

Survey of the Career Prospects and Diversity in Physics WGs

Status update

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Goals of the survey

Diversity in Physics programme:

- ❑ What are the issues that small collaborations face in comparison with the big collaborations?
- ❑ Which are the main differences between the career prospects of ECRs working in bigger and in smaller/new collaborations/experiments?
- ❑ How to increase interests in smaller and new experiments/collaborations in the ECR community?

Career prospects WG

- ❑ Assess current career situation of ECRs
- ❑ What can Career prospects WG provide to ECRs? → e.g ideas for events
- ❑ Are ECRs aware of career training opportunities?
- ❑ Are ECRs aware of what is needed to get grants (national funds or ERC)?
- ❑ What do ECRs *think* is needed for a successful career versus what is actually needed for a successful career?

Structure of the survey

- ❑ Personal data
- ❑ Field of work
- ❑ Collaboration and working group
- ❑ Diversity of Physics
- ❑ Career perspective and planning
- ❑ Work-life balance
- ❑ Leaving academia
- ❑ Recognition and visibility
- ❑ Final questions, feedback and remarks

~ 100 questions in total!

Shorter version of the survey
created and distributed to ECFA
national contacts
(idea: compare perception of
seniors with answers of ECRs)

Progress

- ❑ Survey implemented in Google Forms by members of the involved WGs and revised over last summer by the ECR panel
- ❑ Distributed last autumn via
 - ECFA national contacts
 - ATLAS, CMS, LHCb, ALICE, EIC, FCC, Compass+Amber, NA61/SHINE, NA62, Mu2e,
 - CERN
 - National mailing lists of the panel members (Belgium, Czech Republic, Netherlands, Switzerland)
- ❑ Analysis of the main survey started last October
- ❑ Survey redistributed again in Czech Republic (February/March)
- ❑ Survey still open but no new answers since 3.03

760 answers collected

- ❑ Analysis of the shorter version for ECFA national contacts have not started yet

Analysis: current situation & strategy

Very limited manpower! Currently **only 3 people involved**, with limited relevant statistics knowledge

Minimal plan:

- 1.) Present answers directly to the asked questions, without looking at correlations between questions
- 2.) Focus on the aspects interesting for Career Prospects and Diversity in Physics WGs, look for correlations between different answers in the survey, i.e. career stage and work-life balance, collaboration size and job opportunities etc

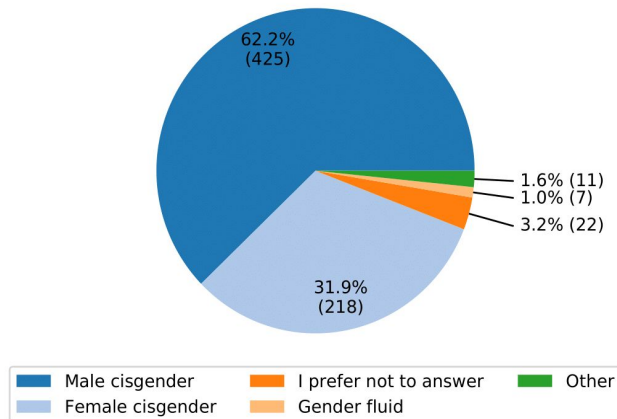
We use basic statistical tests to investigate differences/similarities in shapes, means, medians etc of the obtained distributions

