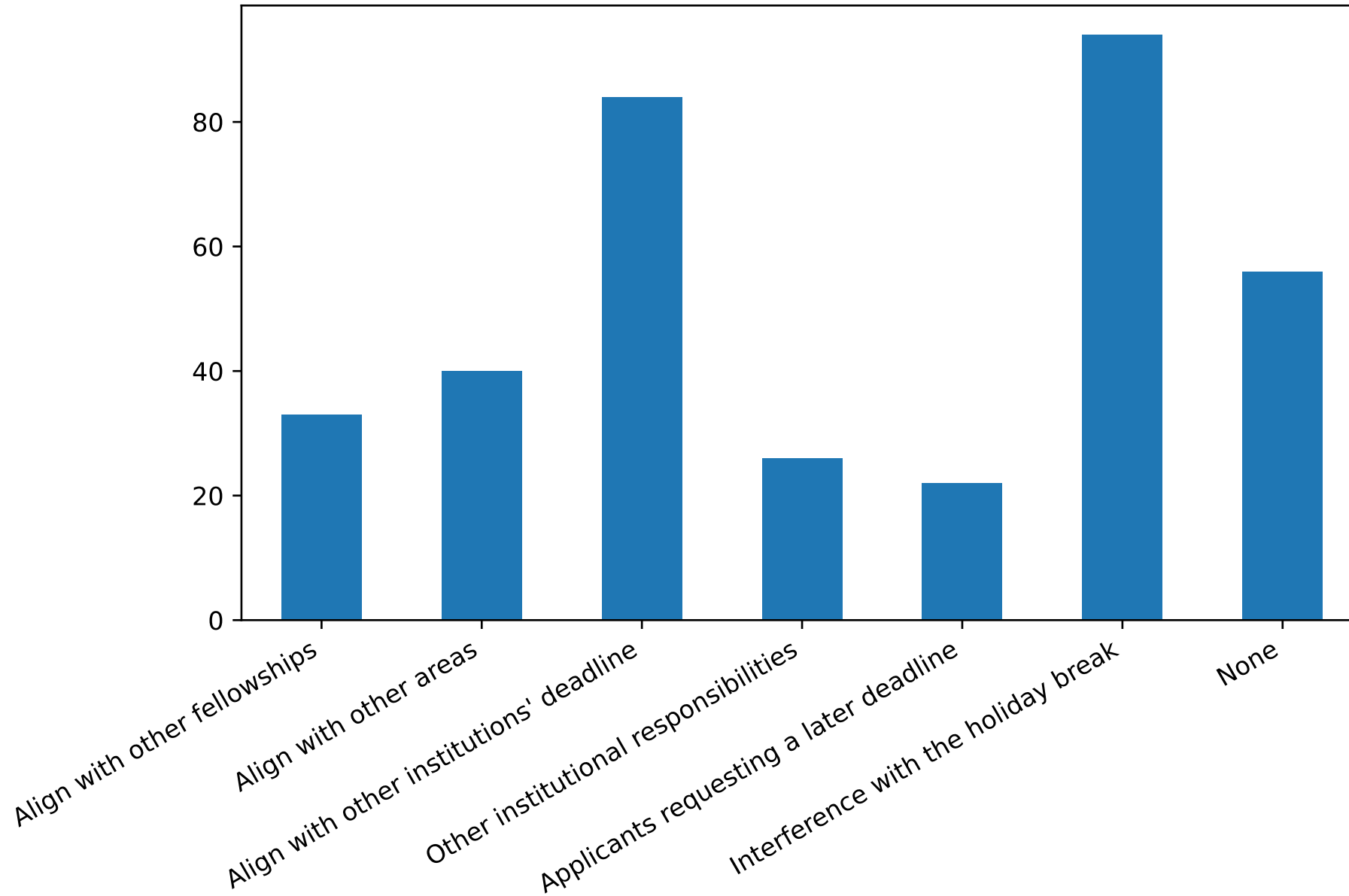
Employers: Question 14

What are the obstructions in your institution to modify the deadline to February 15th?



Employers: Question 15

What are the motivations in your institution to move the deadline away from January 7th?



Two-point Functions Survey

Employers

Correlations between the questions

Q1: ~~Country~~ Continent of current employment/affiliation.

Q14: What are the **obstructions** in your institution to modify the deadline to February 15th?

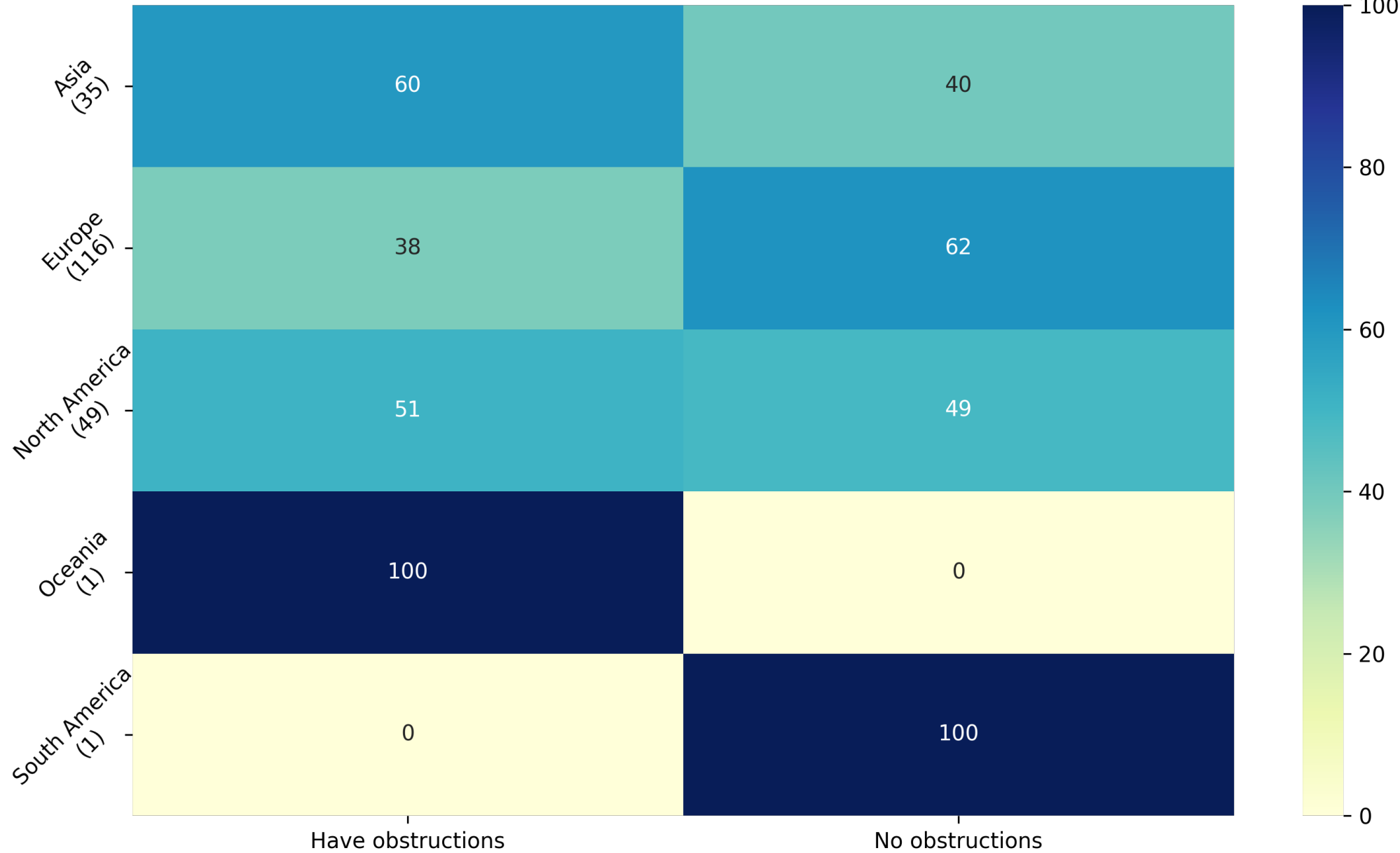
Q15: What are the **motivations** in your institution to move the deadline away from January 7th?

Q16: If **no** common deadline agreement is reached, what do you plan to do next year?

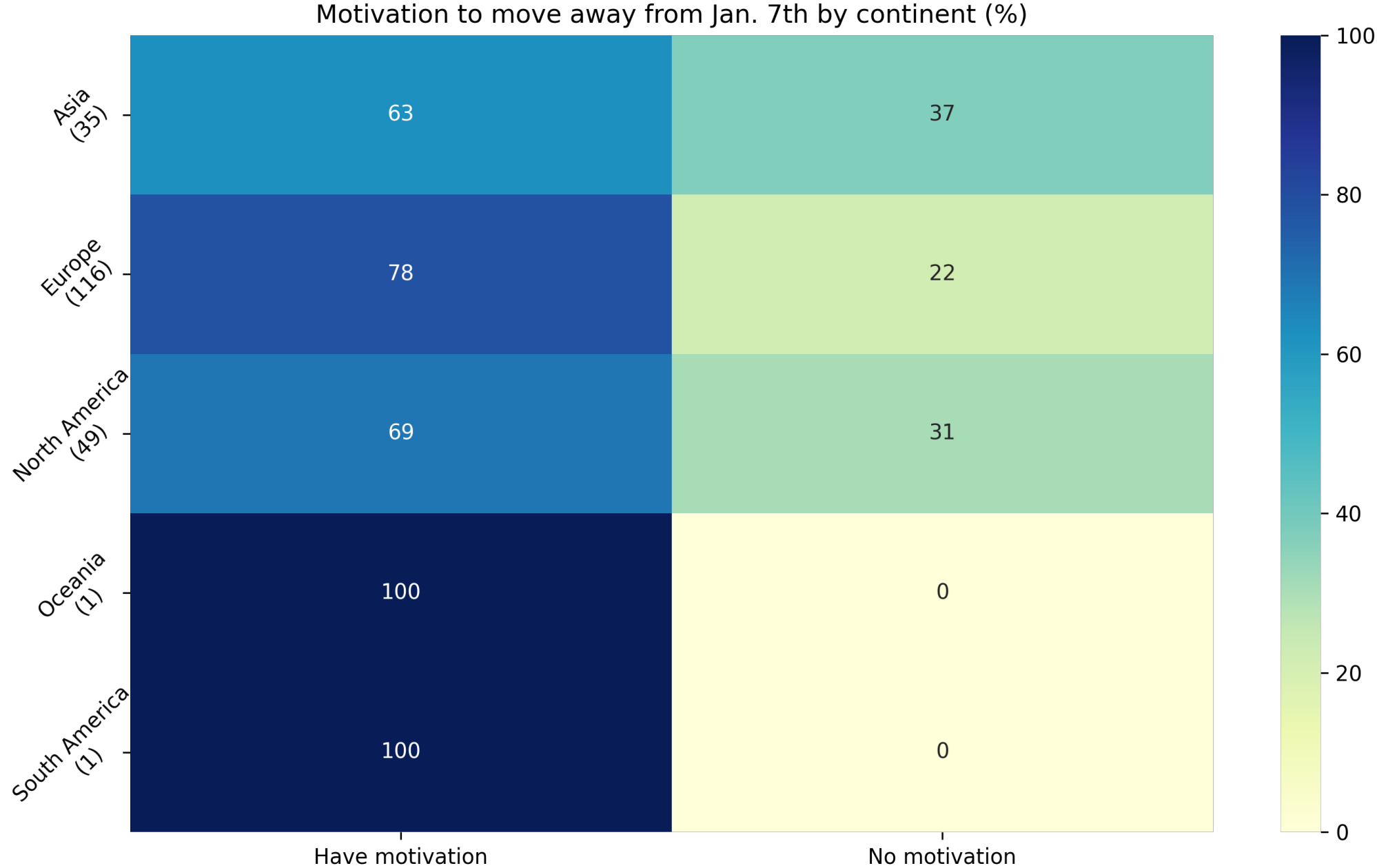
Q17: If a common deadline is reached, which date would you prefer?

Employers: Continent vs Q14

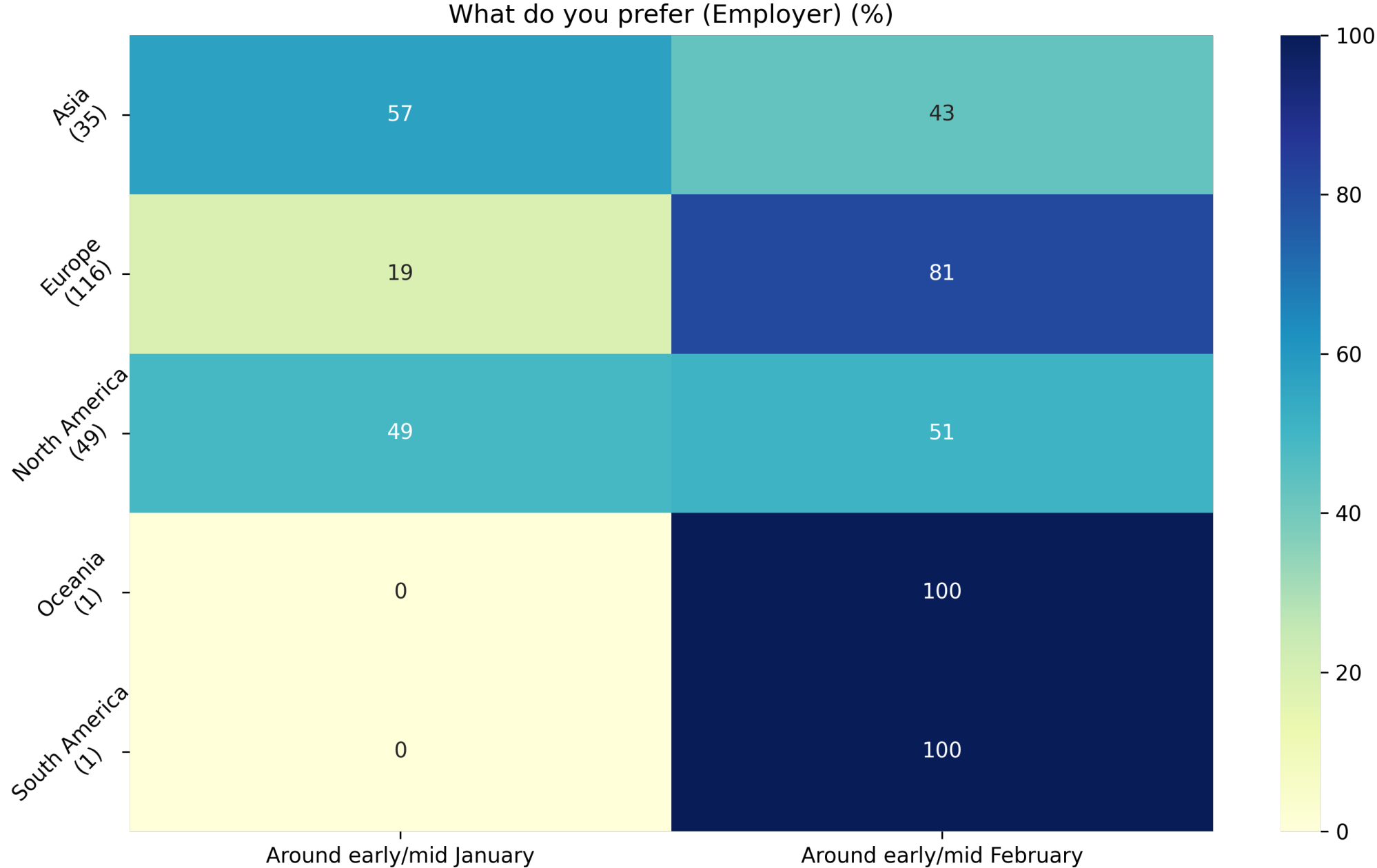
Obstruction to modify the deadline to Feb. 15th by continent (%)



