

UK RECENT FACULTY HIRES SURVEY

Preliminary results for UK ECR HEP-ex Jobs event

Holly Pacey

24/06/24

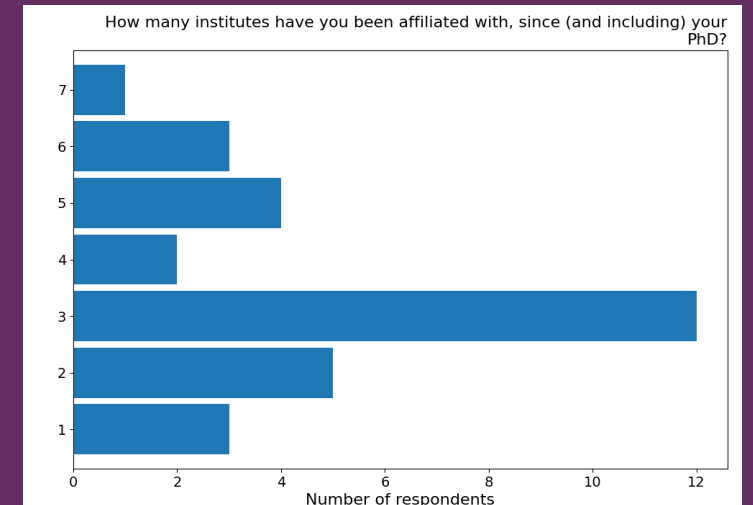
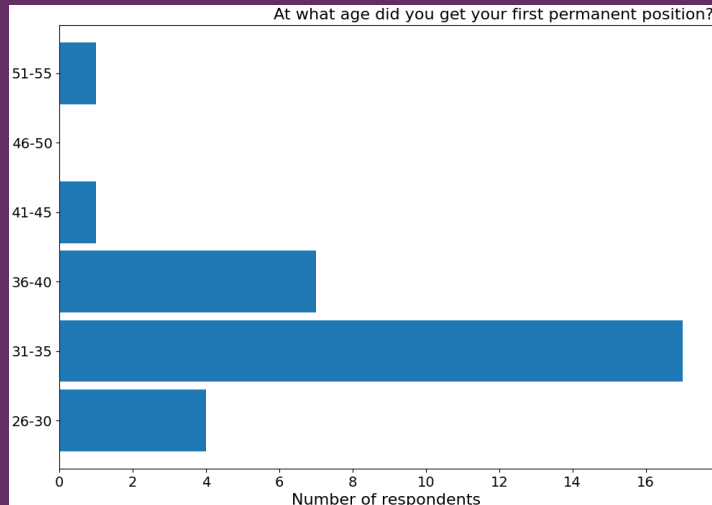
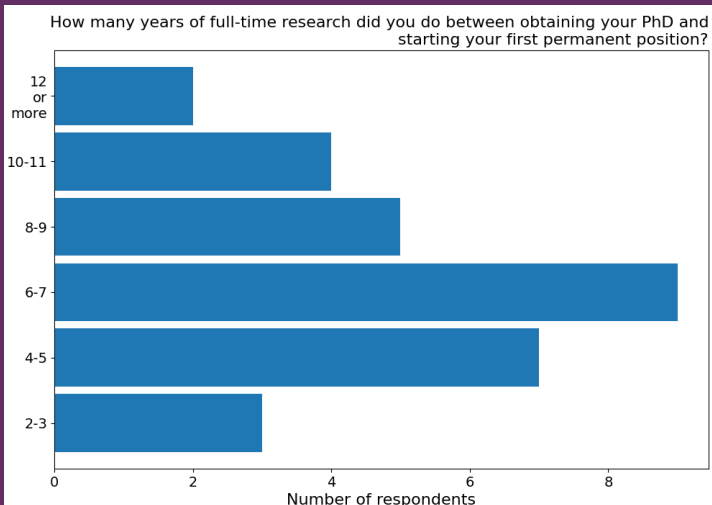
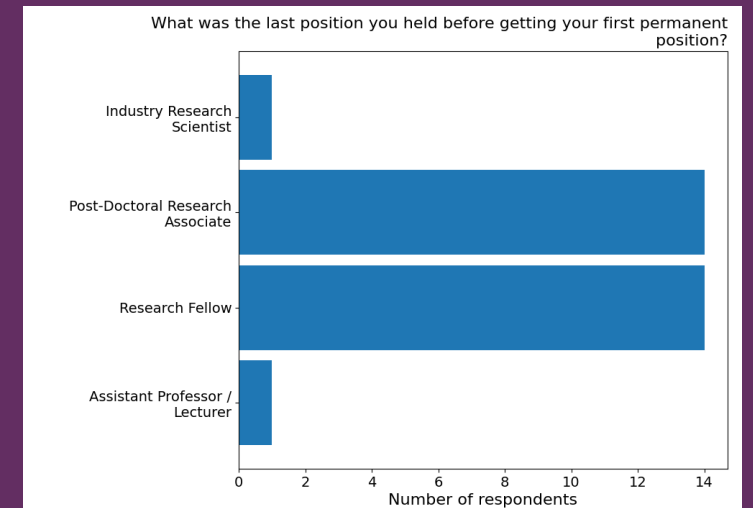
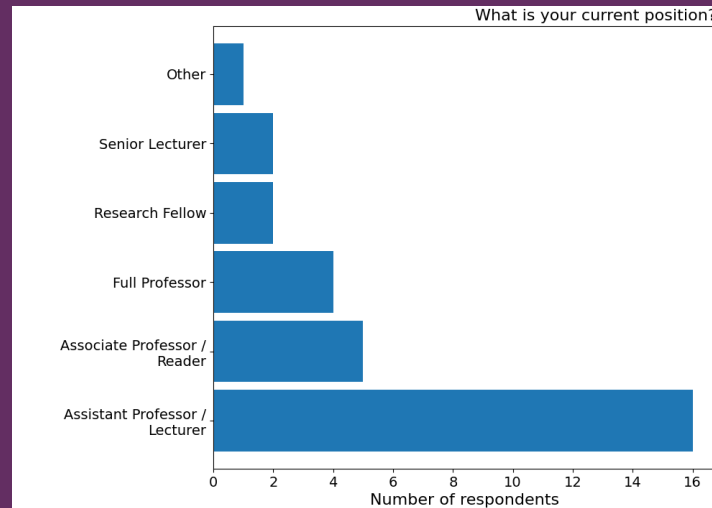


