DPF Town Hall Meeting
April 19, 5:30 - 6:30 pm CDT
Session Chair: Tao Han

1. Early career community issues, requests, and feedback
   Discussion leader: Julia Gonski (Columbia University)

2. Pandemic challenges: what we learned and how to proceed
   Discussion leader: Meenakshi Narain (Brown University)

3. General discussions

Please enter your questions either in the “chat” box or utilize the “raise hand” function. The chair will moderate the Q&A.

Please join further discussions at DPF Networking II, Session X21: Tue 12:30pm CDT

The APS Code of Conduct applies to this Session:
https://www.aps.org/meetings/policies/code-conduct.cfm
1. Early career community issues, requests, and feedback

- Status on early career survey effort? will be going to all mailing lists over the summer (later-career/senior people asked to fill this out as well)
- Young-Kee Kim: status on monthly colloquium series? Tiffany: hard to maintain during slowdown, but had attendance in the 100s when Snowmass was live. Currently looking for speakers for May, starting up again in June.
- Chad Brisbois:
  - Plans for outreach? Cross cutting with Community Engagement Frontier; goal to form brokerage of outreach participants (particularly early career) to existing opportunities looking for volunteers
  - Professional development for advisers to better help students/postdocs with non-academic careers? Connect to existing APS resources, liaising with DPF EC. Planning a dedicated Town Hall on mentorship + DEI
- Ken Bloom: EC organization for long term renewability/sustainability; formal connectivity to APS/DPF is a crucial topic to consider
- Chip Brock: colloquium series for young physicists to give talks at institutions; networking, practice, benefit to both parties
2. Pandemic challenges: what we learned and how to proceed

- This session started off by discussion of the impact of the pandemic on our community by Meenakshi Narain. Highlighted issues:
  a) Lower work efficiency (50-75%);
  b) new challenges in our daily work;
  c) lack of jobs, career progression for students and postdocs; high level of stress, lower productivity by 60% on average; Childcare struggles due to schooling (addn’l burden on women); many stresses in personal issues. No support for 40% of the respondents.
- Mitigations implemented in the last year e.g. 1) Delay Snowmass by a year, Snowmass Coffee-collisions, 2) bridge support fpr students and postdocs 3) virtual social interactions and 4) community check-ins.
  We can do more: 1) tone down our expectations for productivity & achievements; 2) communicate you are not alone”; 3) continue advocacy for “research” stimulus funding.
- Toyoko Orimoto: Talked about impact on DEI. It has exacerbated existing inequities. Effects on marginalized colleagues (eg, people with children, single parents, people with elderly family, people with chronic illnesses, people who don’t have job security) will continue to be significant. We must recognize that vaccination alone will not eliminate these inequities. We must be be proactive about addressing the impacts and recognize marginalized groups are disproportionately affected.
- Amber Roepe: shared challenges from a student’s pov COVID impact on projects/graduation, lack of infrastructure, isolation, lack of access to lab (e.g. CERN), future flood of job market, lack of accessibility, and some positive effects e.g Students can attend more conferences for cheaper; ability to invite higher profile speakers, establishment of the DPF ethics committee.
- Brendan Kiburz emphasized that we need to prioritize people and their needs to ensure a thriving workforce in the future. Requests us not get too stuck in our assumptions, listen when people articulate their needs, grant grace, and offer support. We should learn to Integrate the lessons in the design of virtual (or hybrid efforts); of meeting etiquettes and goals; embrace technological improvements. As we transition back to in-person, try maintaining the benefits of online meetings
Pandemic challenges: what we learned and how to proceed

APS/DPF Townhall Meeting, April 19, 2021

Meenakshi Narain (Brown University)
Pandemic challenges: what we learned and how to proceed

1. Impact of the pandemic on our community – M. Narain
2. Sharing experiences and perspectives
   Brendan Kiburg (Fermilab),
   Toyoko Orimoto,(Northeastern University),
   Amber Roepe (University Oklahoma)
3. Q & A
Focus of Survey and Demographics

HEPAP commissioned two surveys during the last year (**July, and Dec 2020**)

The surveys focused on personal and productivity issues

- As members of HEPAP, Mike Hildreth (Notre Dame) and Meenakshi Narain (Brown U.) administered the survey and advertised widely including the Snowmass Slack Channels.
  - 79% university, 21% lab personnel
  - 30% theory, 65% experiment, 5% others.

**Main concerns:**

- lower efficiency working from home
- new challenges
  - teaching, in-person lab access/work, collaborative discussions, mentoring
- lack of jobs, career progression for students and postdocs
- personal issues impacting professional activities
  - Stress due to - childcare, loved-one care, isolation, mental health
- perception of “status as usual and assume productivity levels same as pre-pandemic” within collaborations, continued competitive expectations for grant renewals
- lack of time for self care
Scientific Productivity relative to April ’20
55-65% Lower relative to pre-pandemic productivity
Work, career, child-care & work-life balance

work-life balance
level of Stress “higher”

child-care commitments

~60-70% time children at home on weekdays
~35-50% of each day responsible for school-aged children
Access to personal/professional support

- Support from family & friends: ~59%
- Professional support by peer groups: ~25%
- No support: ~38%
How can we help members of the community

Some examples of mitigating the impact:

By DPF:

- Snowmass Community exercise delayed by a year.
- Snowmass Early Career - Coffee Collisions
  - Match participants with different career levels for one-on-one coffee chats over video. Aims to help fill networking, mentorship, and/or social niche left open by current lack of in-person meetings and workshops.

By labs, collaborations and universities:

- Focus on Postdocs and students:
  - Promote social interaction online to alleviate social isolation
  - Career path - Bridge gaps between jobs
- Establish “Community Circles”:
  - Facilitated conversation on Zoom. Individuals can come, spend time together, and share if they choose what is on their hearts and minds; discuss a book relating to current global dynamics.
  - Matched Mentorship: graduate students/Postdocs w/ senior members and peers
  - “Check-in” with the community
How can we help members of the community

What more can be done:

• Tone down our expectations about productivity and measures of achievements

• Consciousness-Raising on COVID-19 impacts
  • Highlight impacts (career, social, childcare, mental health)
  • Let community know that everyone feels some sort of impact from this.
  • Communicate that “you are not alone”

• Continue to focus and find creative ways to help with social issues, bringing people together, etc.

• Continue advocacy for “research” stimulus funding to
  • Lobby for research personnel support on stimulus/emergency funding.
  • Mitigate impact on postdocs and graduate students.
COVID-19 effect on Diversity Equity and Inclusion

Prof. Toyoko Orimoto (Northeastern University)

Toyoko Orimoto’s facebook link for her speach: https://www.facebook.com/toyoko.orimoto/posts/10165006645760133
A graduate student’s perspective

Amber Roepe (University of Oklahoma)
What we learned and how to proceed

Dr. Brendan Kiburg (Fermilab)
Q & A

Please raise your hand OR
Leave a message in the chat box