More sophisticated analysis? Only if more (experienced) people join

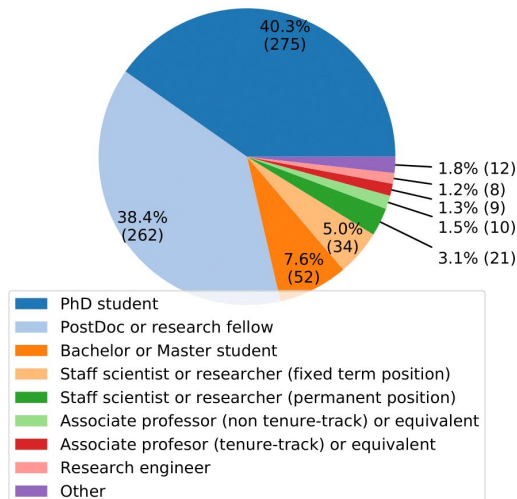
Examples of the results

Participant profile

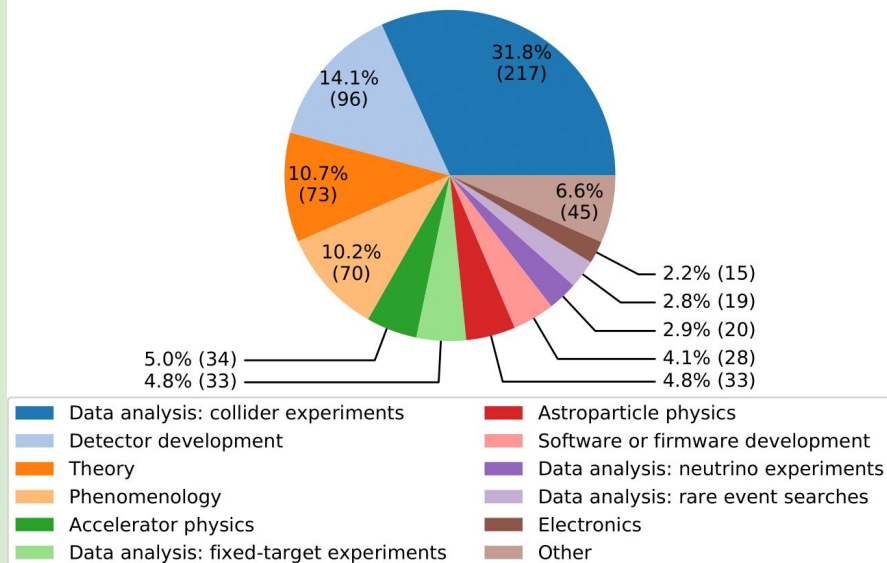
What gender to you identify with?



What is your current position?

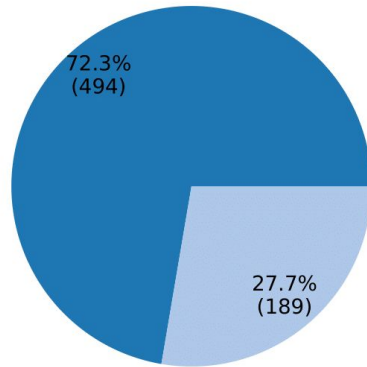


What is your primary field of research?