Employers: Continent vs Q15

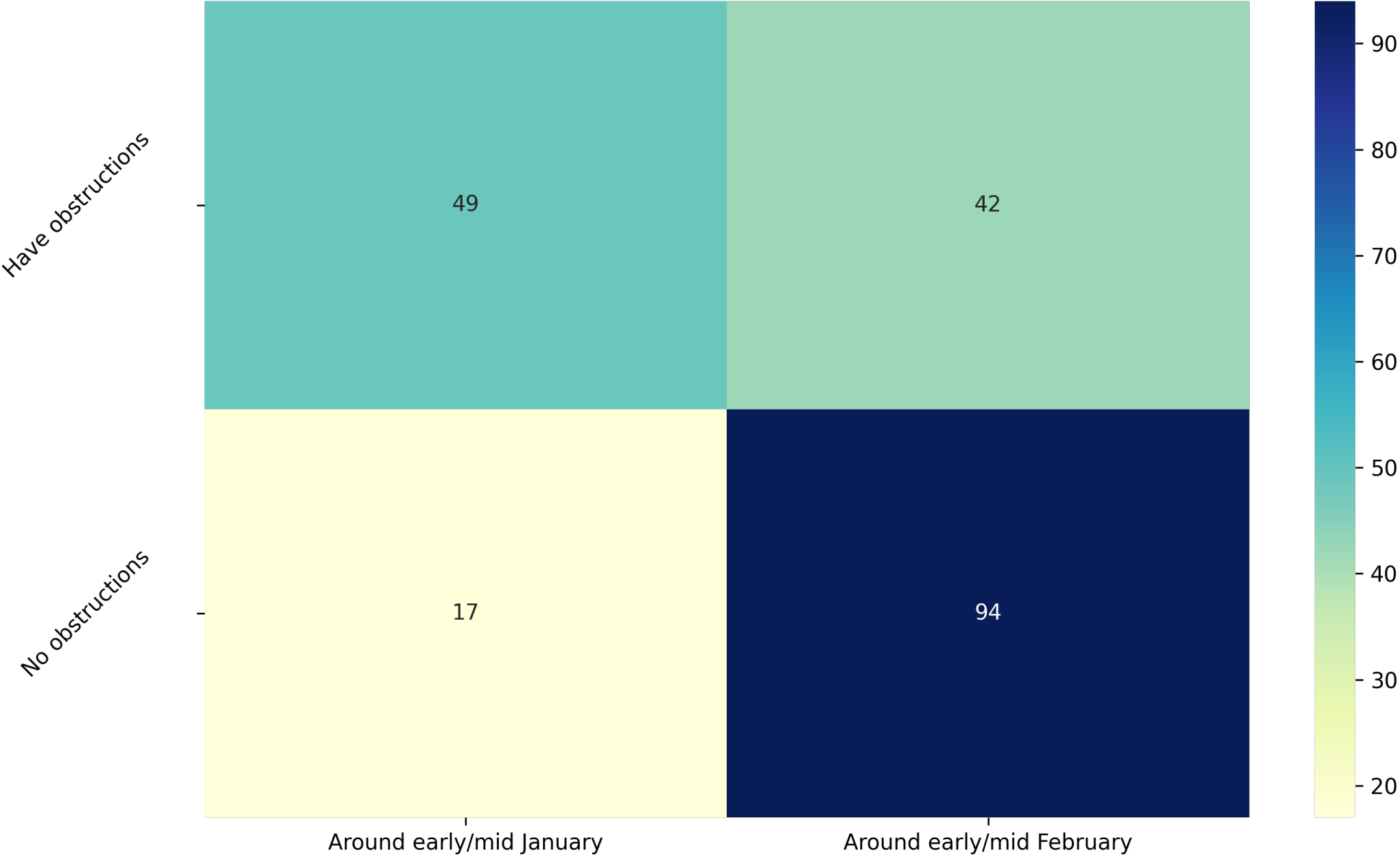


Employers: Continent vs Q17



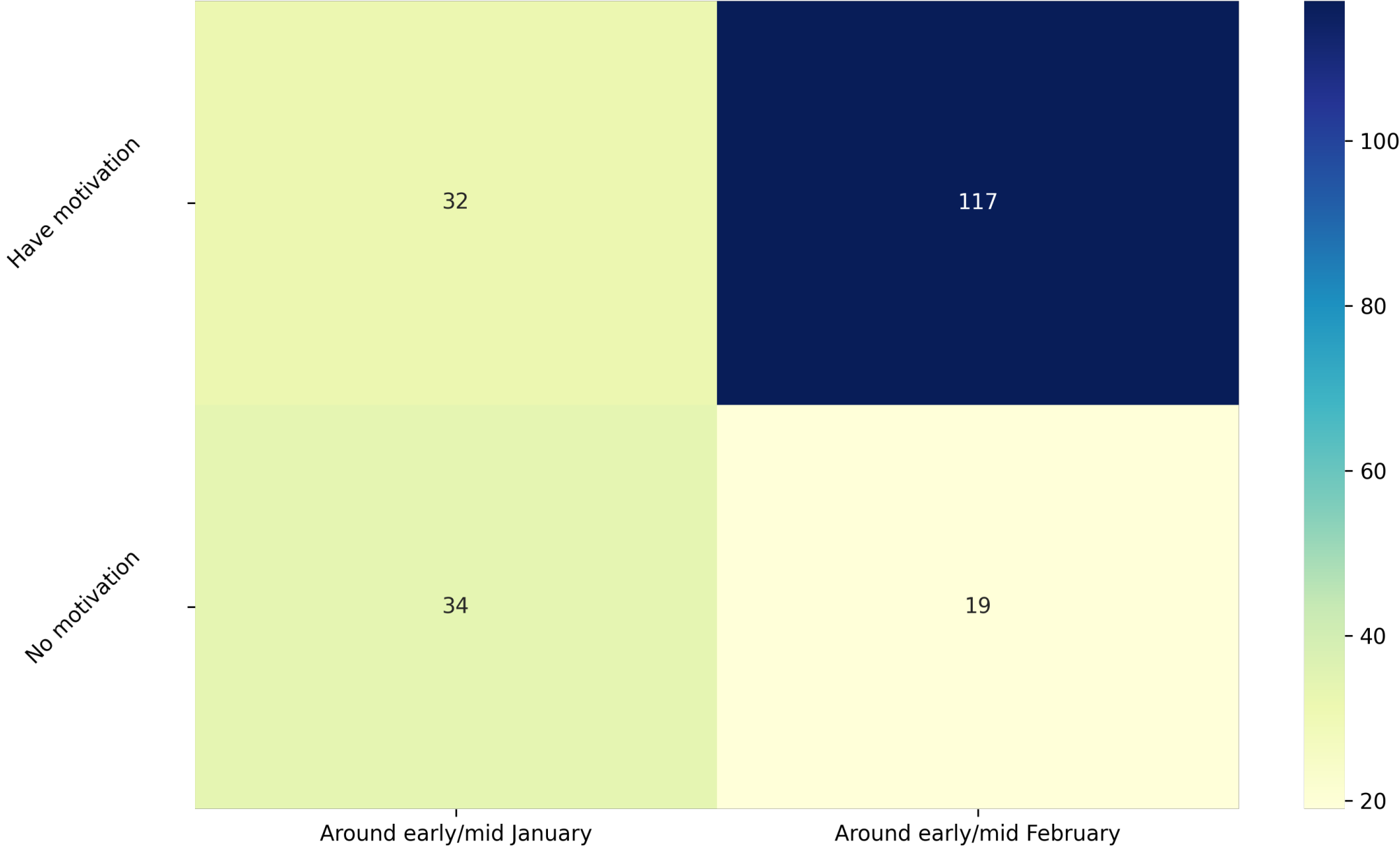
Employers: Q14 vs Q17

What do you prefer vs. Obstructions (Total)



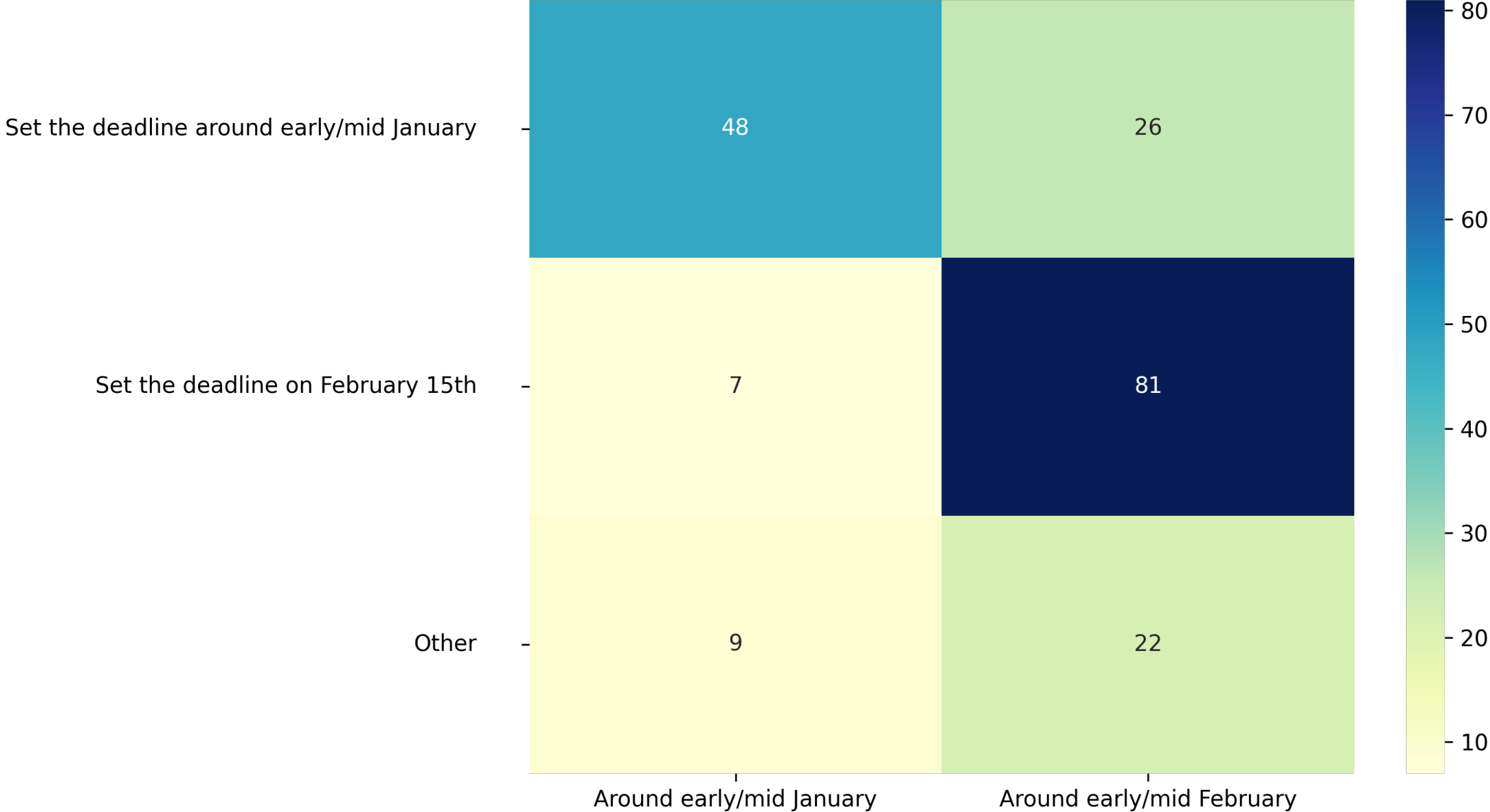
Employers: Q15 vs Q17

Motivation to move away from Jan. 7th vs preferred date (Total)



Employers: Q16 vs Q17

What will you do if no agreement is reached
vs
preferred date (Total)



Next steps

What will happen after this town hall?

Next steps

Executive Committee of the DPF of the APS has formed an ad-hoc panel to look into:

1. the issue of how the new system of theory post-doc deadline works,
2. whether a unified deadline across all of high energy theory could be identified.

Next steps

The full charge of the committee is:

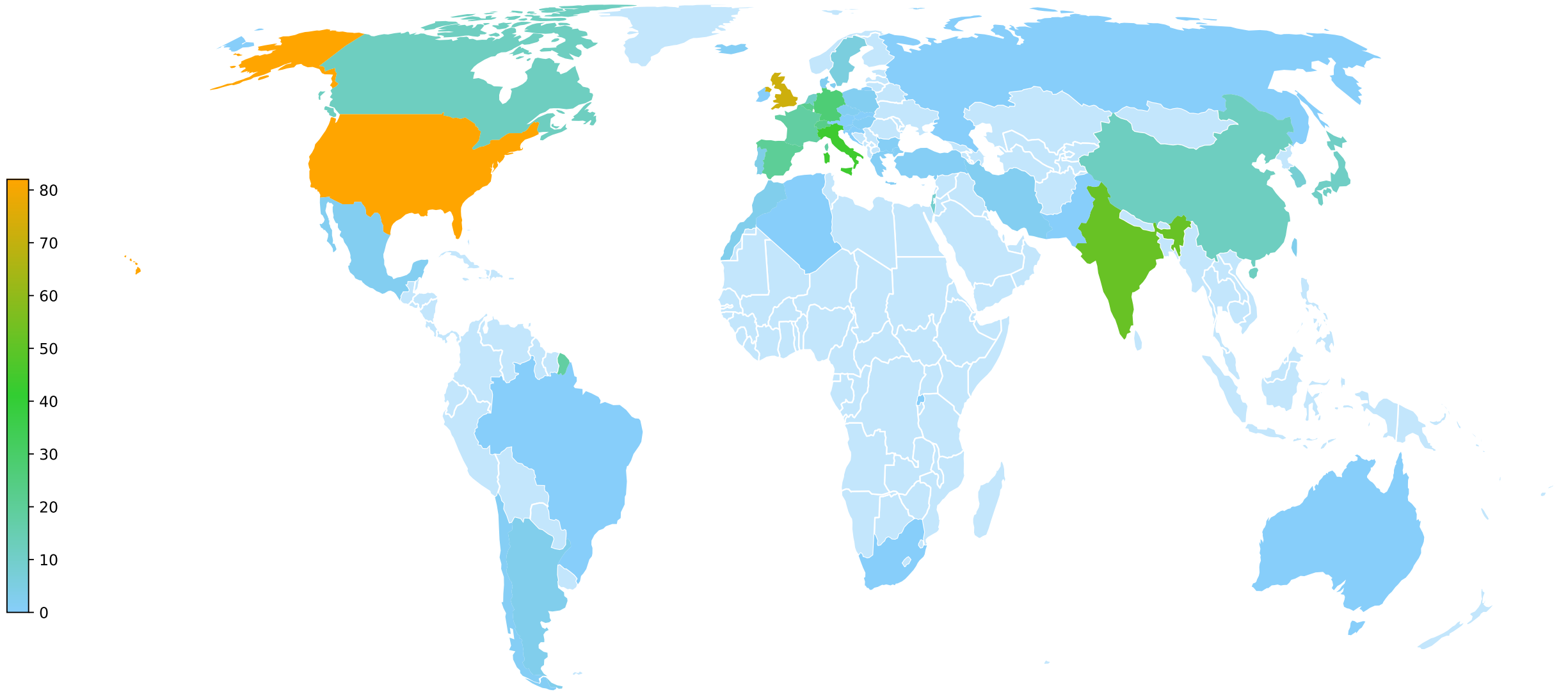
- Collect reactions from research groups and postdoc candidates involved in the last cycle.
- Keeping in mind the limited statistics (only one cycle), are there specific recommendations for the next cycle?
- Identify the steps necessary towards a common deadline that includes the different branches of the theory community. If there is consensus, make a recommendation concerning the deadline date.