SURVEY

- Aimed at people who got a permanent position in the UK since 2014
 - Proleptic positions (permanent post promised to follow a fellowship) count
 - Not necessarily their 1st permanent position
- Goals: to find out...
 - Research/Career Profiles of these successful people
 - How the day-to-day experience is different before/after permanency
 - What factors do people think were/should have been important for their success?
 - Advice/Reflections for ECRs
- Circulated via Heads of HEP-ex groups in the UK
- Collected 30 responses so far
- Some preliminary plots now; full analysis for future arXiv report on event

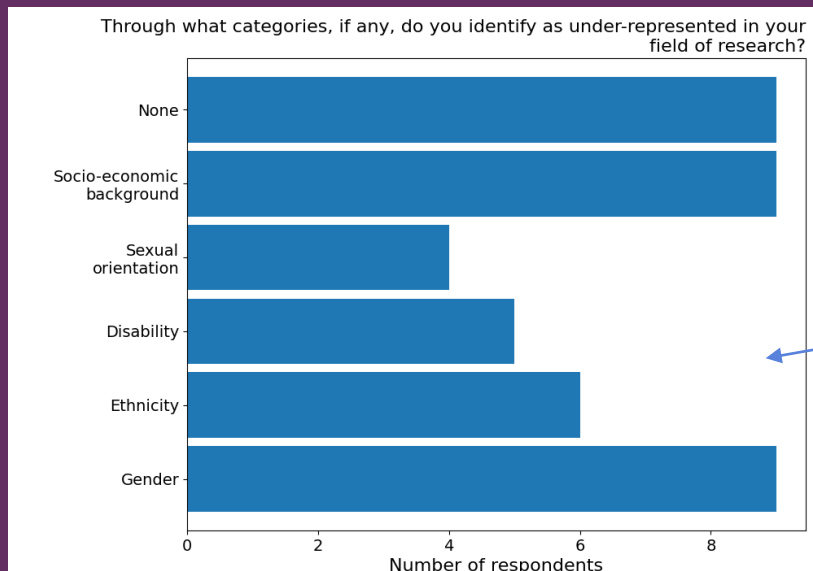
BASIC PROFILE

- Not 1st permanent post for 6 respondents

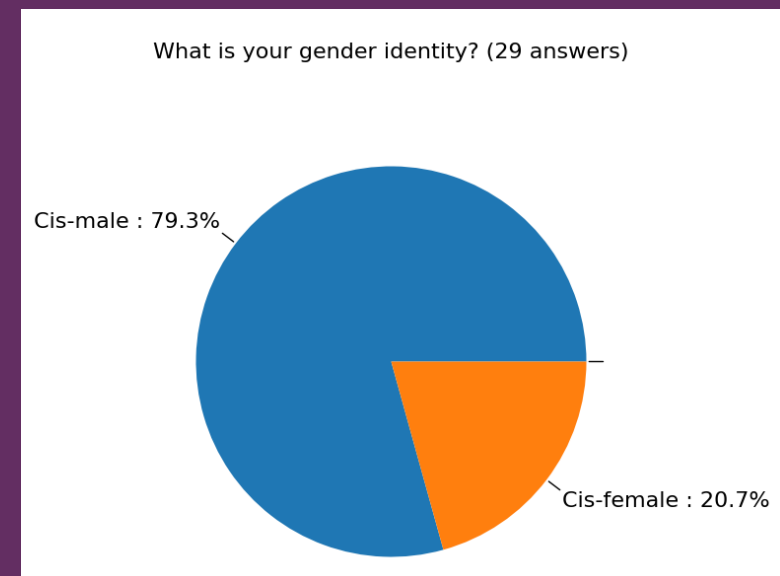


DEMOGRAPHICS

- 100% reside in the UK
- 77% British nationality
- 65% have children
- 47% affiliated to the UK for whole career

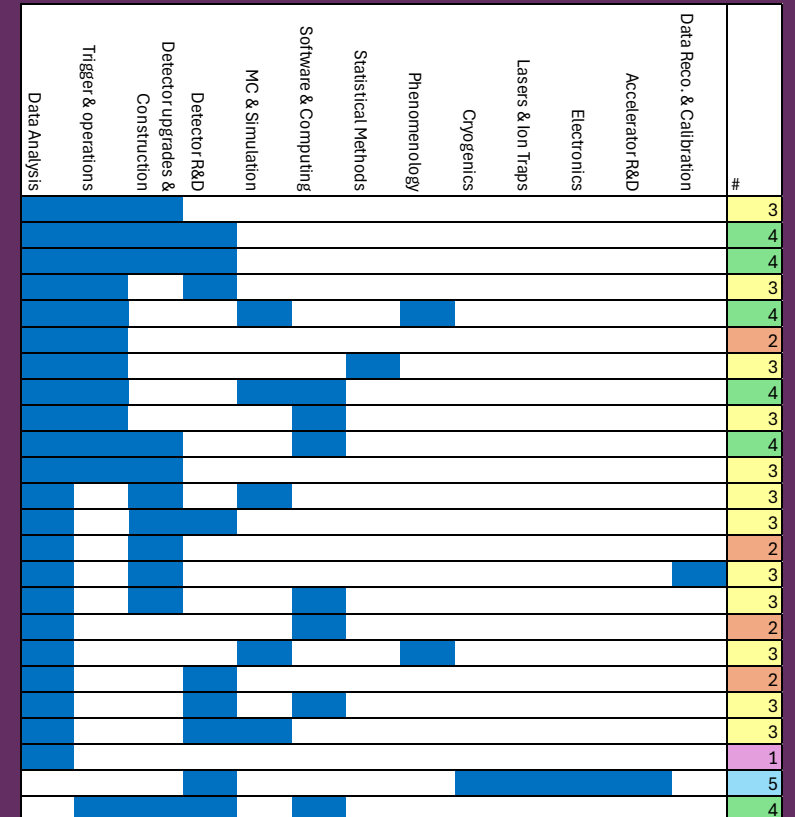
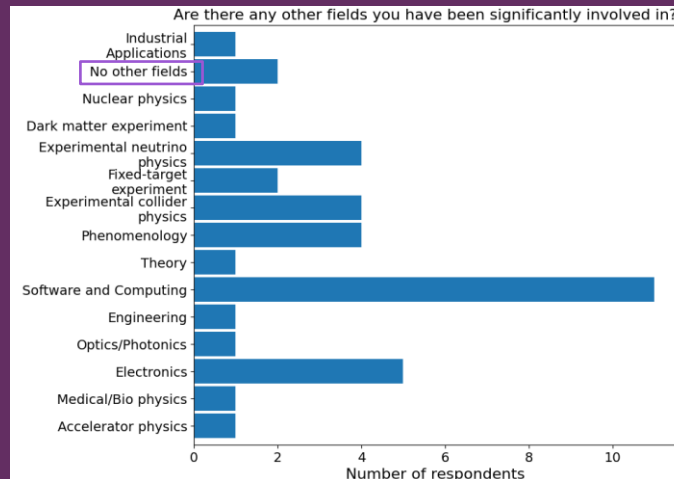
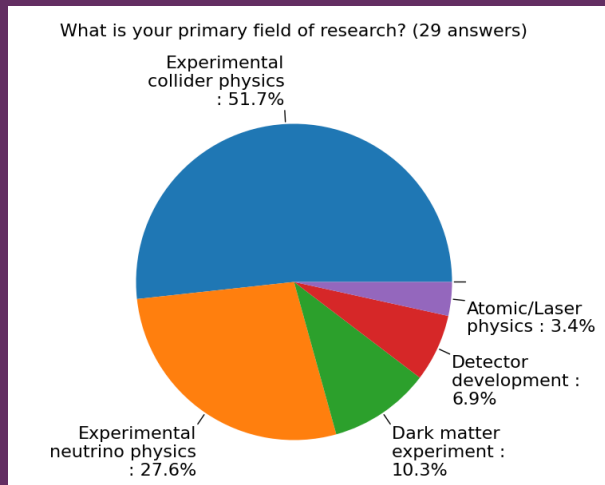