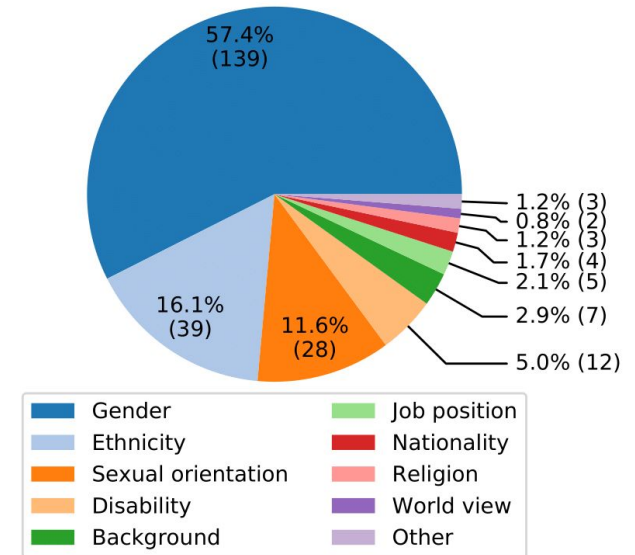


Participant profile

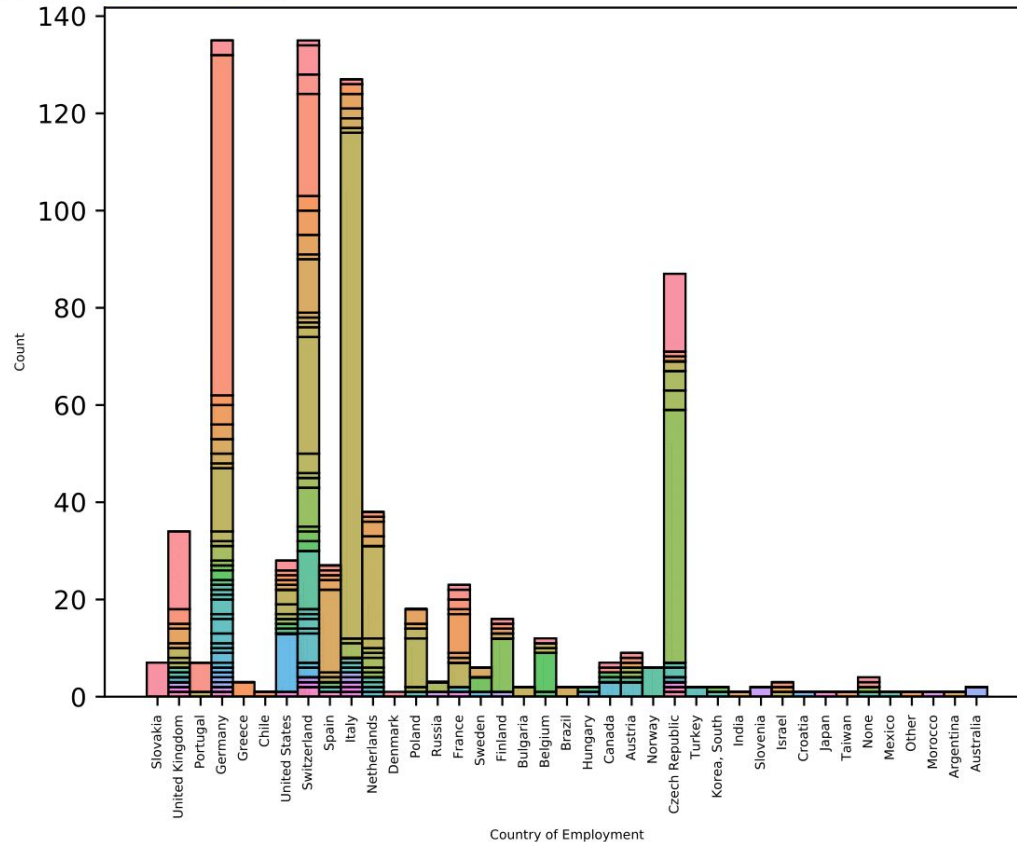
Do you identify yourself as belonging to an underrepresented group within the physics community?