One-point Functions Survey

Applicants

Question 1

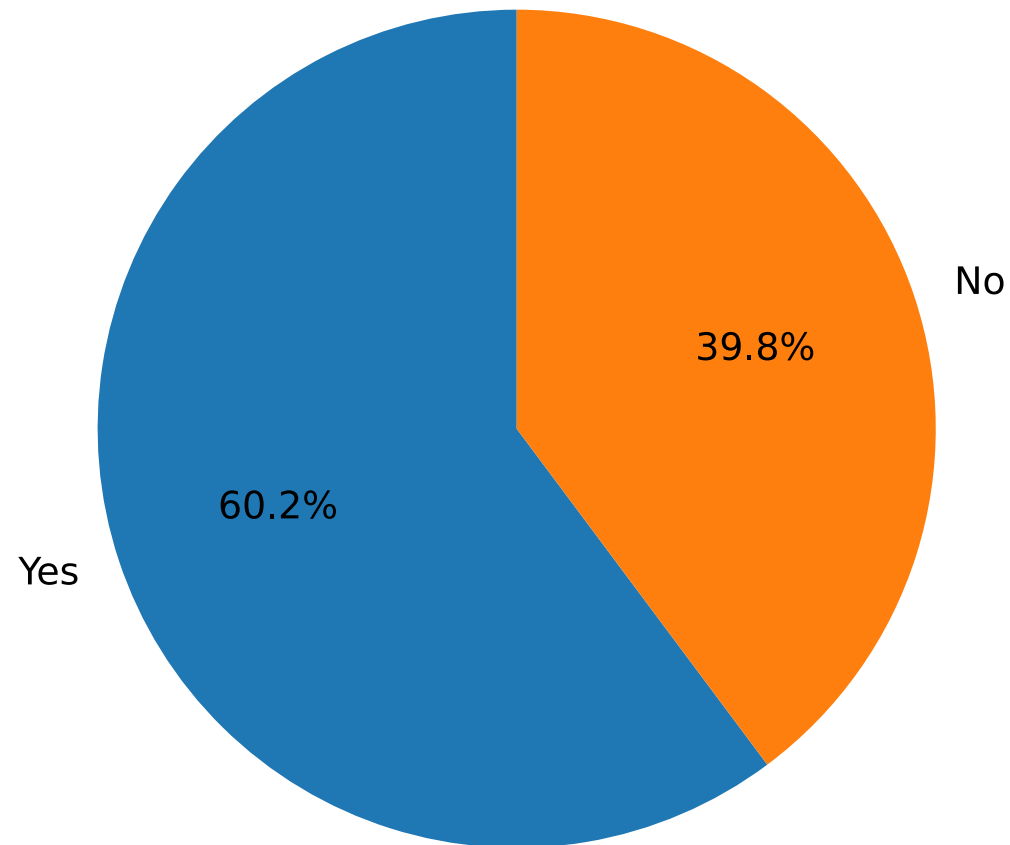
Country of current employment/affiliation.



Countries represented: 43.

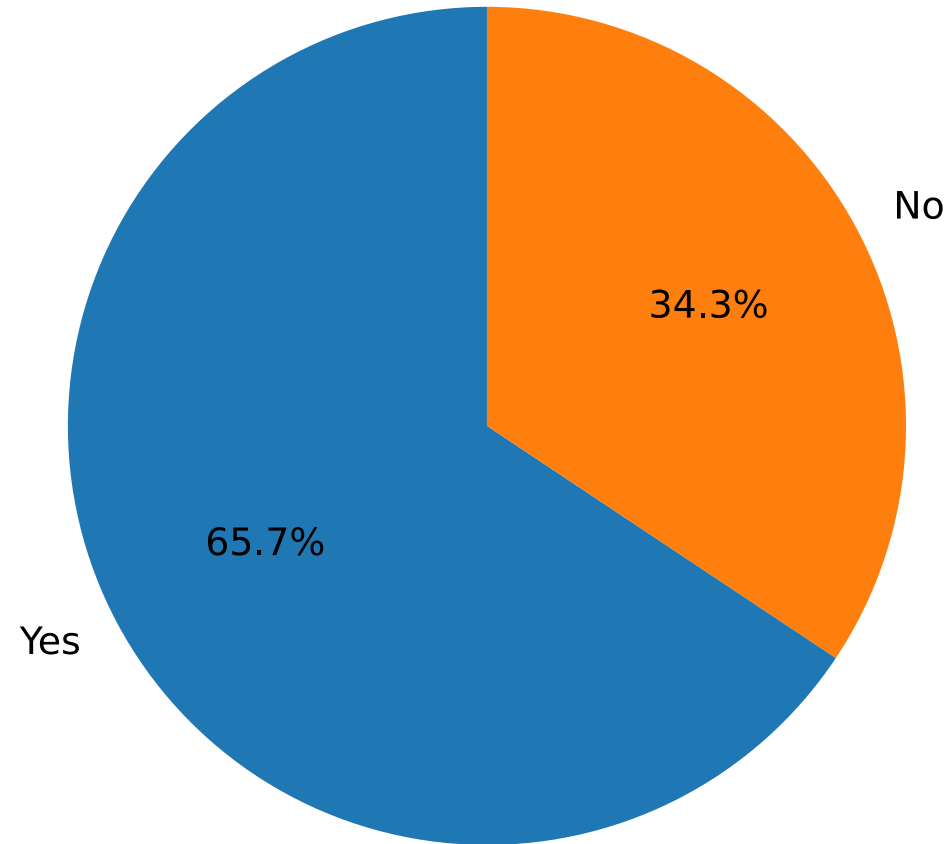
Question 2

Did you apply for a postdoctoral position in the 2024 round?



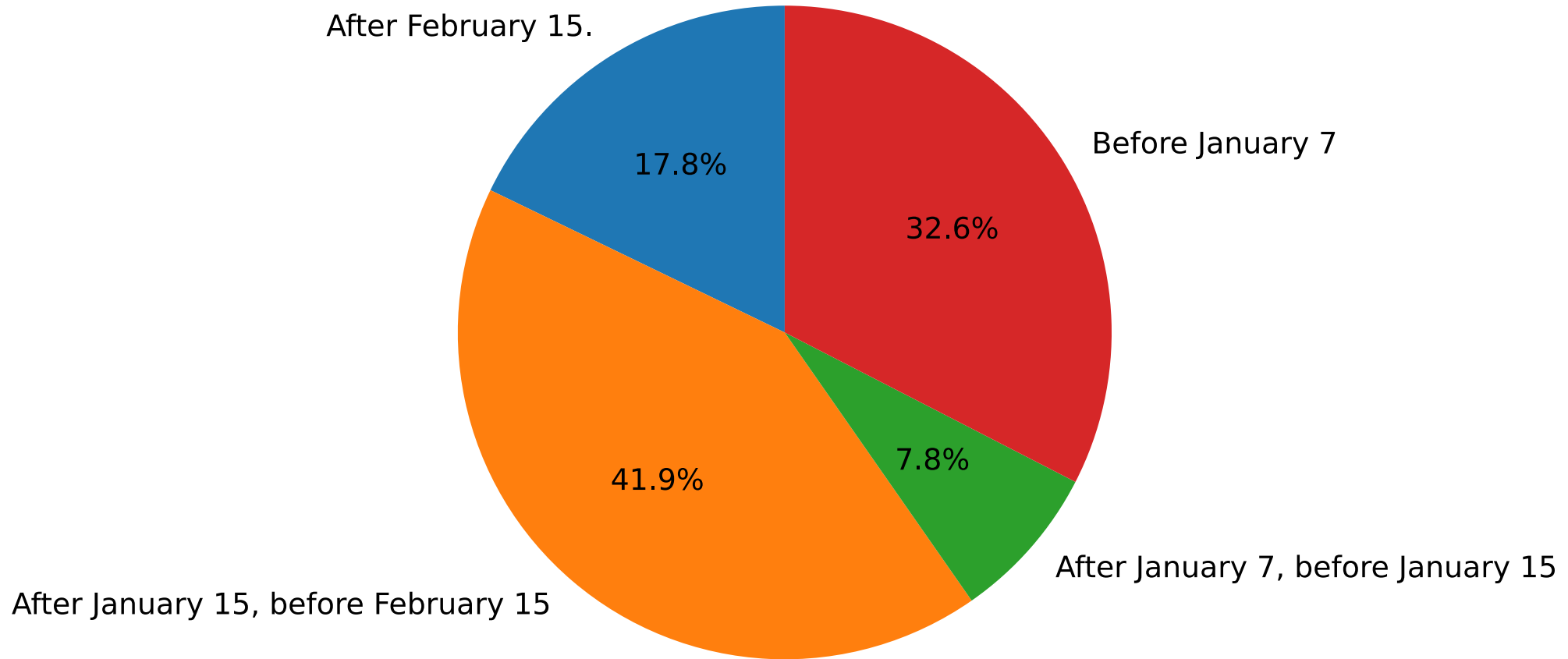
Question 3

Did you receive an offer during the 2024 round?



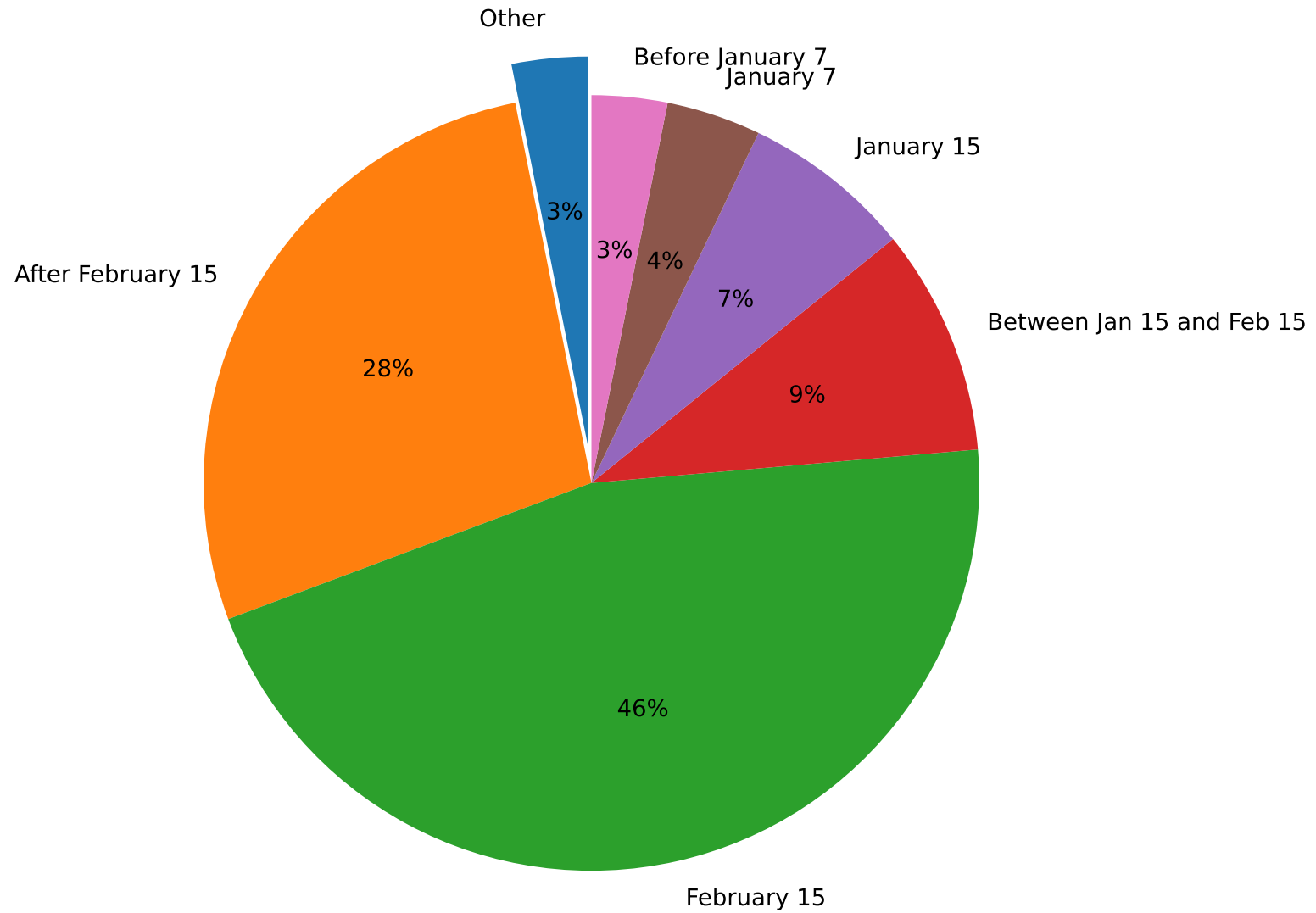
Question 4

When did you receive your first offer?



