

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!

Distribution

- ❑ Survey implemented in Google Forms and finalised in summer 2022.
- ❑ Distributed Autumn 2022 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)
- ❑ Survey redistributed in Czech Republic (February/March 2023) for RECFA visit.
- ❑ Final answers in March 2023.

760 answers collected

Analysis: Plan

- 1.) Present answers directly to each question, noting the most interesting conclusions, adding means where appropriate.
- 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
- 3.) Form final conclusions: recommendations on what activities the Panel/WG should organise, and what the wider particle physics community should consider.

Analysis: Status

- New personpower since last update allowed faster progress.
- Part (1)
 - draft ready and attached to the agenda
 - comments welcome! feel free to email us
- Part (2)
 - code to make correlation plots ready and several plots made
 - assigning studies to people and drafting skeleton of doc.
- Conclusions - needs to come after the rest.

Results of the 2022 ECFA Early Career Researcher survey on career prospects and diversity: Part 1

The ECFA Early Career Researcher (ECR) panel

November 9, 2023

This document presents the outcomes of a comprehensive survey conducted among early career researchers (ECRs) in academic particle physics. Running from September 24, 2022, to March 3, 2023, the survey gathered responses from 700 ECRs. The study aimed to gain insights into the career prospects and experiences of ECRs while delving into diversity and sociological aspects within Particle Physics research. The survey results are presented in a manner consistent with the survey choices. Where relevant, respondents were allowed to select multiple options, and these selections are duly noted. The document offers insights for the Particle Physics community, providing guidance on enhancing career opportunities, fostering diversity, and addressing sociological dimensions within the field.

Authors (to be added. We will be sure to include any people who were active on this project in the past but are no longer on the panel.)

The ECFA Early Career Researcher's (ECR) Panel: ecfa-ecr-organiser@cern.ch

Contents

1 Introduction	3
2 Demographics of respondents	3
3 Field of work	13
4 Work within a research group or collaboration	14
4.1 Research groups	15
4.2 Collaborations	16
5 Diversity of Physics programs	27
6 Career perspective and planning	28
6.1 Information on career prospects	28
6.2 Valuing research skills	29
7 Work-life balance and career mobility	36
7.1 Work-life balance	36
7.2 Career mobility and leaving academia	37
8 Discriminatory or abusive treatment	46
9 Recognition and visibility	47
10 Final questions, feedback and remarks	48
A List of questions	49

1

Summary

- ❑ Analysis ongoing but larger team and Part 1 ready for panel to see!
- ❑ Interested? Contact us via:
 - ❑ Mattermost
<https://mattermost.web.cern.ch/ecfa-ecrs/channels/career-prospects--diversity-wg>
 - ❑ or WG email
ecfa-ecr-career@cern.ch

Thank you!