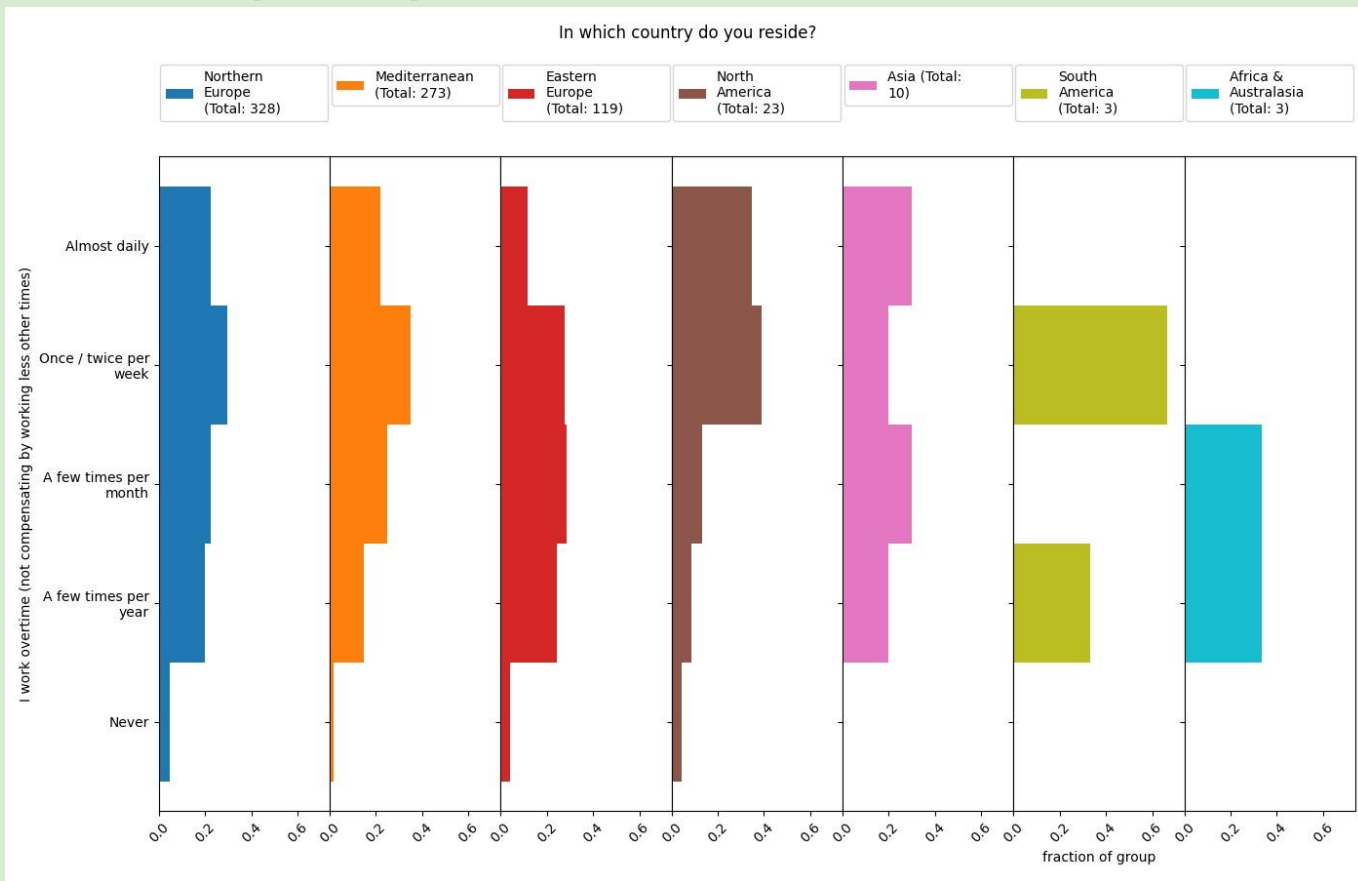
Under which criterion do you identify as under-represented?