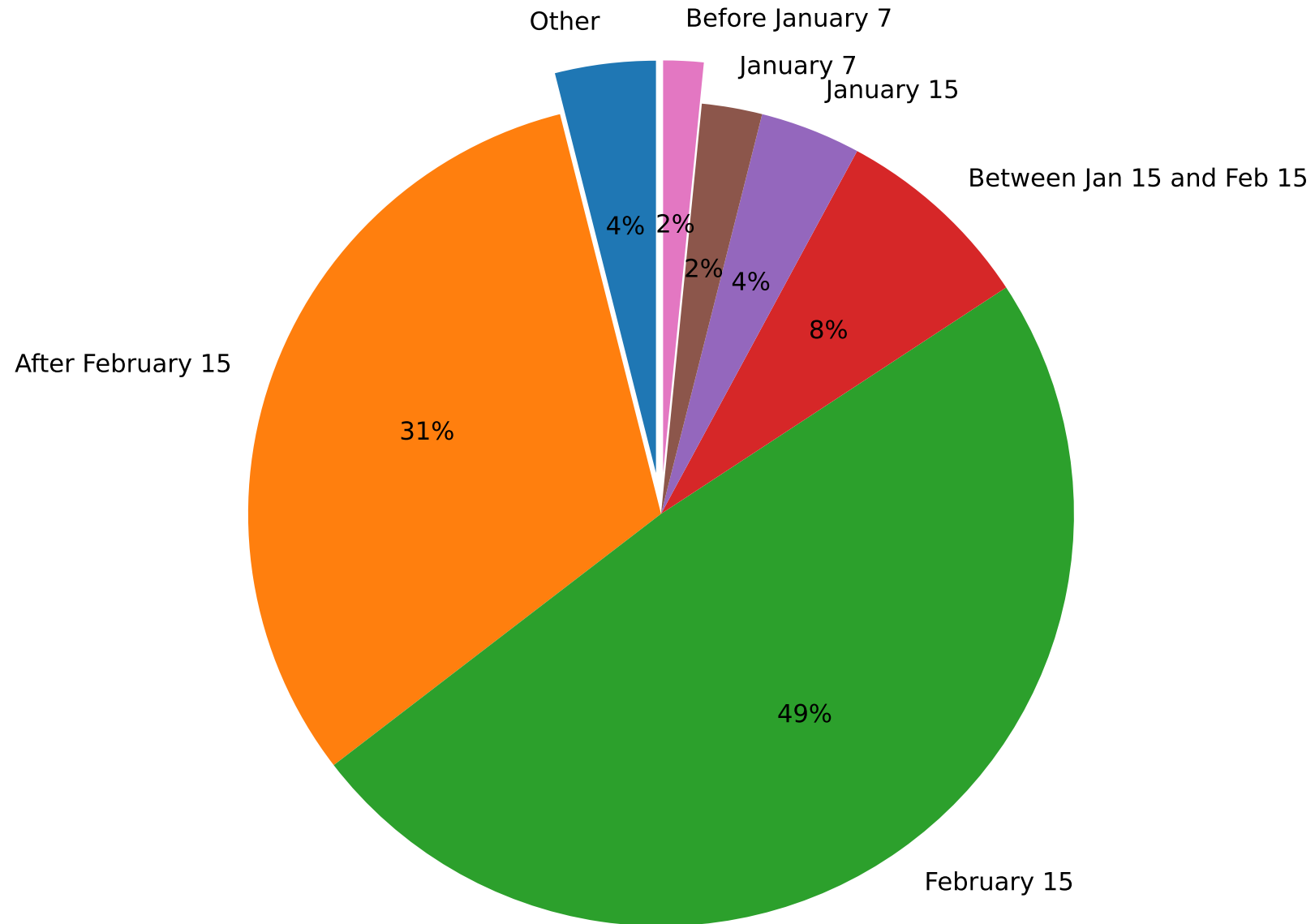
Question 5

When was the deadline for accepting/declining the first offer you received?



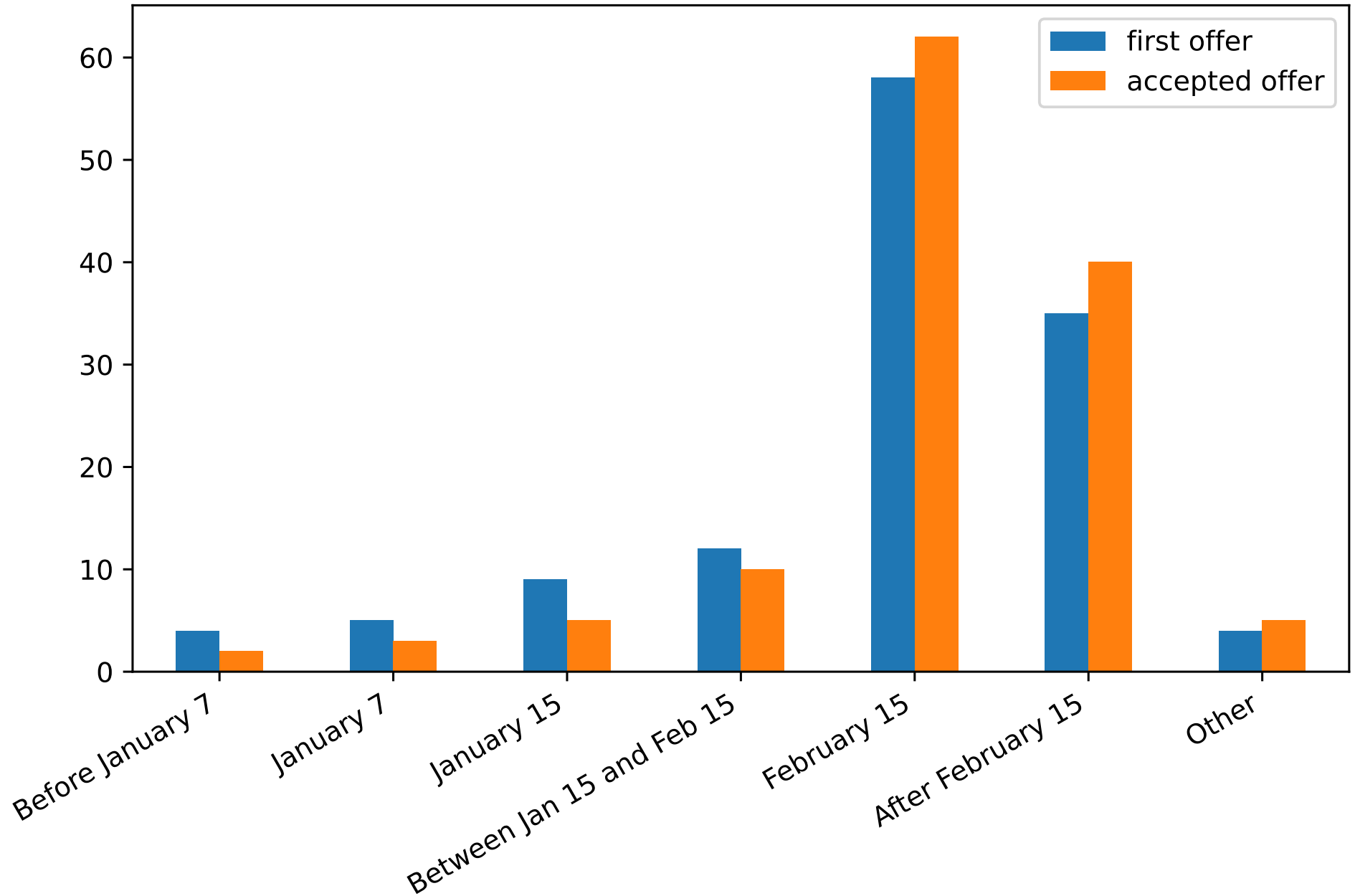
Question 6

When was the deadline for the offer that you ended up accepting (if any)?



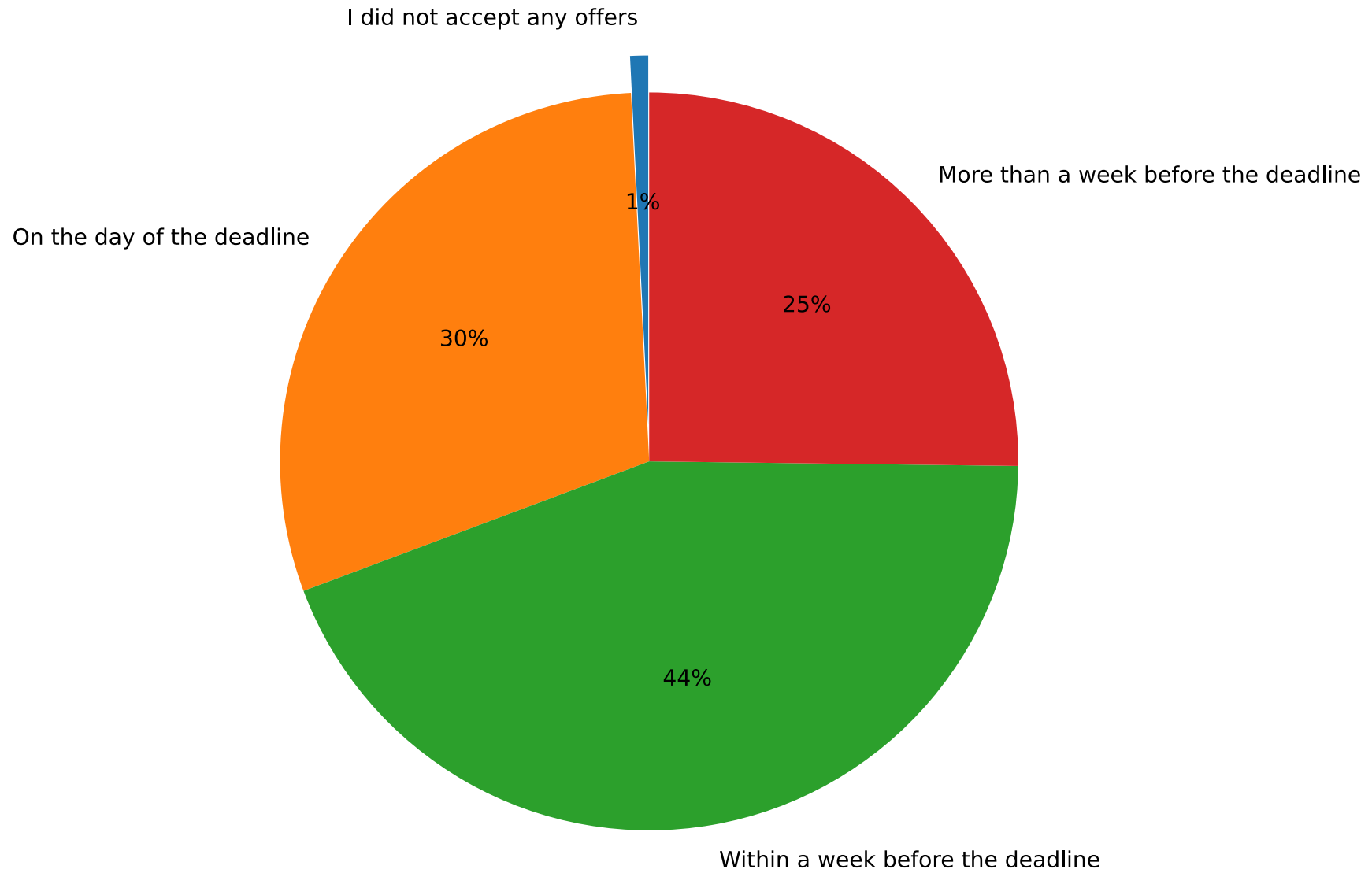
Question 5+6

When was the deadline for the [...] offer?



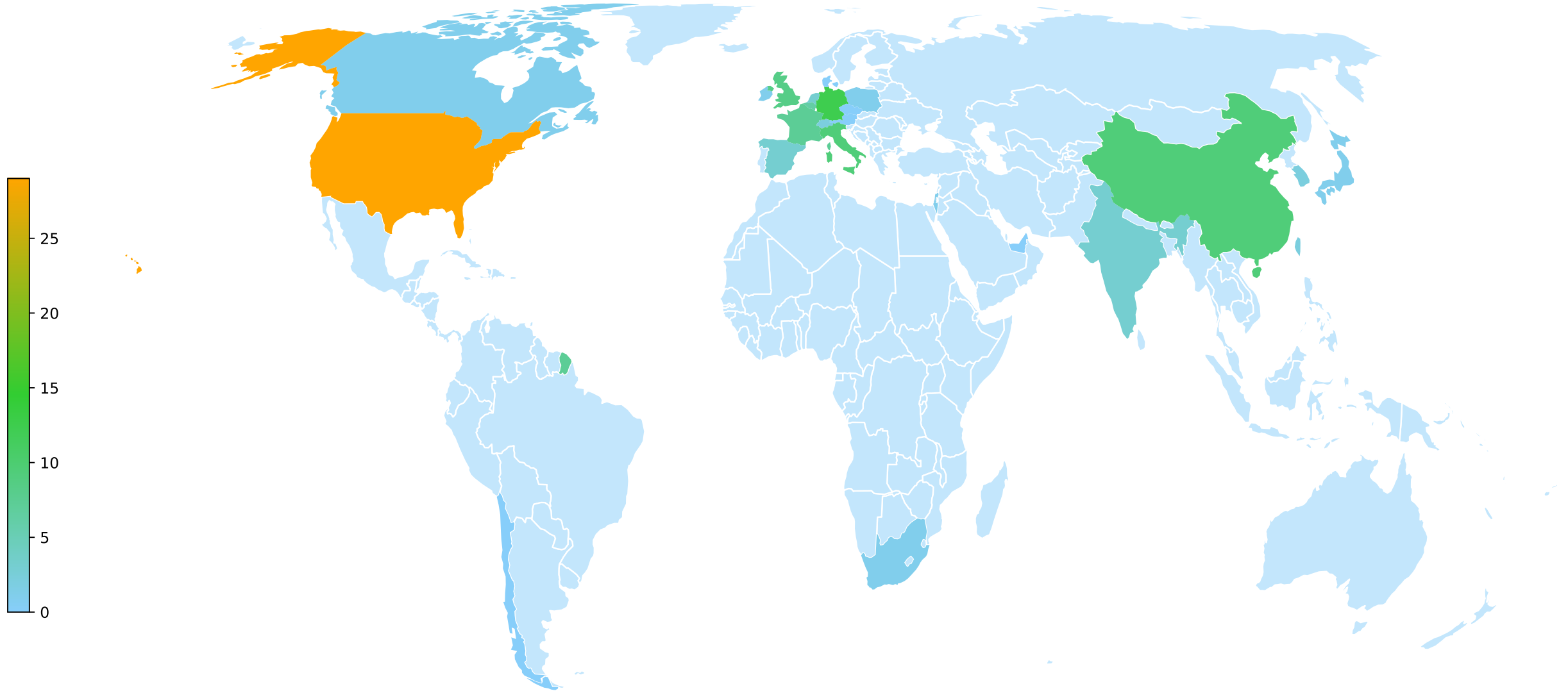
Question 7

How many days prior to the deadline did you accept your offer?