Can pick >1 option
25 answers



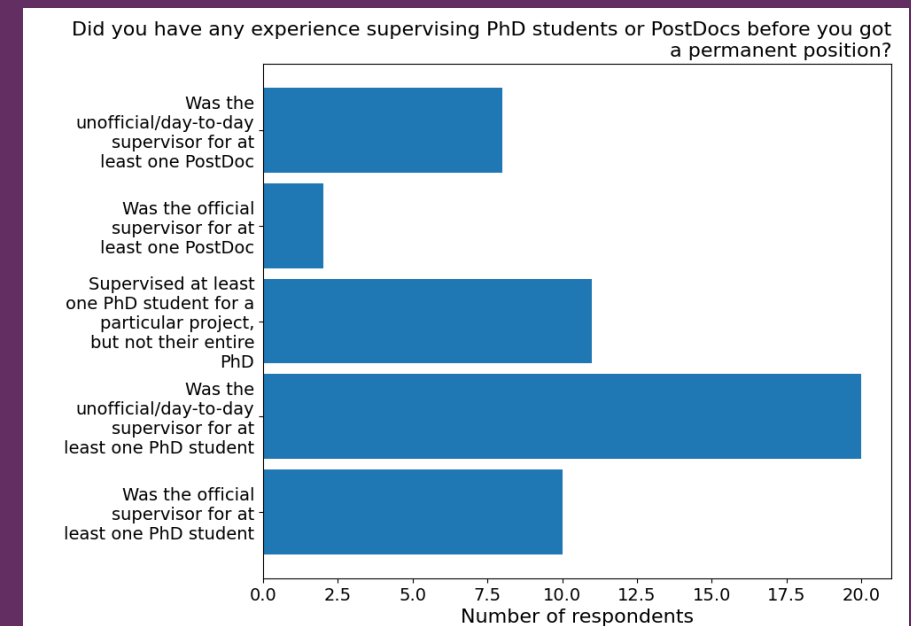
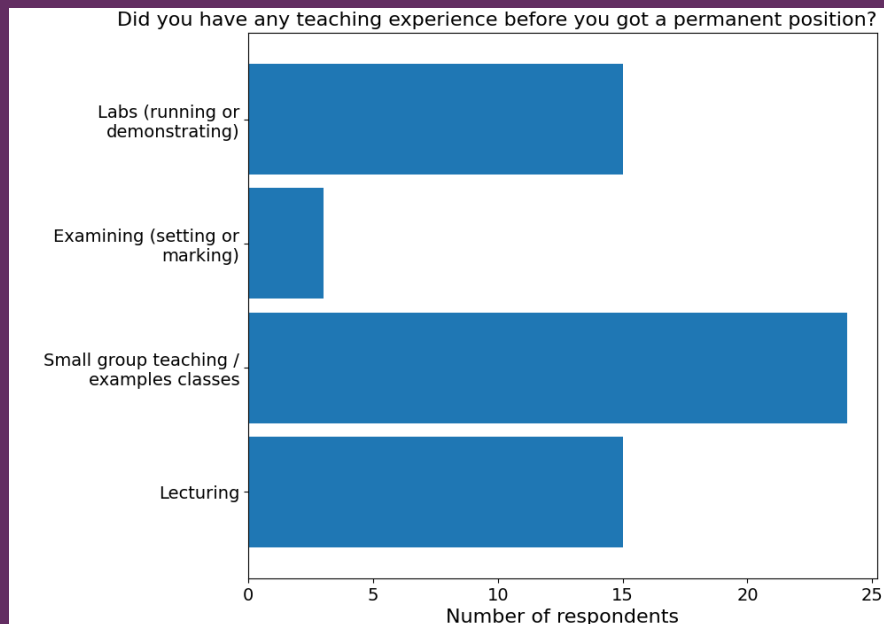
FIELD OF RESEARCH