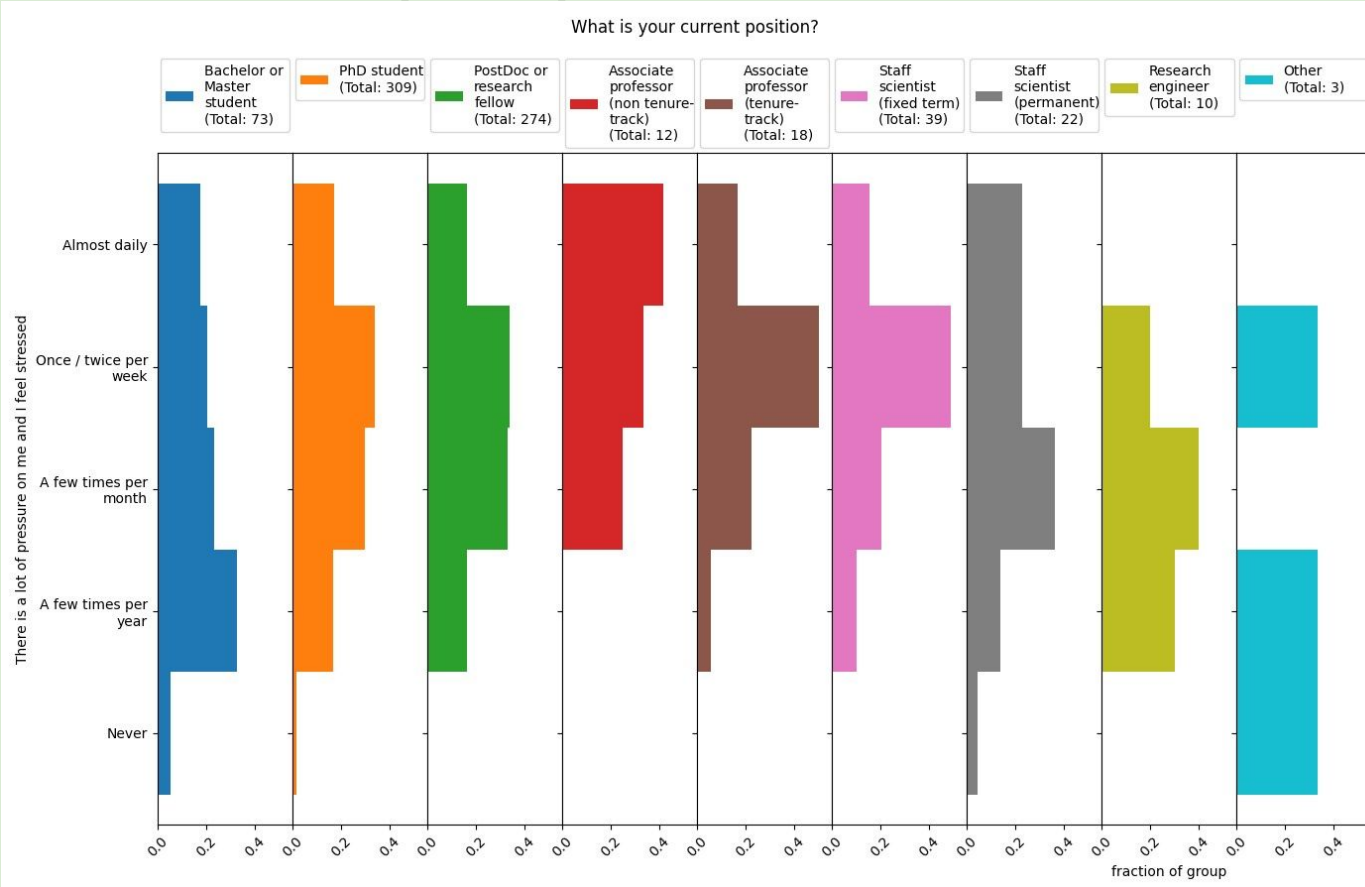
Nationality



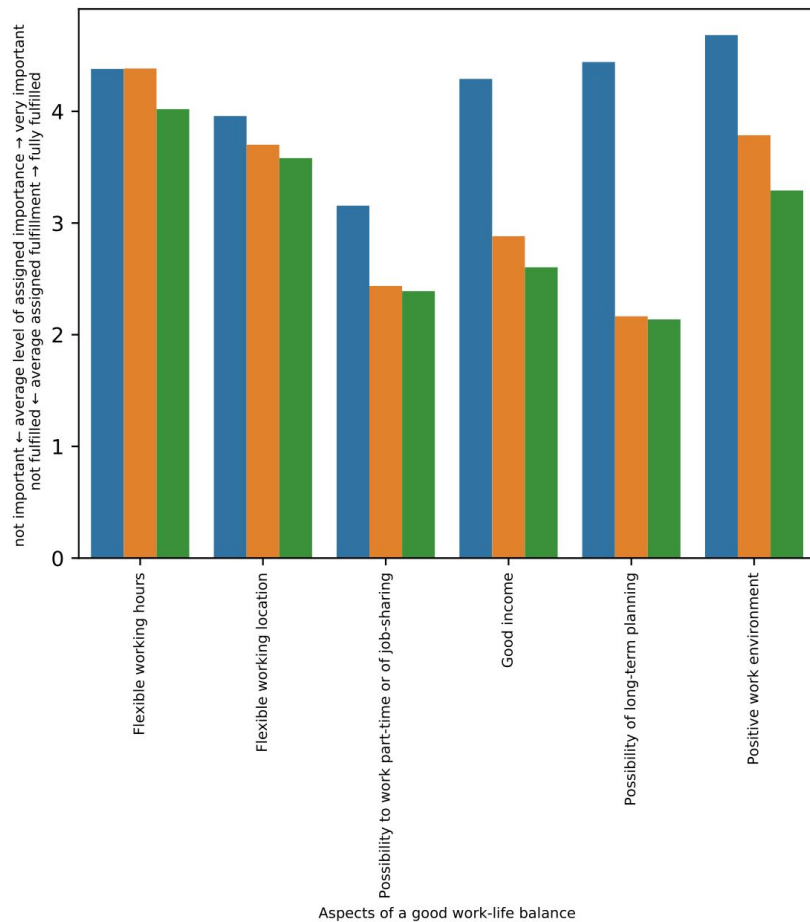