Question 8

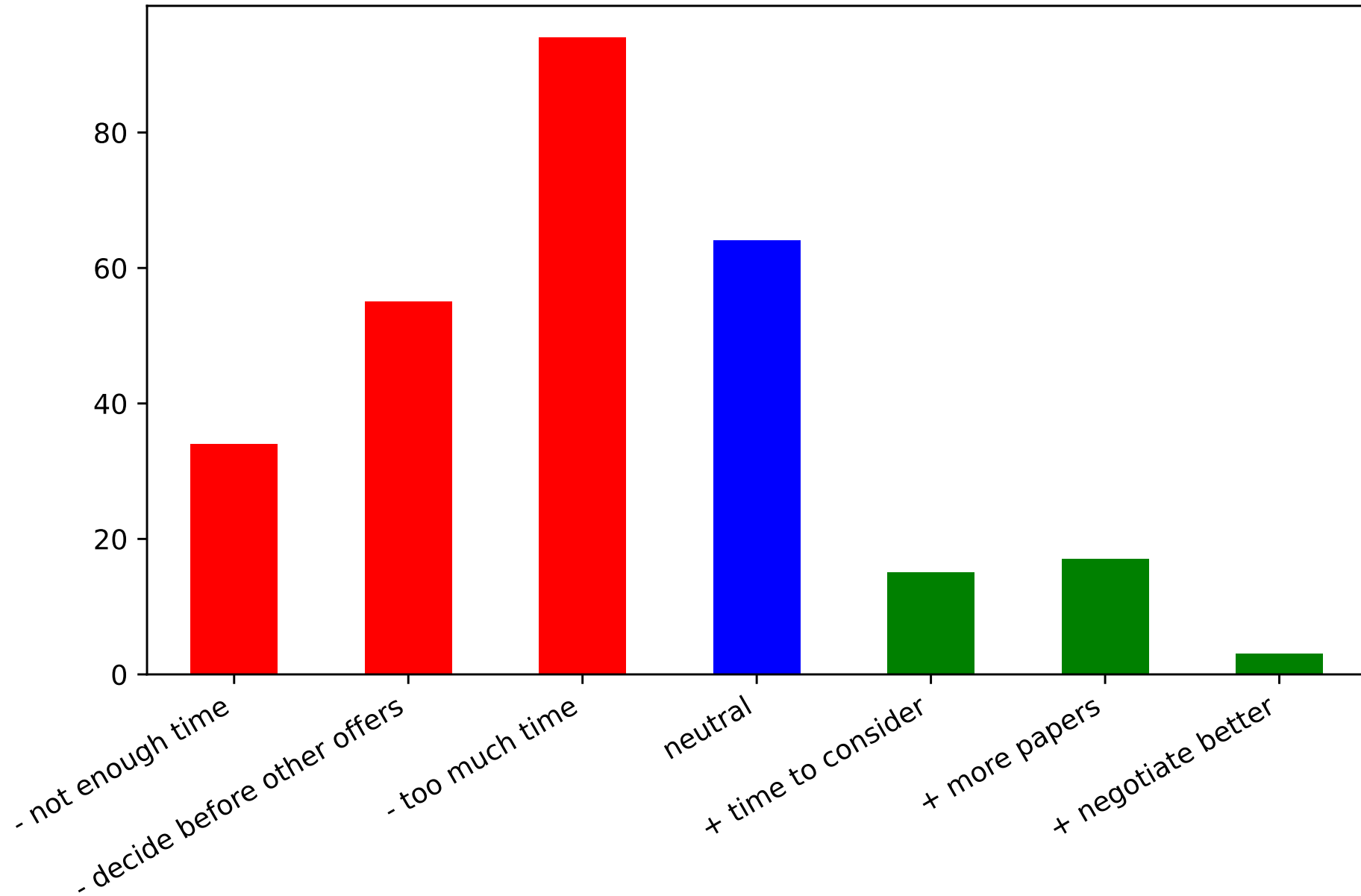
If you accepted an offer, where would you move to (or within)?



Countries represented: 24.

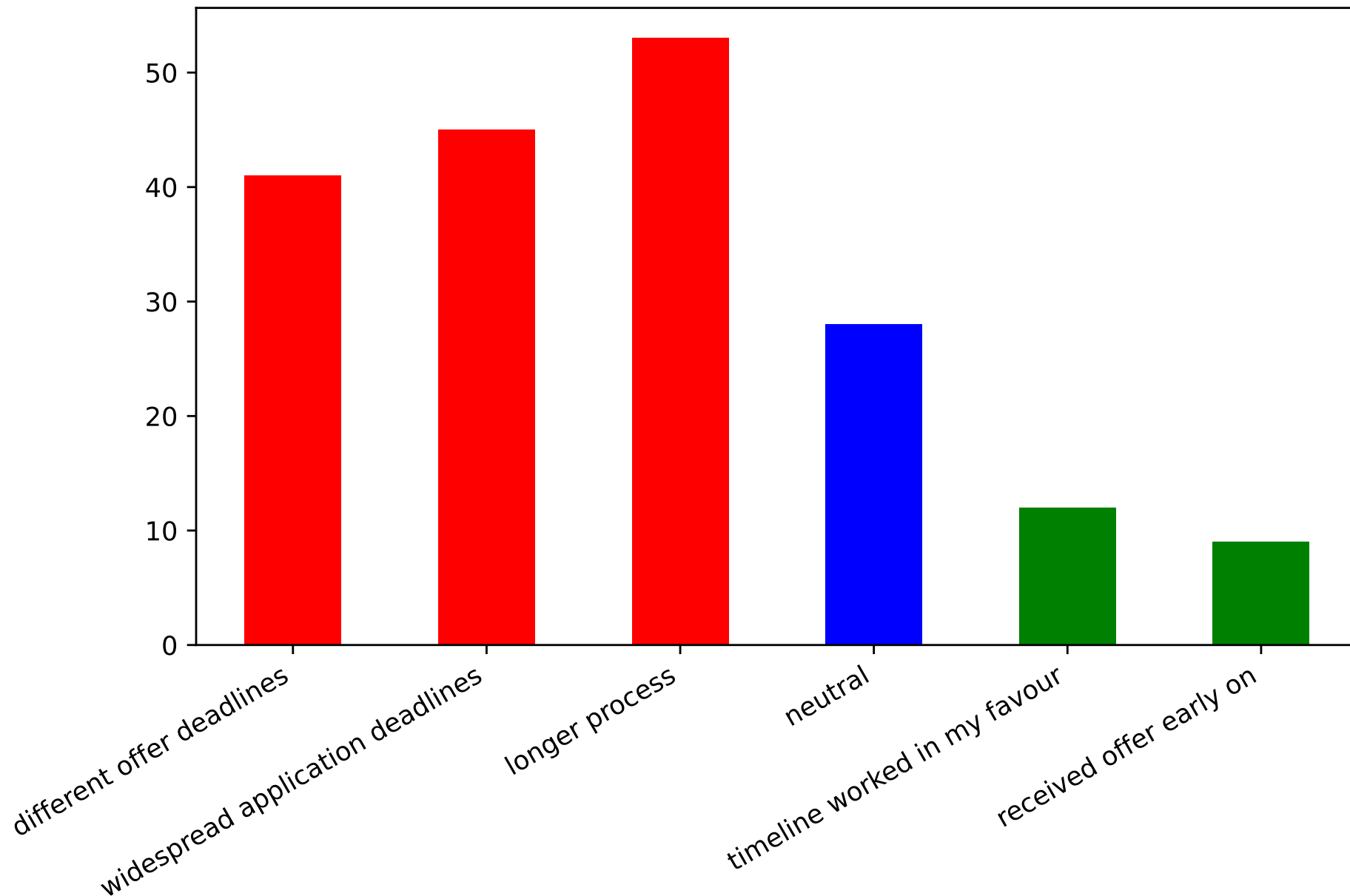
Question 9

Regarding institutions having different deadlines and timelines, how do you think this last cycle affected your application?



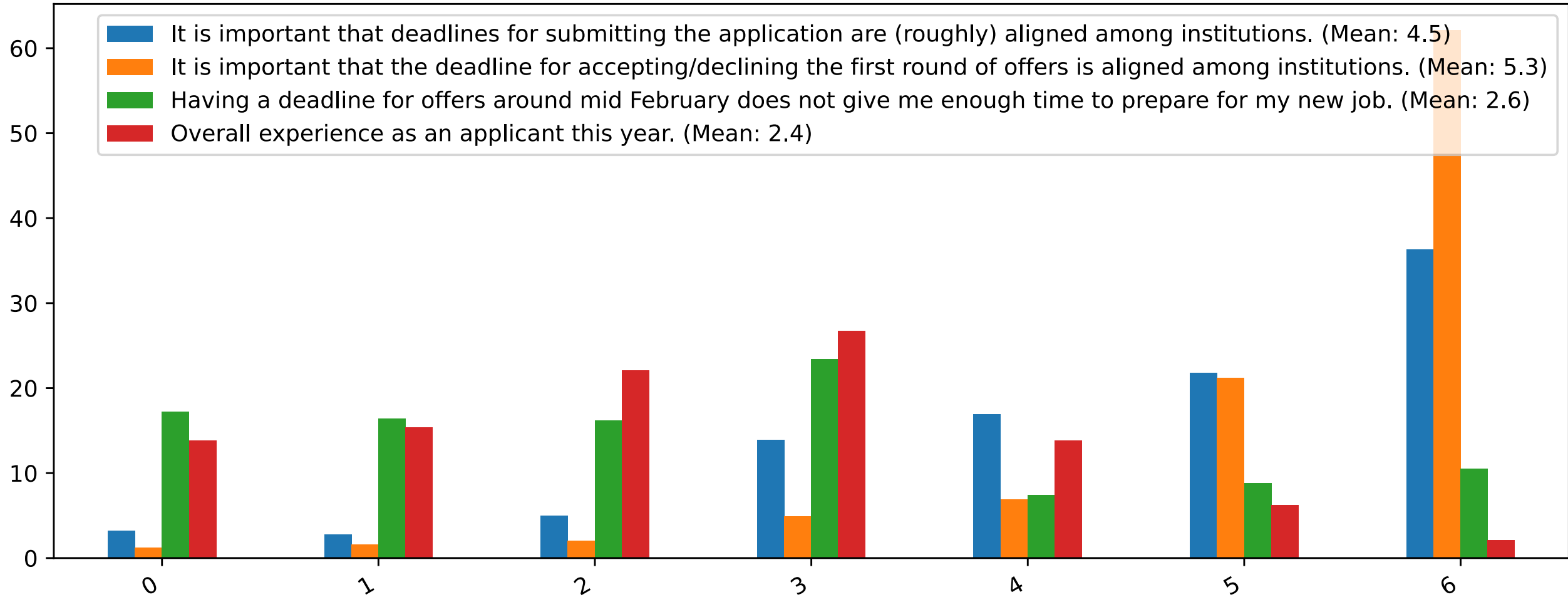
Question 10

If you applied for a postdoctoral position before this 2024 round, was this year more stressful?

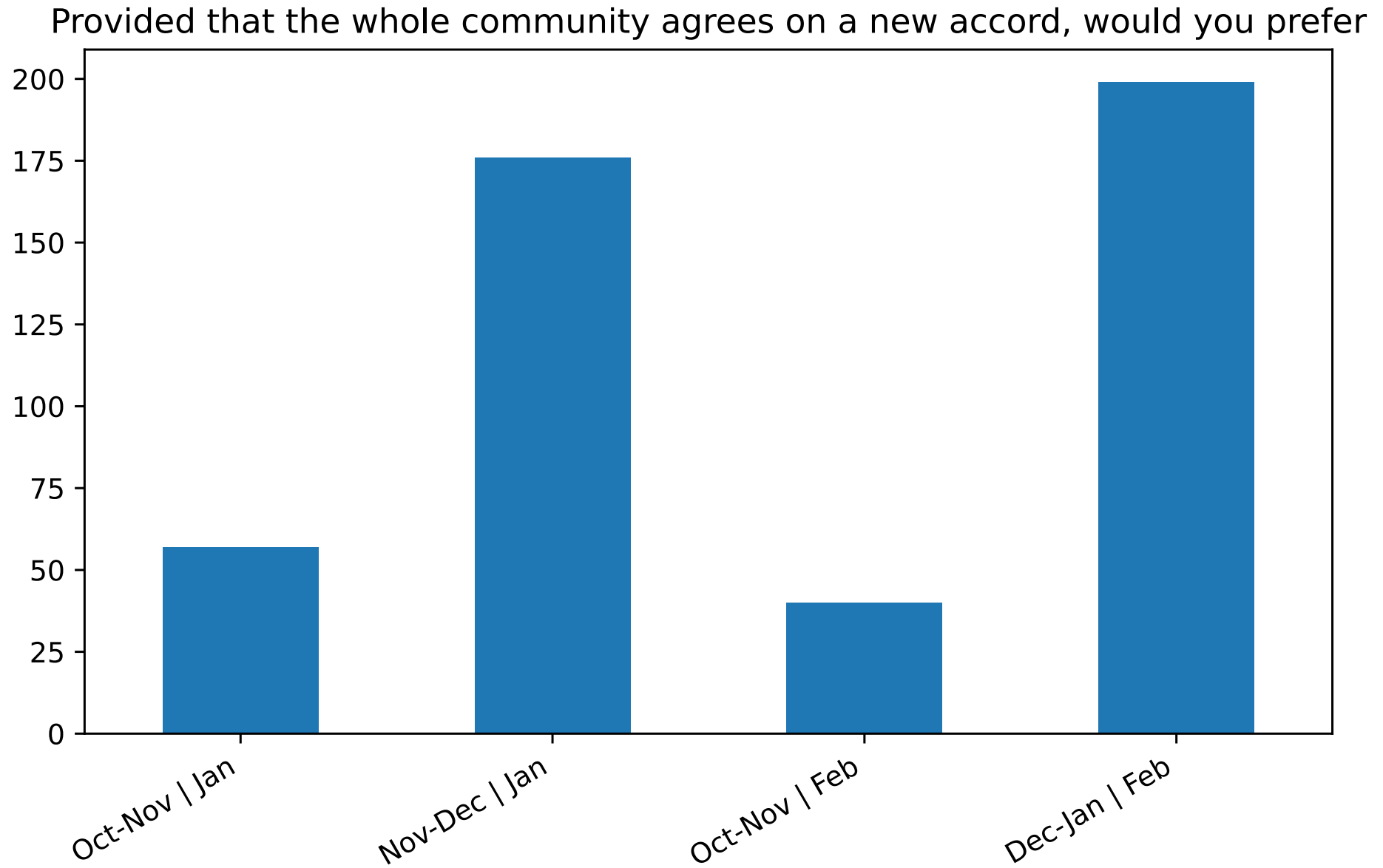


Question 11-14

Rate from 0 to 6.



