Demographics of HEP

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For the Demographics Committee

A little history

Group has been working since about 1999

Goal:

To understand flow of young people into,
and out of field, and where they go

Challenges:

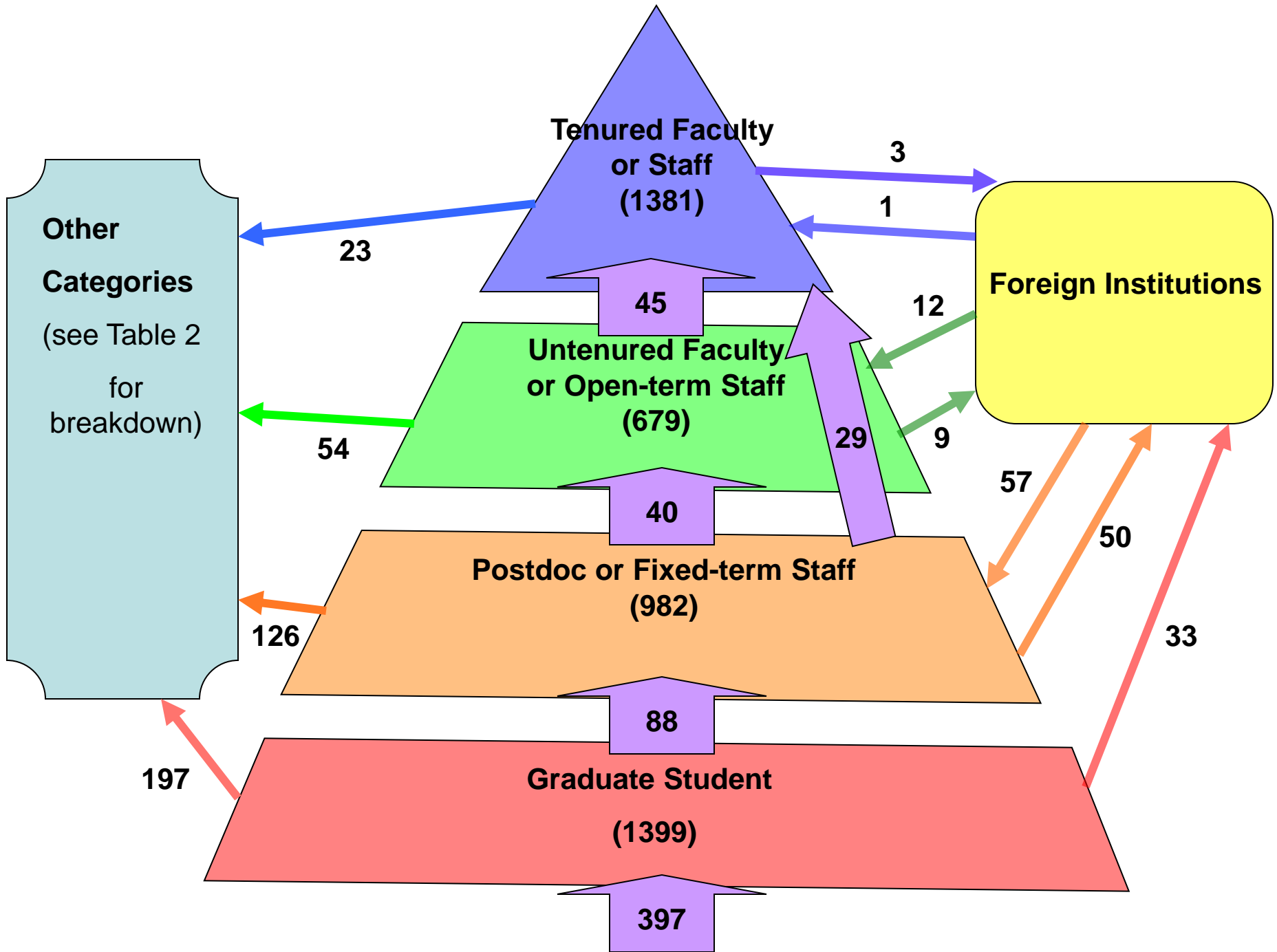Access and analyze data from LBNL data base

Collect the relevant data

More (vague) History

- Data Collection by LBNL > 15 years
- Demographics committee ~ 10 yrs
- Data Cleaning by Iowa group >6 yrs

   (last 3 without funding)

- Improvements to system to reduce errors over past 5+ years

Flows

- 3 year average picture smoothes year to year fluctuations (07-09)
- Close to "steady state"
- Some fuzziness about particle astro
- 80-90% student "leave" –ie do not reach tenure in HEP institutions
- Where do they go?

Tenured Faculty or Staff (1381)

Untenured Faculty or Open-term Staff (679)

Postdoc or Fixed-term Staff (982)

Graduate Student (1399)

Other Categories (see Table 2 for breakdown)

Foreign Institutions

3
1
23
45
12
54
29
9
40
57
50
126
88
197
33
397

Tracking leavers

- Added drop-down menus

- Emphasized in cover letter

- Poor response rate
- In following table
"departure"= change of Institution or rank

Departure Table	Student	Postdoc	Untenured	Tenured
HEP	115	120	17	11
Other physics	18		1	8
Life Sciences	9	4	1	
Industry	26	26	2	1
Teaching	10	1		1
Retired			7	9
Deceased		1	3	3
Unknown	118	86	36	1

Departing to Industry

Banking	4
Defense	1
Engineering	4
Finance	8
Government	3
Scientific Industry	18
Computing/software	5
Not specified	10

What next?

Committee recommends:

Continue data collection

Make greater effort to capture leaver info
But how?

A suggested path

- Every PI or co-PI fills out database info (now one person per institution)

Why? Because only those closest to leavers know where they went

Why not? Because of added load to get responses complete

Agency request and response tracking instead of LBNL ?