Career prospects: Work overtime much?



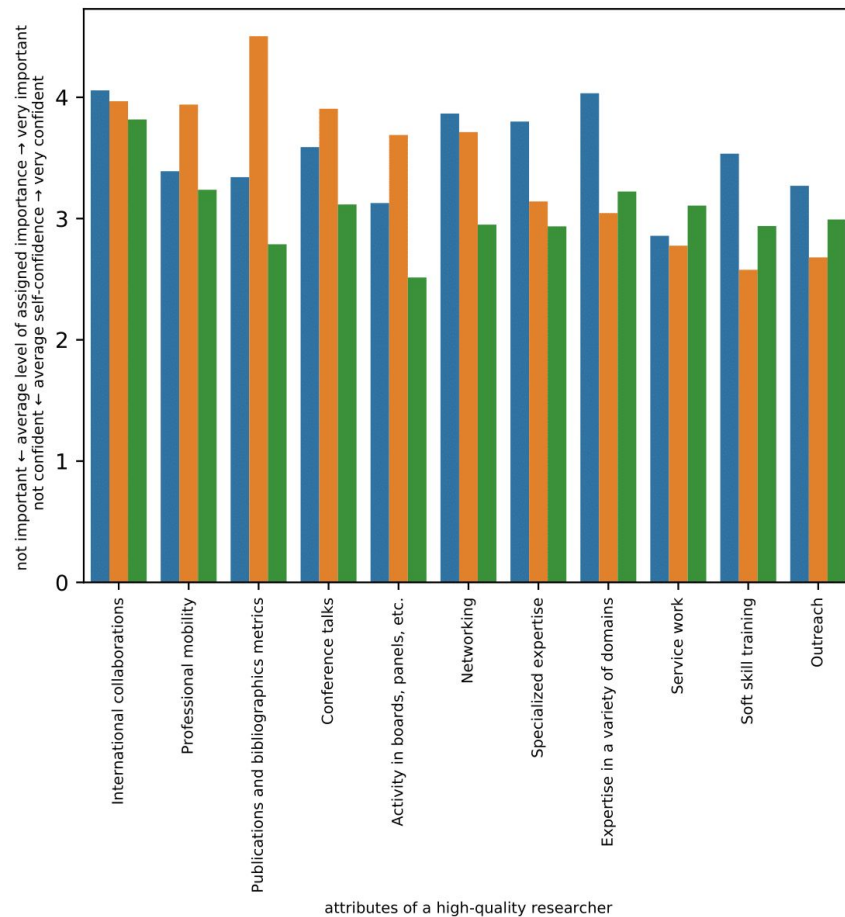
Career prospects: Feel stressed?