Question 15

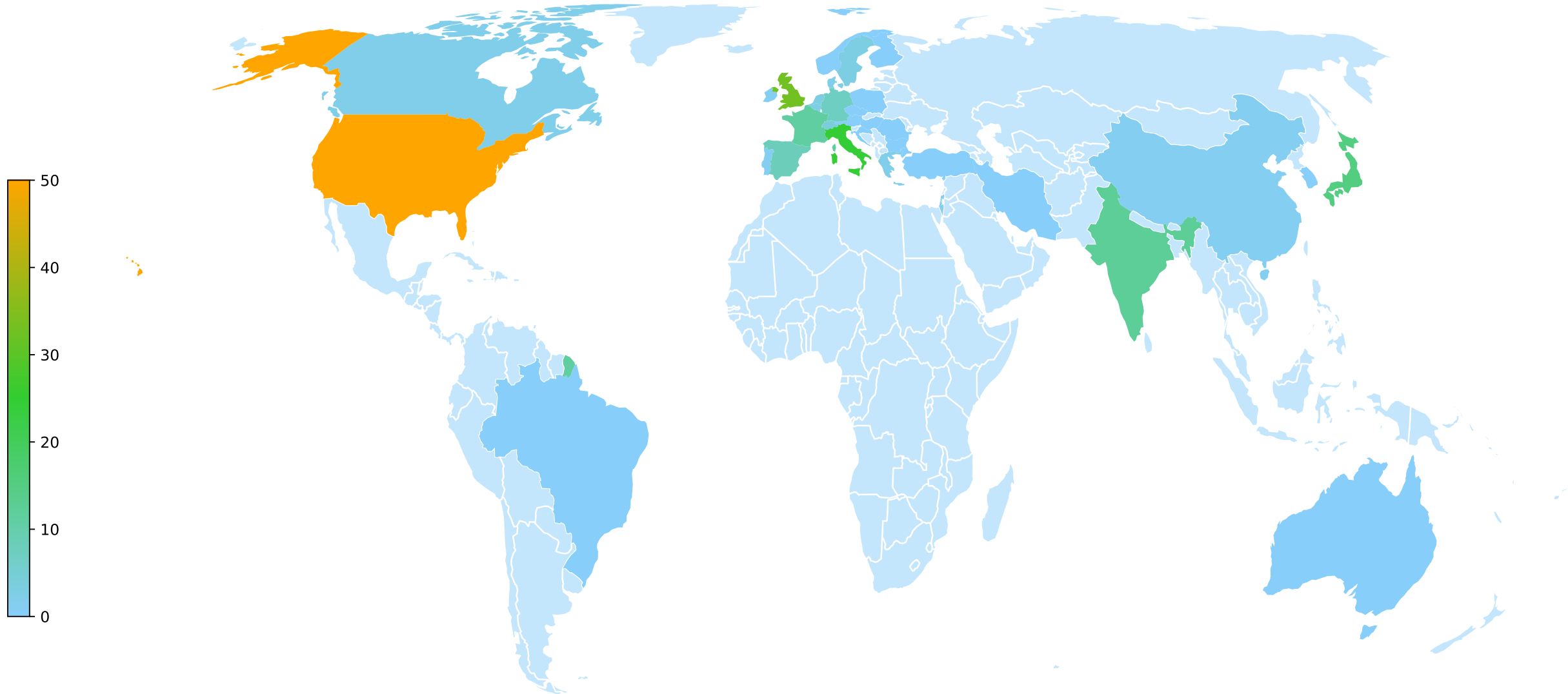


One-point Functions Survey

Employers

Question 1

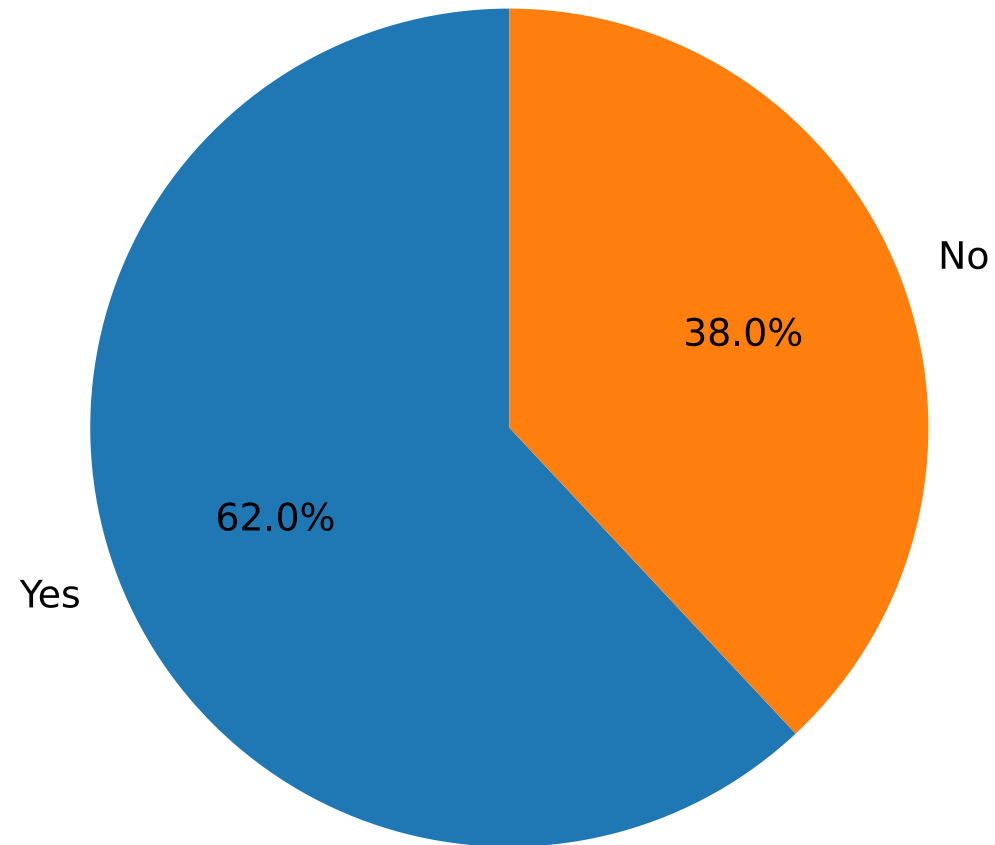
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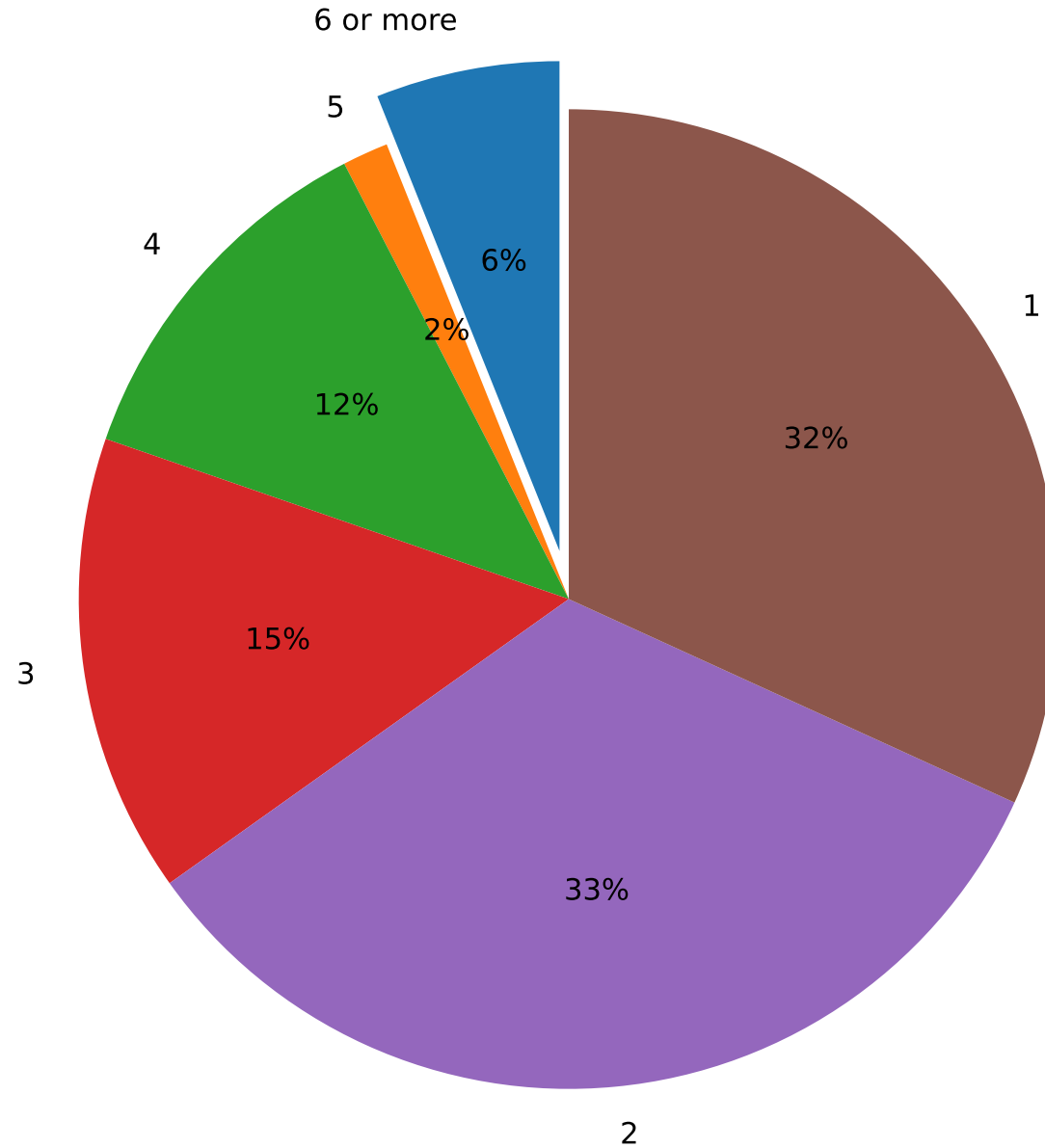
Question 3

Did you (or your group) make offers for postdoctoral positions during the 2024 round?



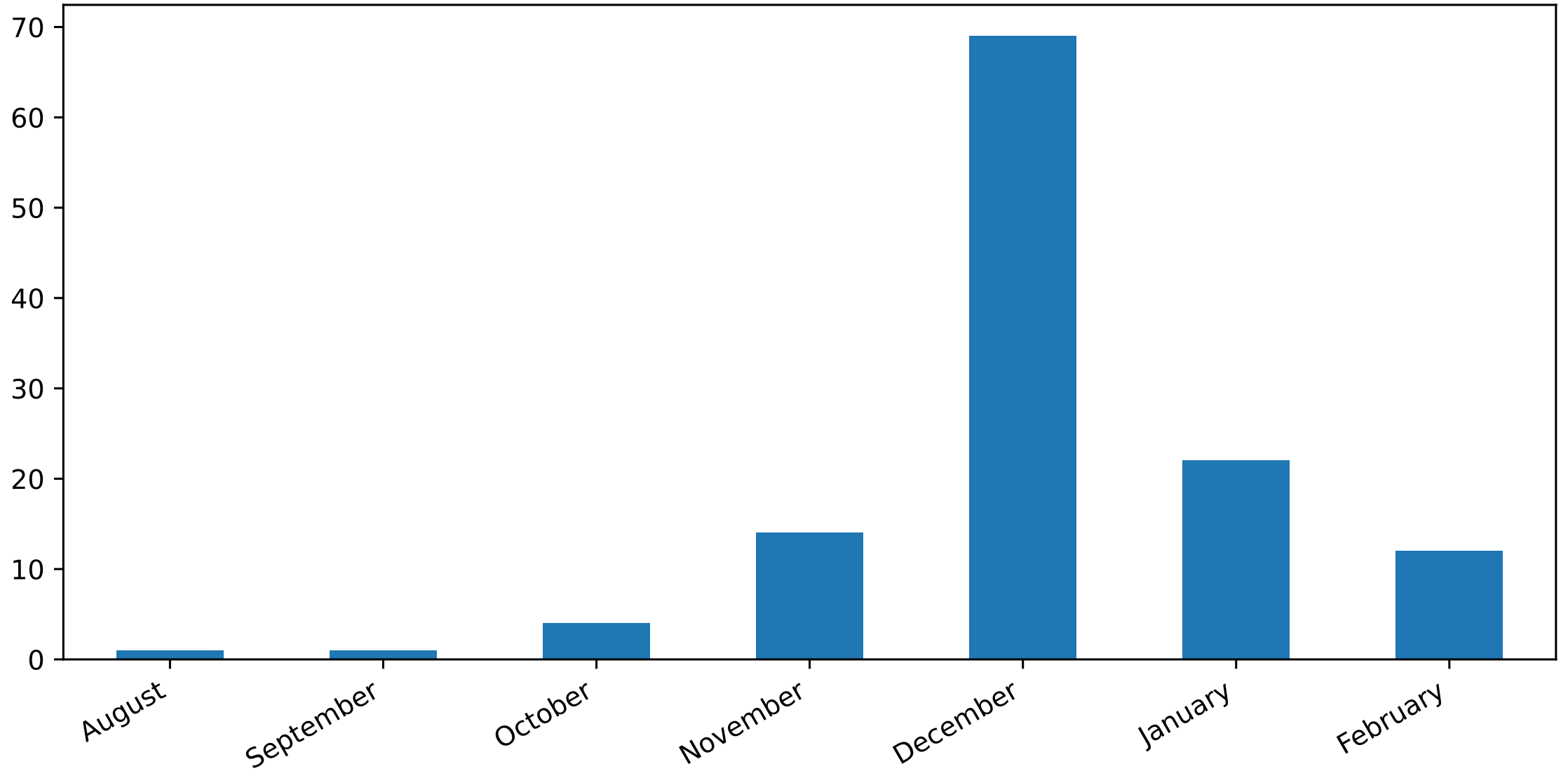
Question 4

How many offers did you (or your group) make?



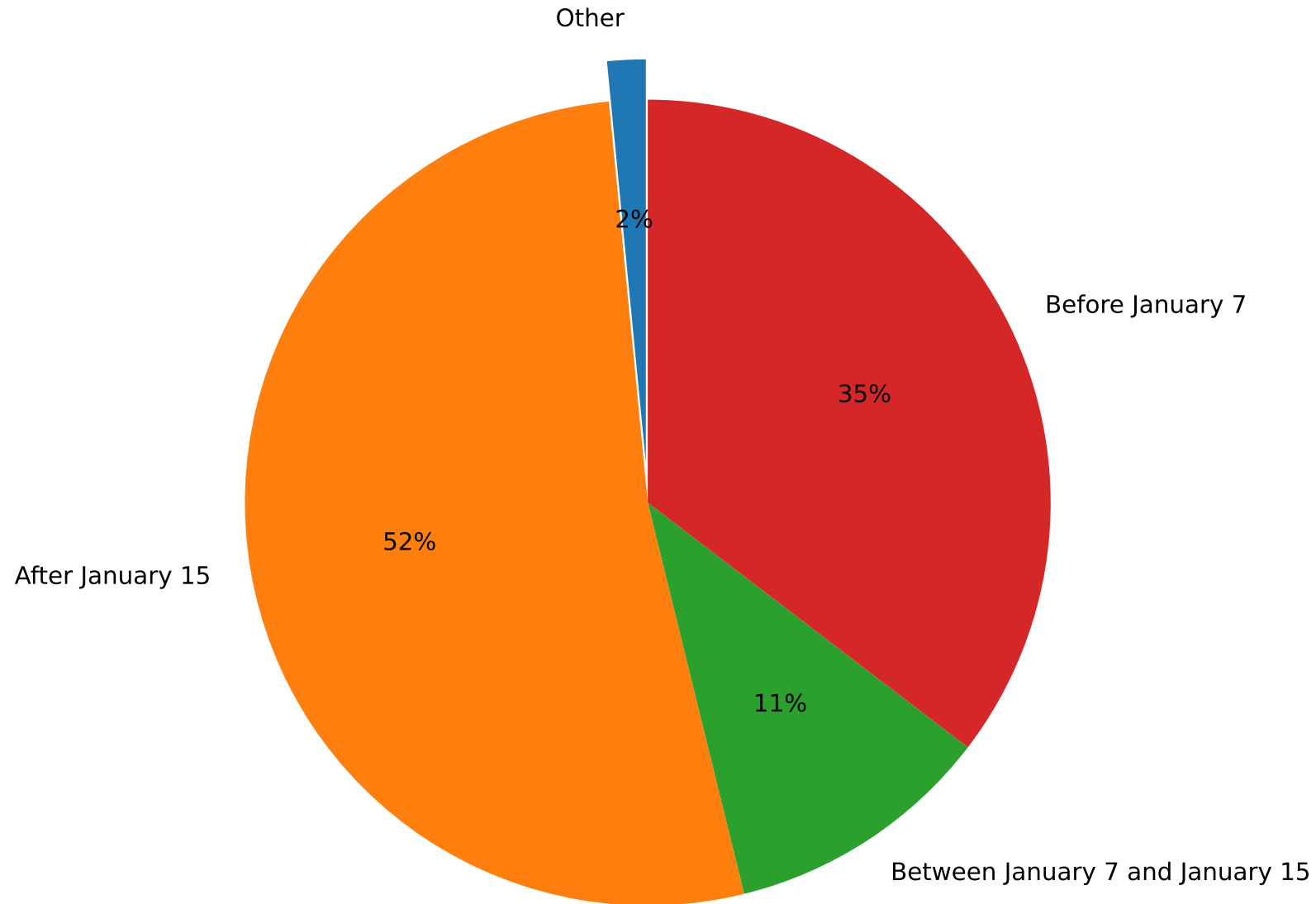
Question 5

When was the deadline to submit the application?