- 80% work in >1 collaboration
- Most work in several areas
-> e.g. both analysis & hardware

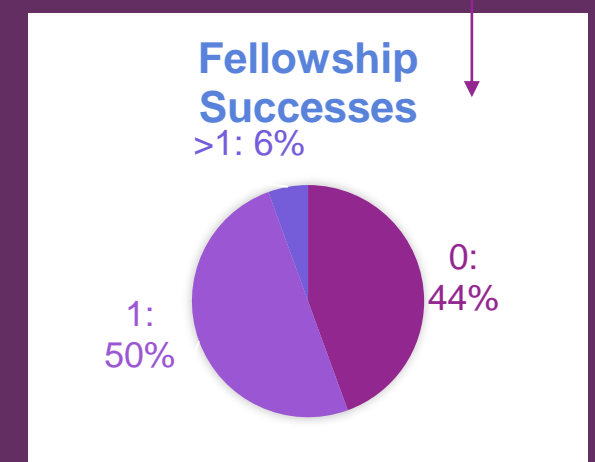
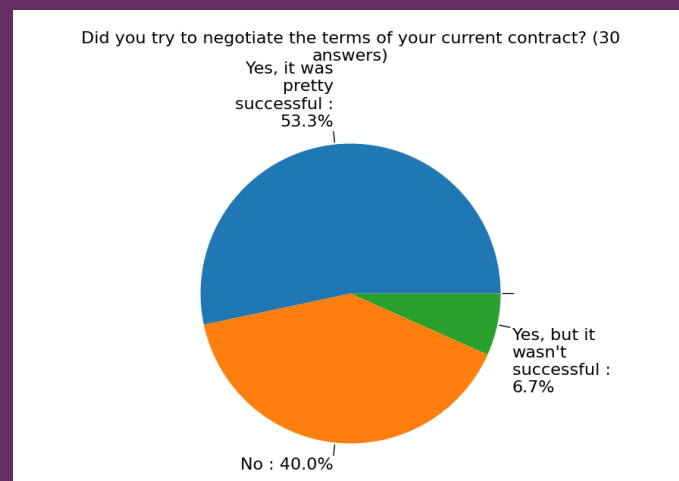
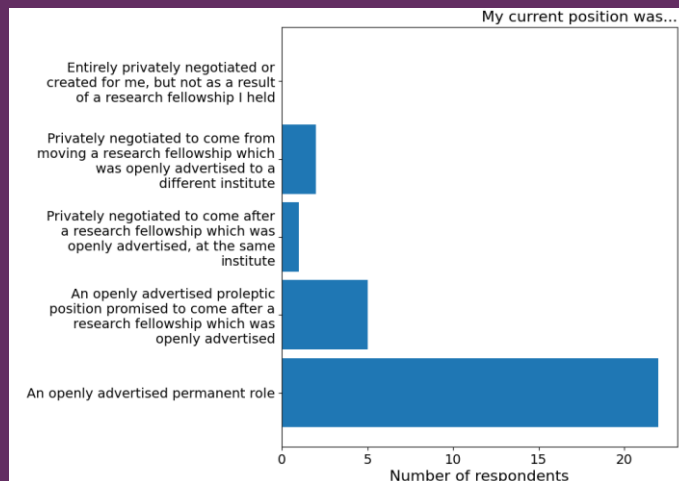
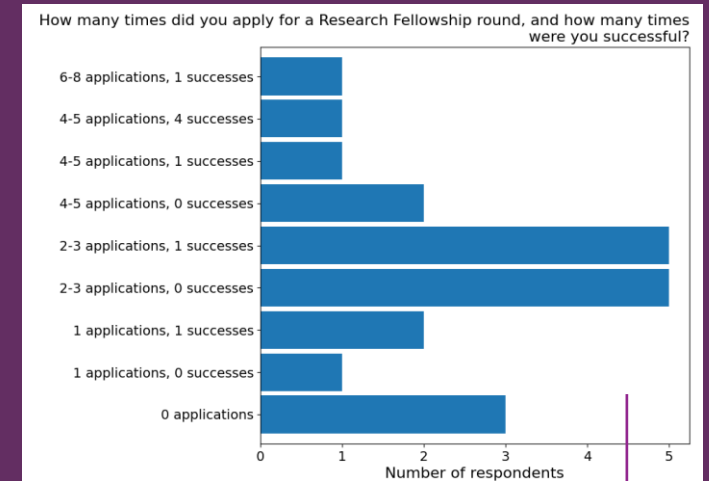
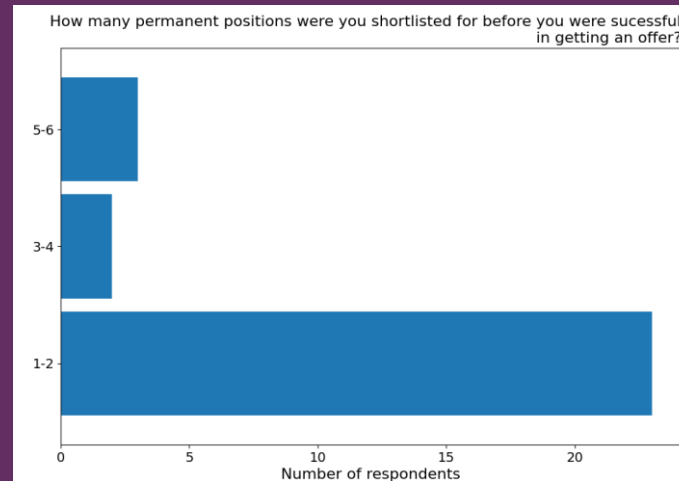
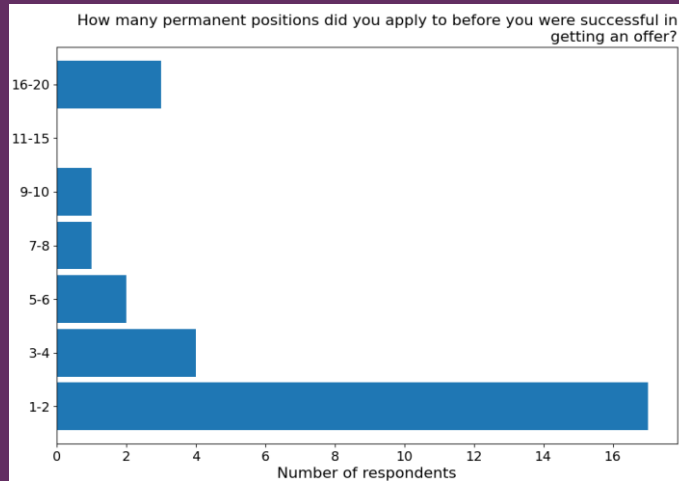