- How important are the following items to you in order to have a good work-life balance?
- To which extent are these aspects fulfilled in your current job?
- In your opinion, to which extent are these aspects fulfilled in your field of research?



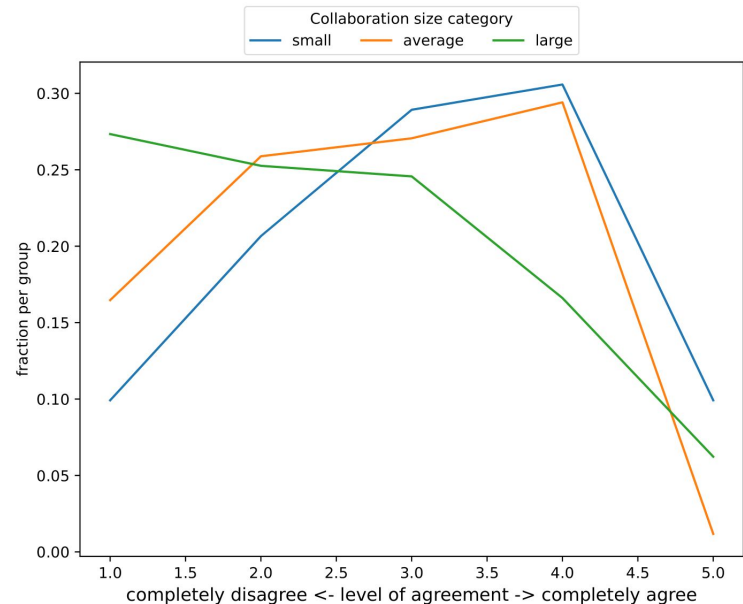
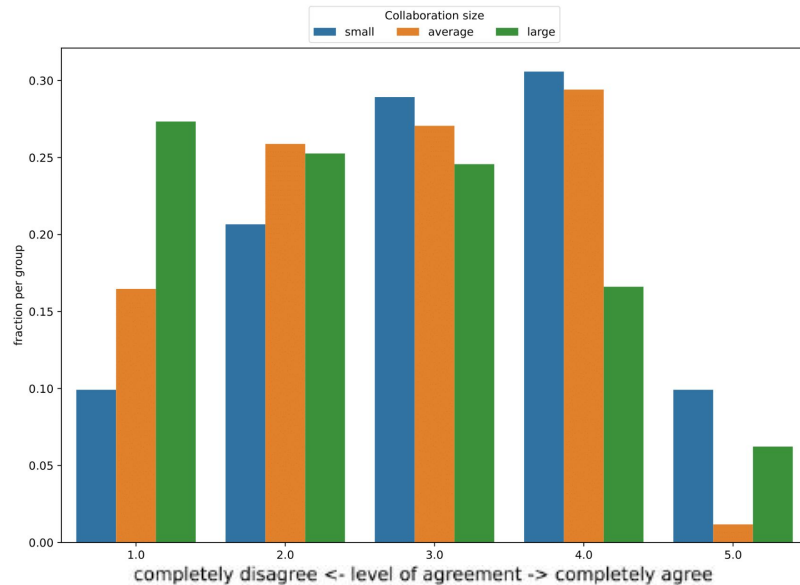
- What importance do YOU PERSONALLY attribute to the following items for a high-quality researcher?
- From your point of view, what importance does the SCIENTIFIC COMMUNITY attribute to the following items for a successful career in academia?
- Thinking about your academic profile, how do you feel about these points?