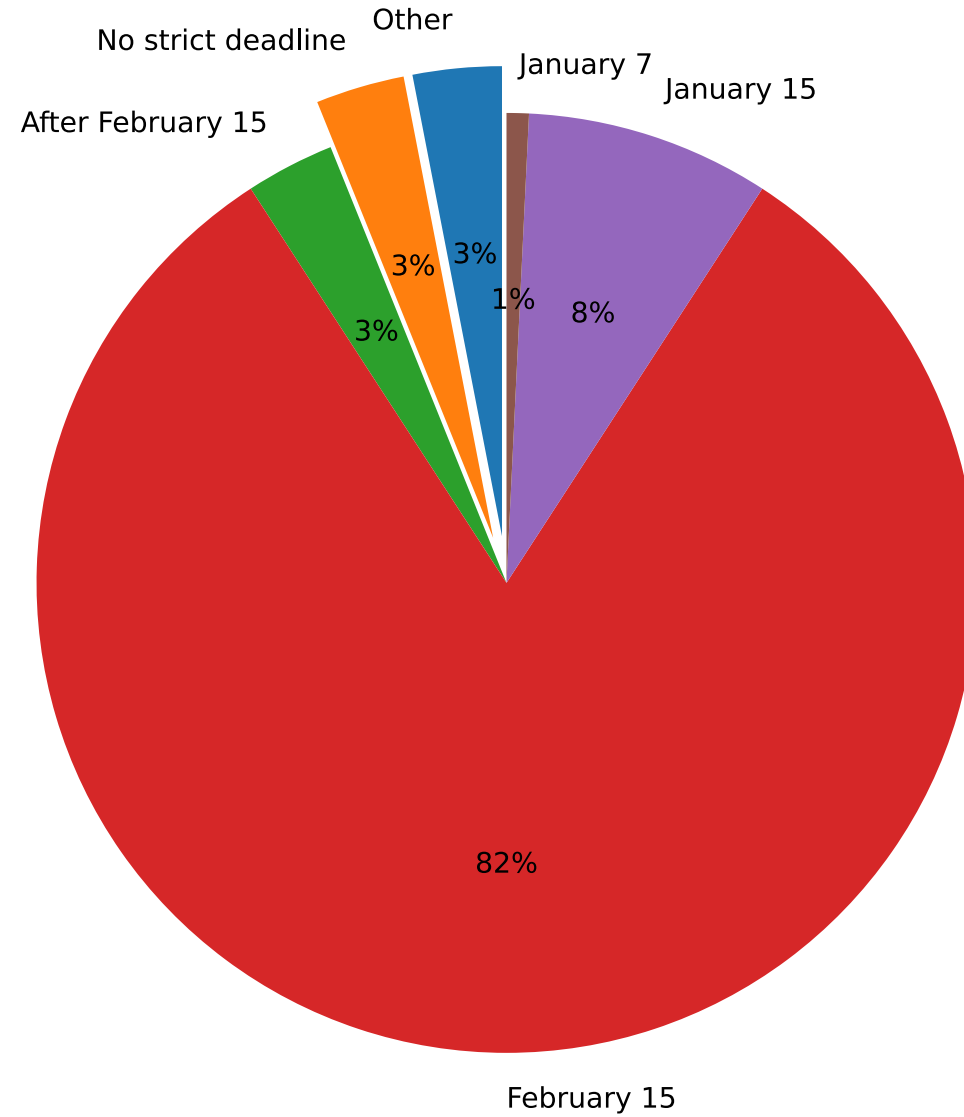
Question 6

When was the first round of offers made?



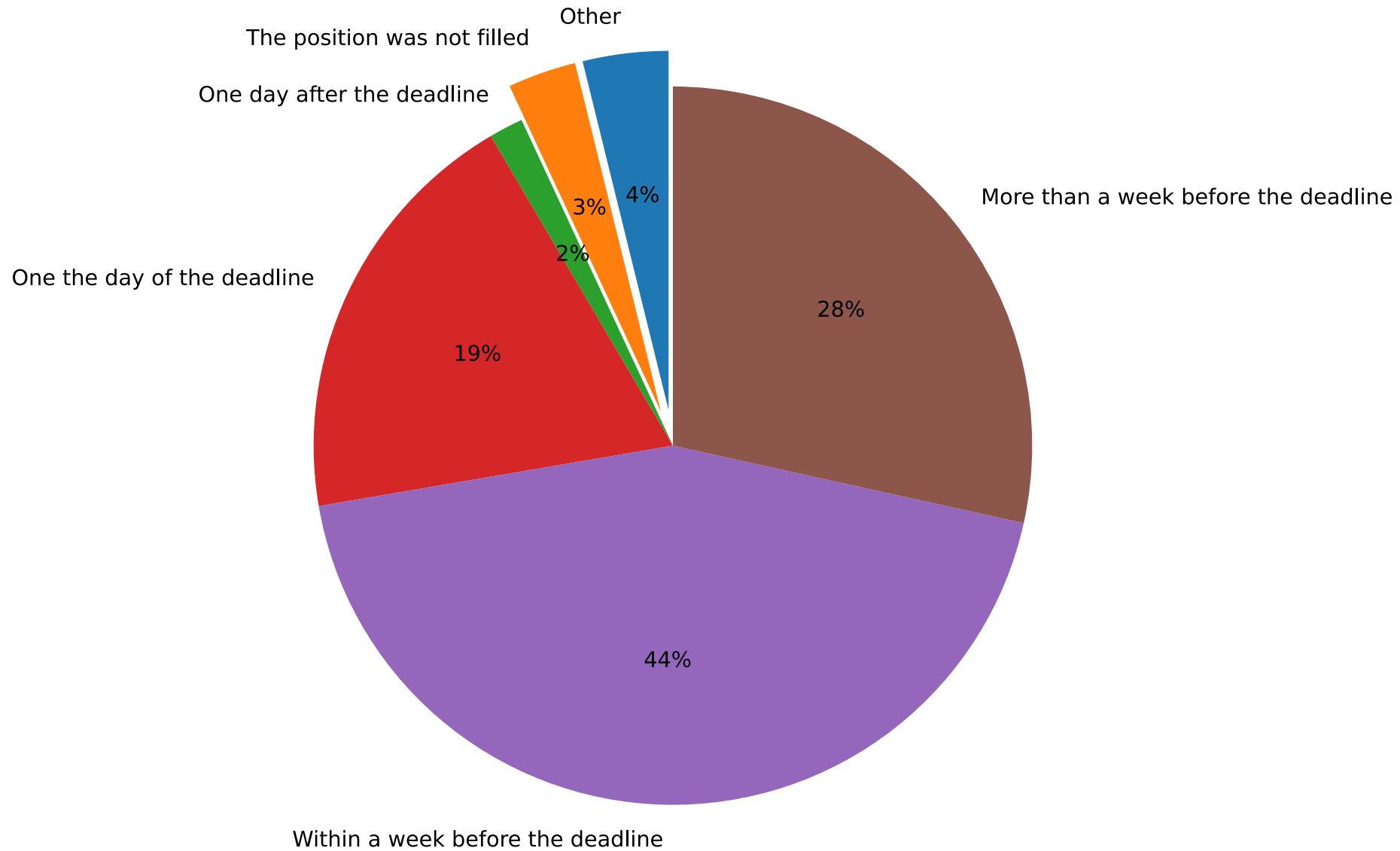
Question 7

When was the deadline of the first round of offers you made?



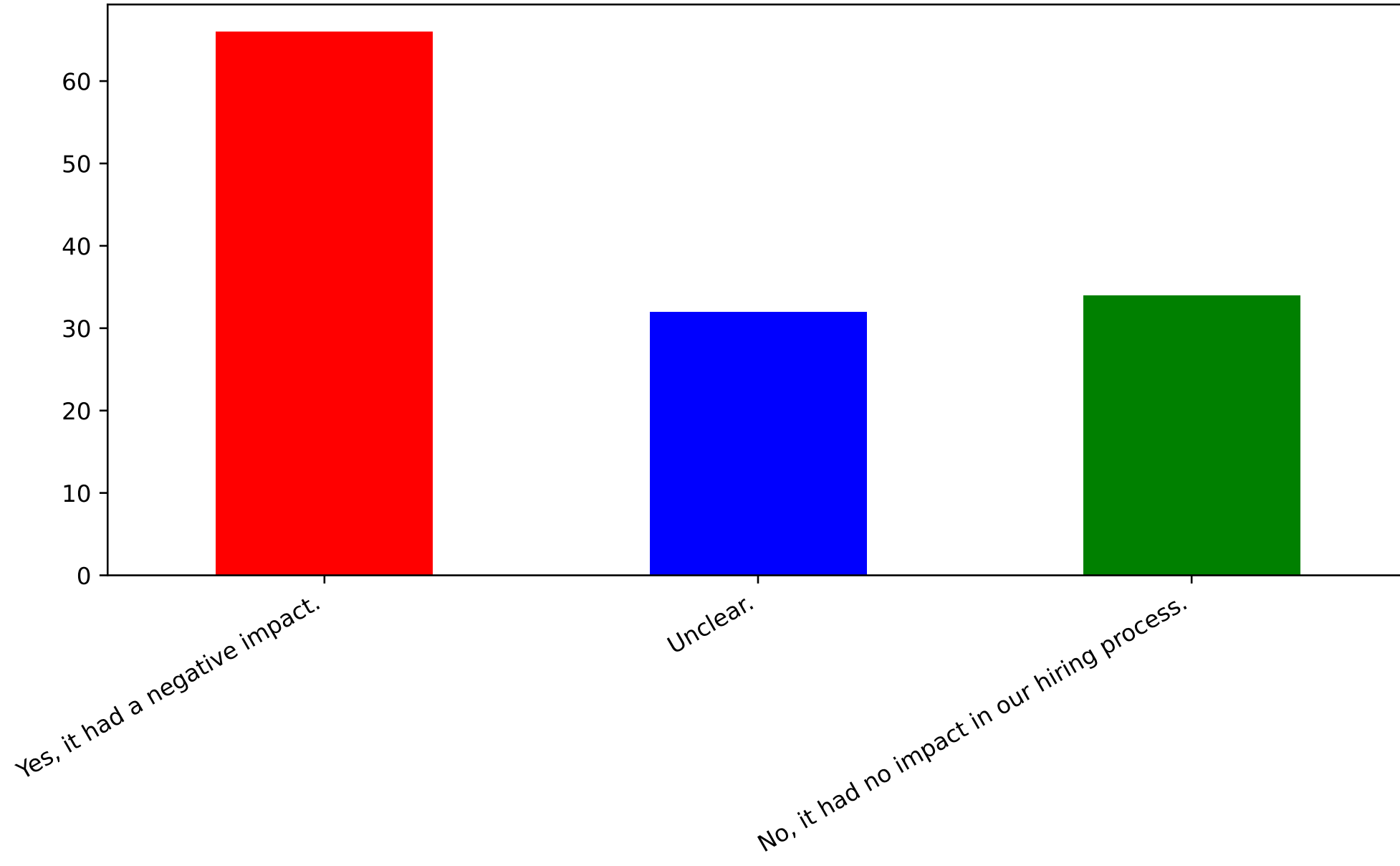
Question 8

Roughly, when was the first offer accepted?



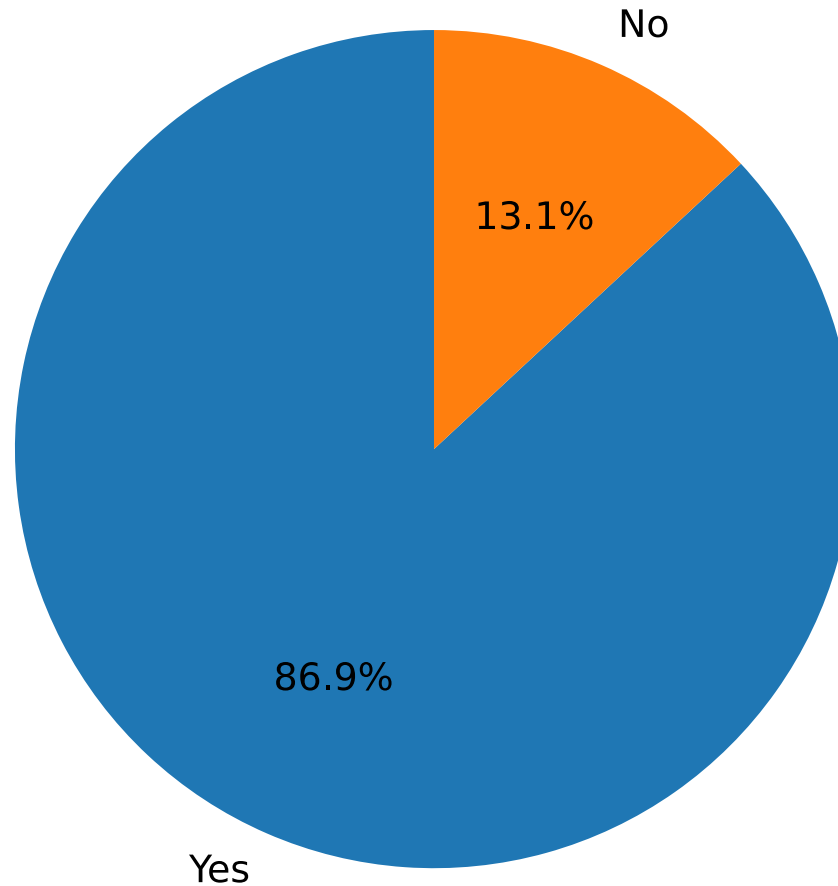
Question 9

Do you perceive the mismatch of deadlines among institutions for accepting offer(s) as having affected your hiring process?



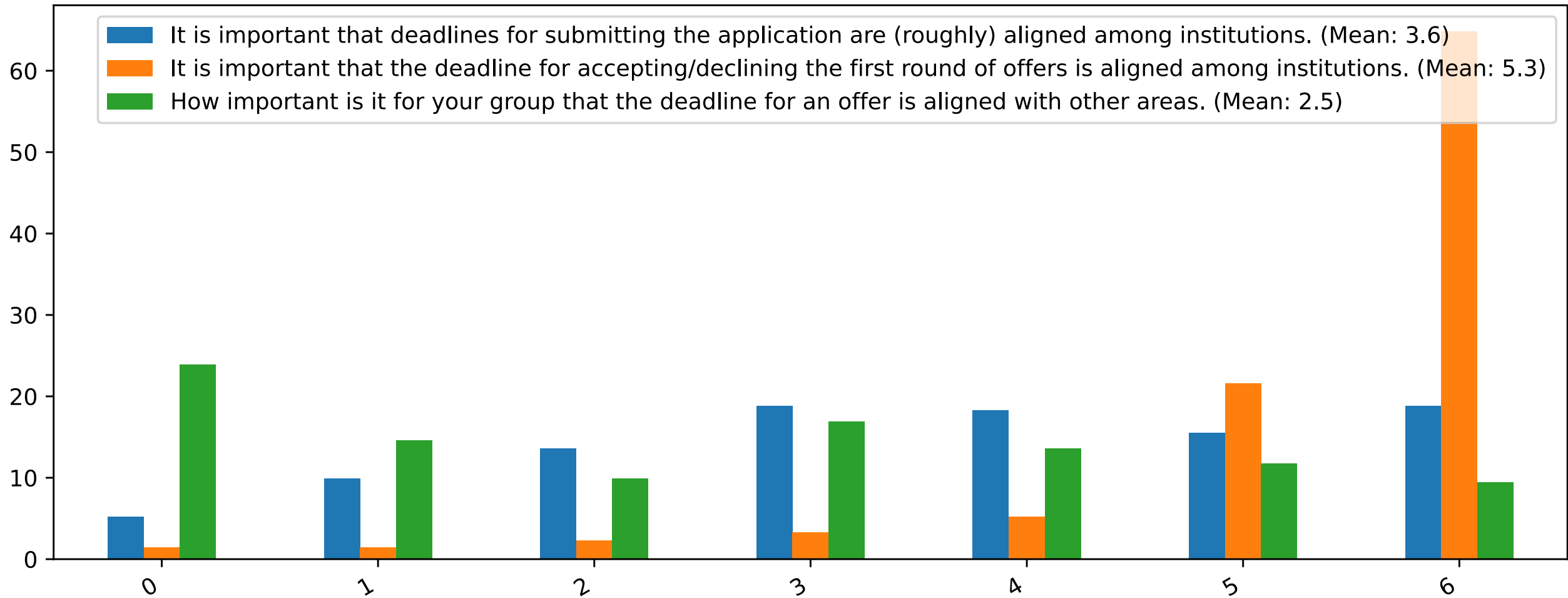
Question 10

Did you move the application deadline for your advertised position earlier in order to be able to compete with institutions not having signed the Feb 15th agreement?



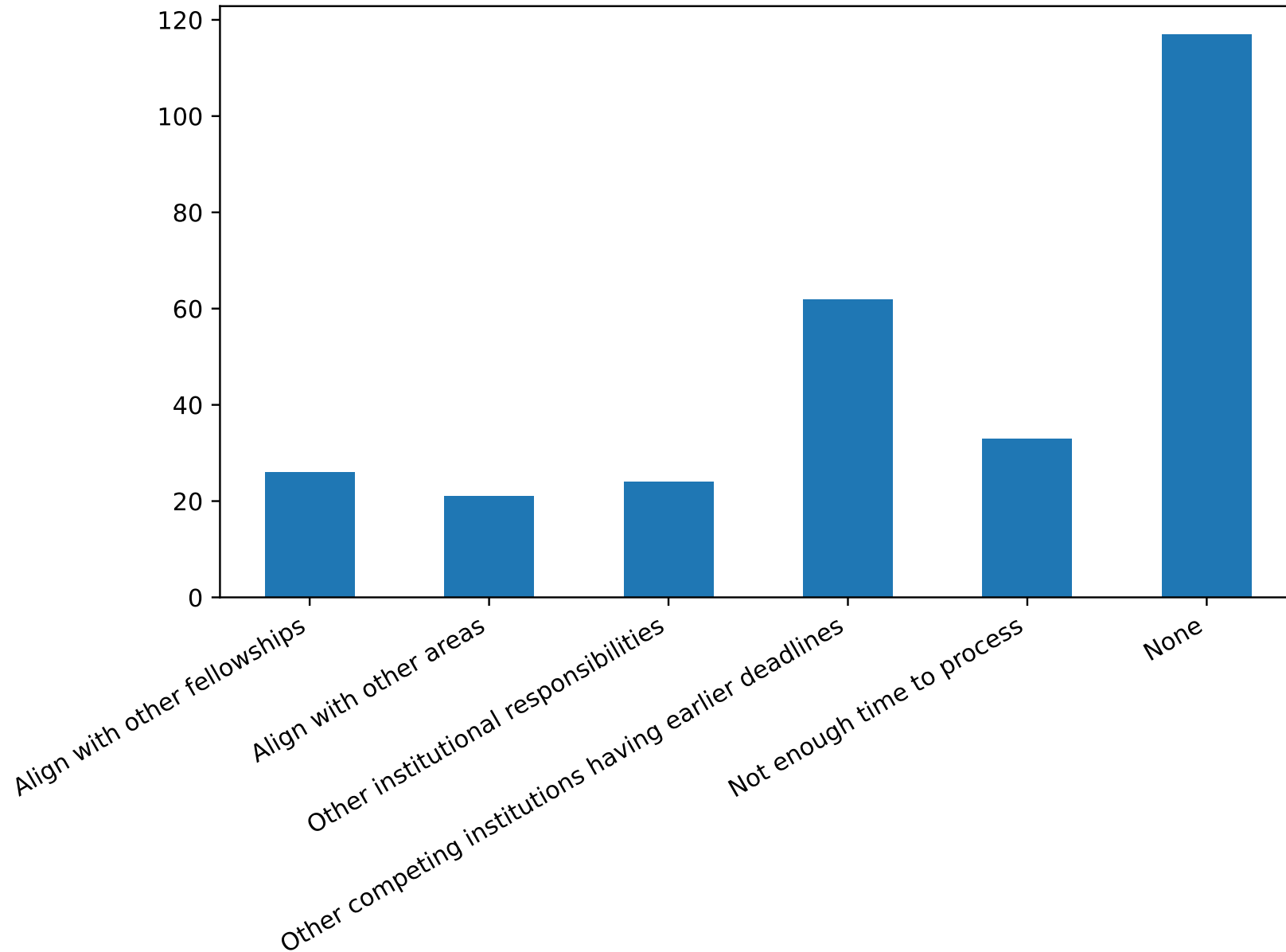
Questions 11-13

Rate from 0 to 6.



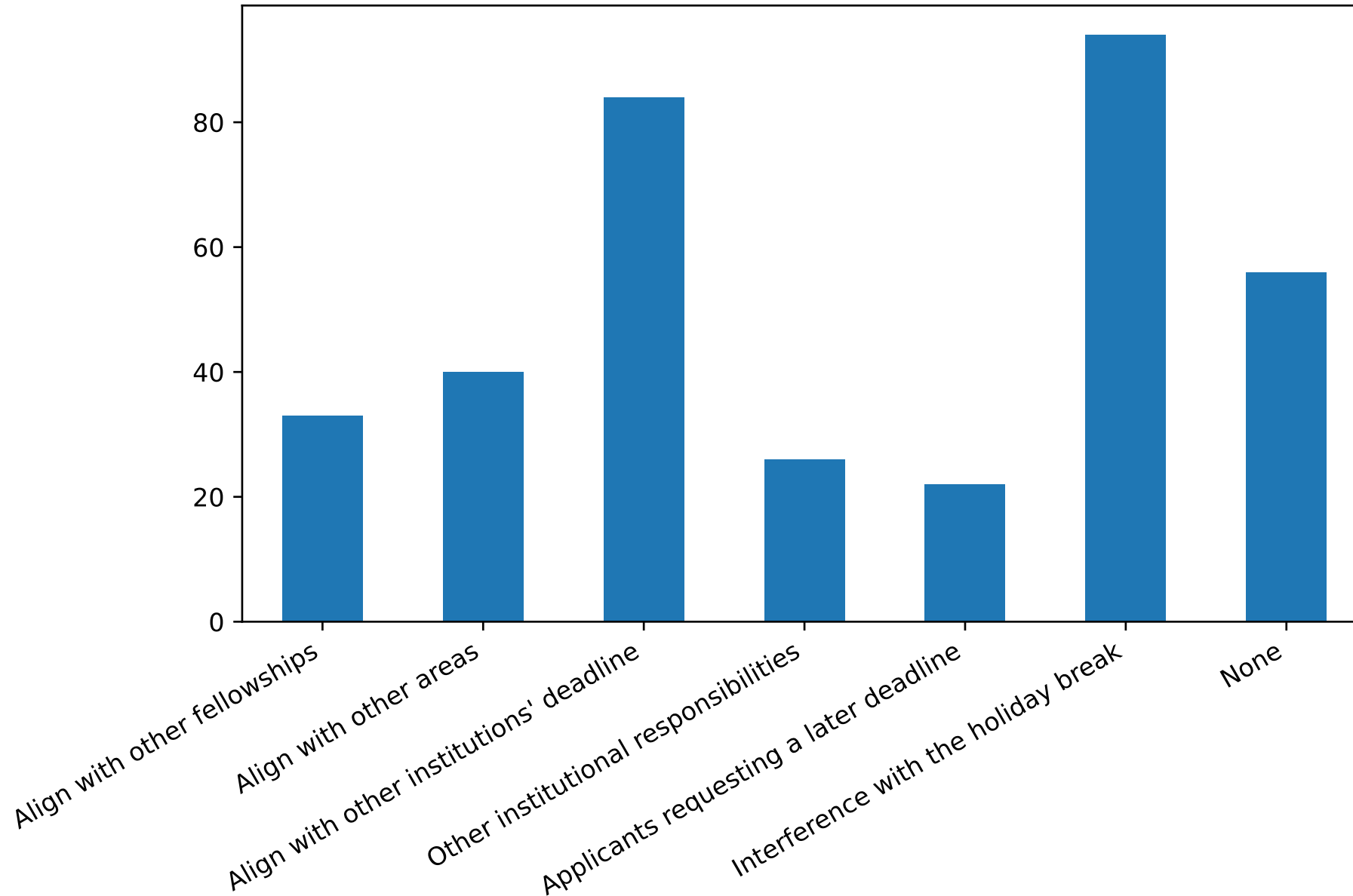
Question 14

What are the obstructions in your institution to modify the deadline to February 15th?



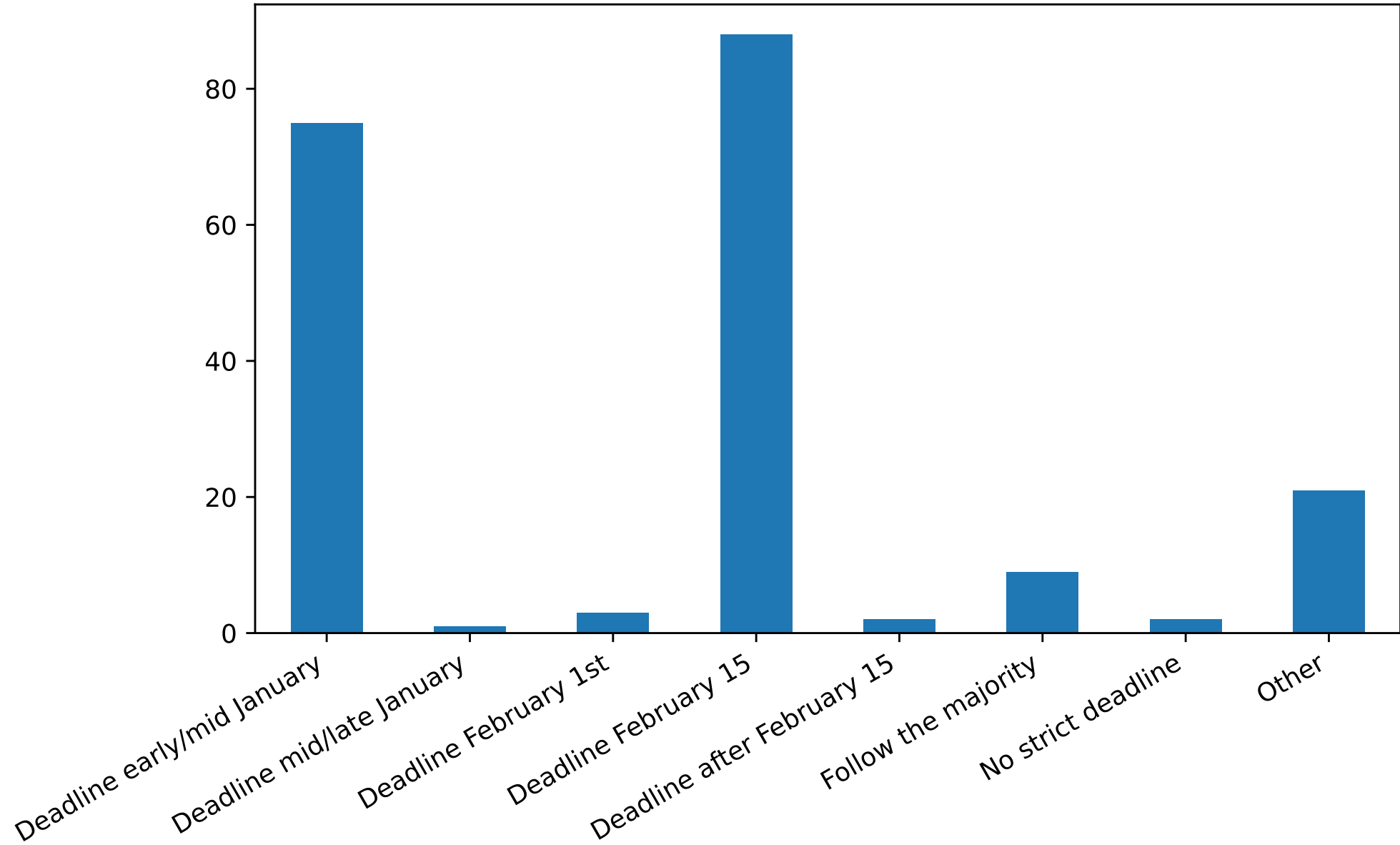
Question 15

What are the motivations in your institution to move the deadline away from January 7th?



Question 16

If no common deadline agreement is reached, what do you plan to do next year?



Question 17

If a common deadline is reached, which date would you prefer?