Diversity in the Physics Programme (“large vs. small collaborations”)

Collaboration size: small = 2-50 people, average = 51-200 people, large = >200 people

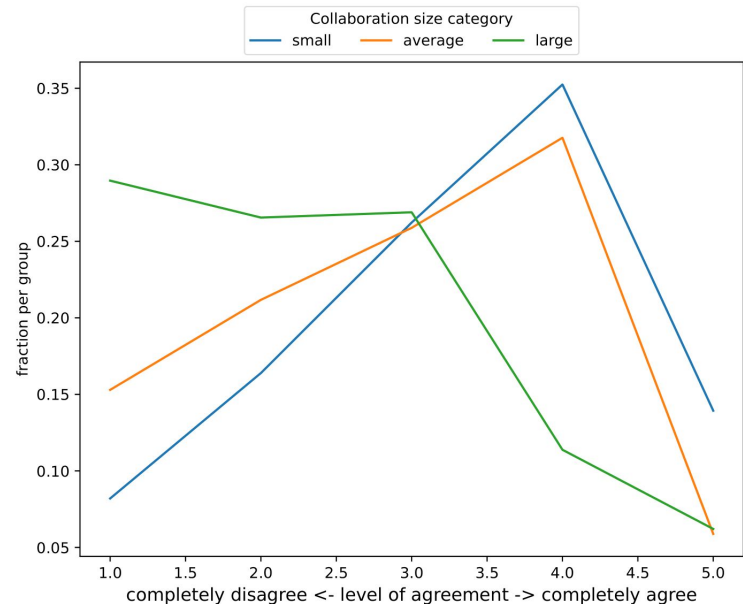
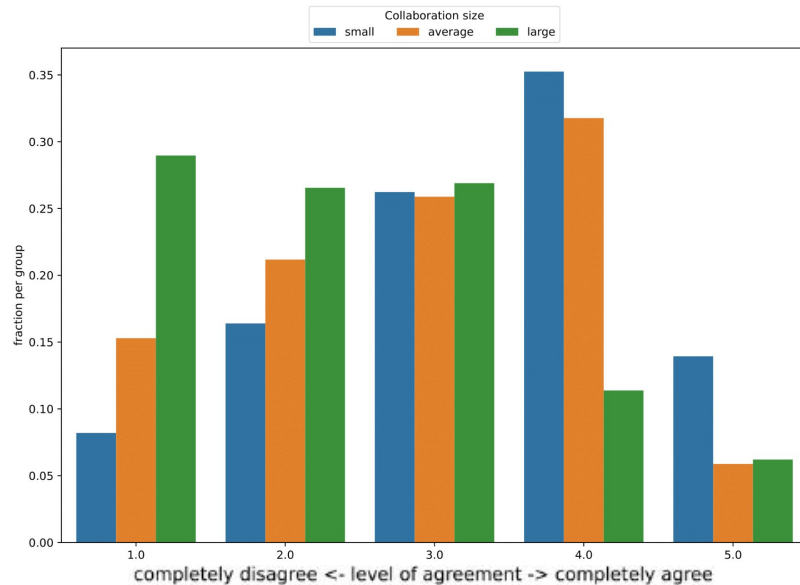
My work in collaboration gives me enough visibility outside the collaboration.



Diversity in the Physics Programme (“large vs. small collaborations”)

Collaboration size: small = 2-50 people, average = 51-200 people, large = >200 people

My work in collaboration allows me to have an impact on decision-making.



Summary

- ❑ analysis ongoing
- ❑ more manpower needed, please join and help!
- ❑ Interested? Contact us via

- Mattermost

<https://mattermost.web.cern.ch/ecfa-ecrs/channels/career-prospects--diversity-wg>

- or email

ECFA ECR Career Prospects and Diversity in Physics WG Survey: ecfa-ecr-career@cern.ch

Thank you!