TEACHING/SUP. EXPERIENCE

1 person had no teaching experience
Everyone has ≥ 1 supervisor experience



APPLICATIONS

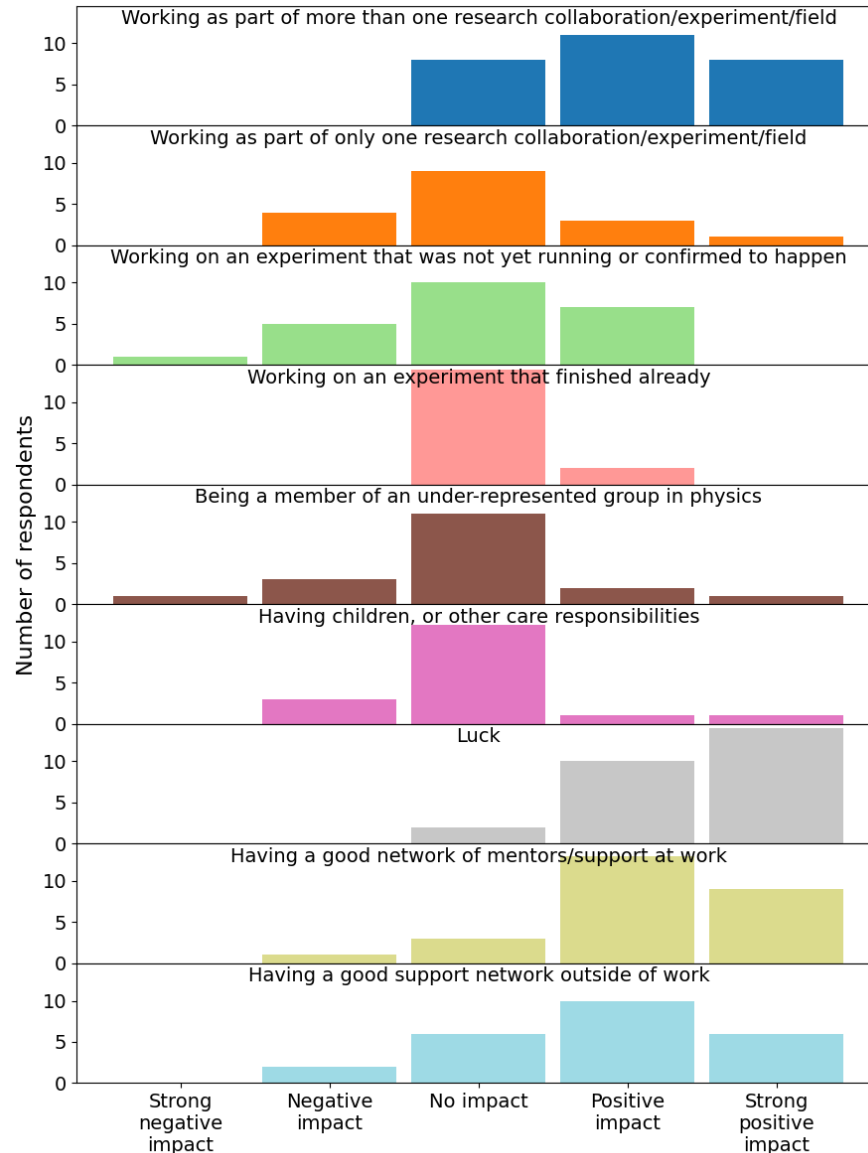


IMPACT

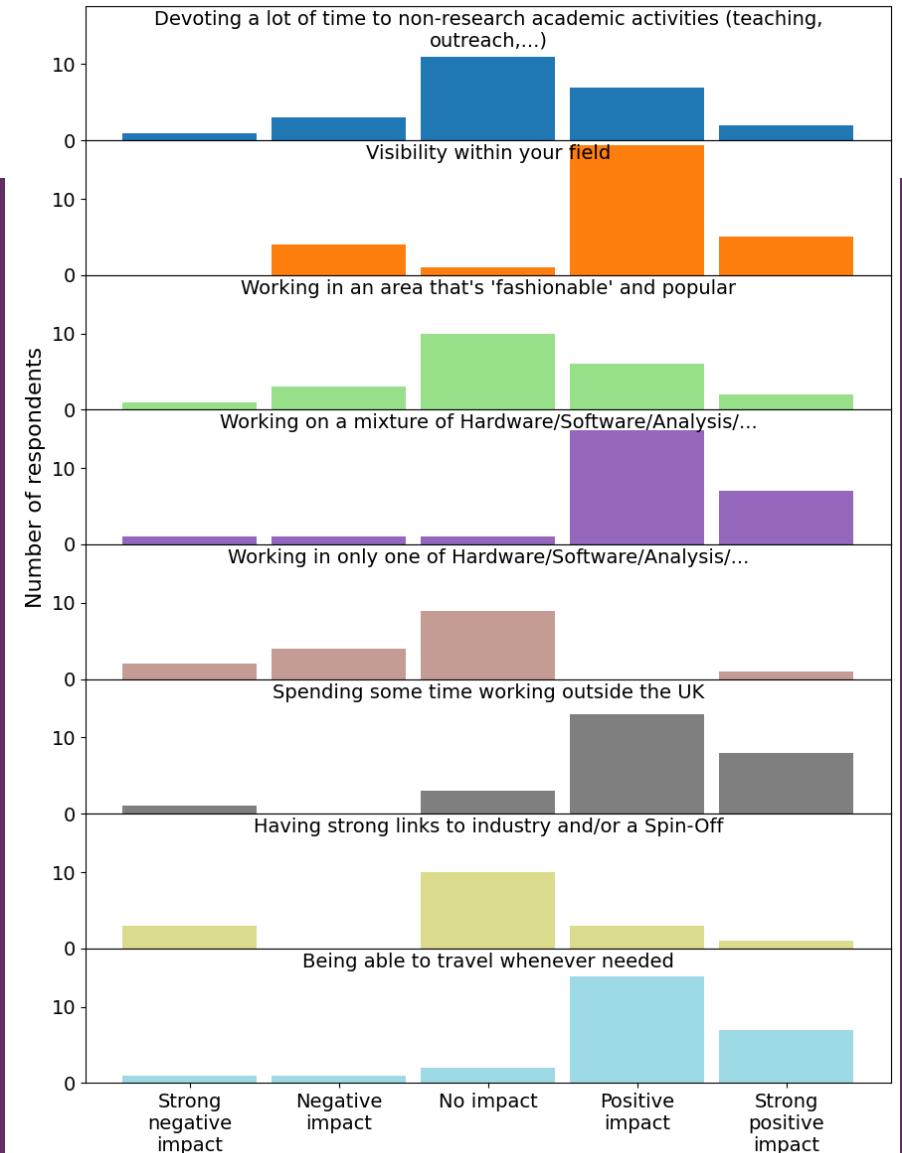
Strong positive:

- Luck
- Breadth of research/experience
- Visibility
- Support

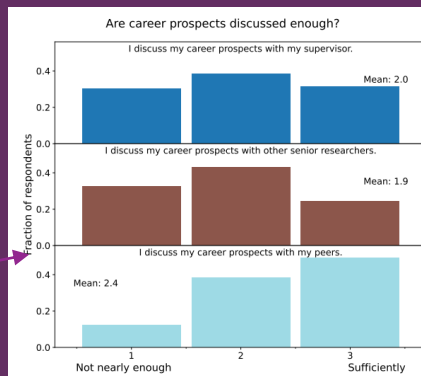
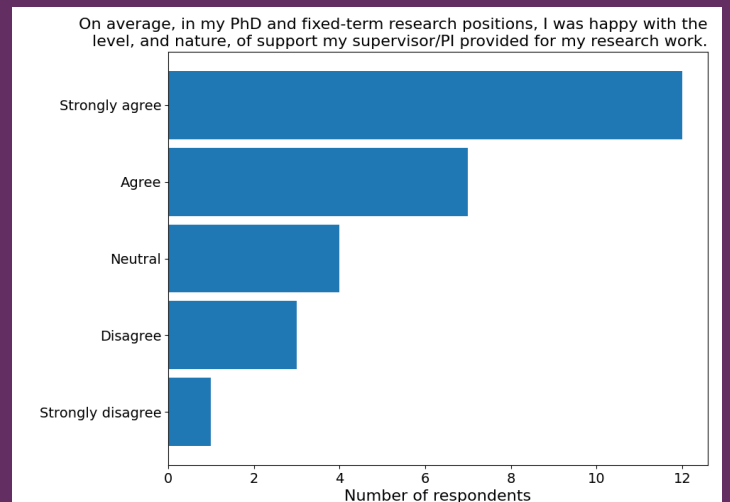
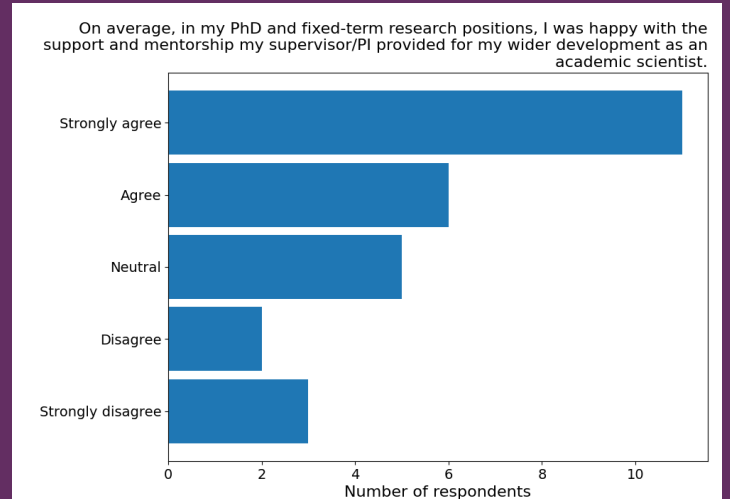
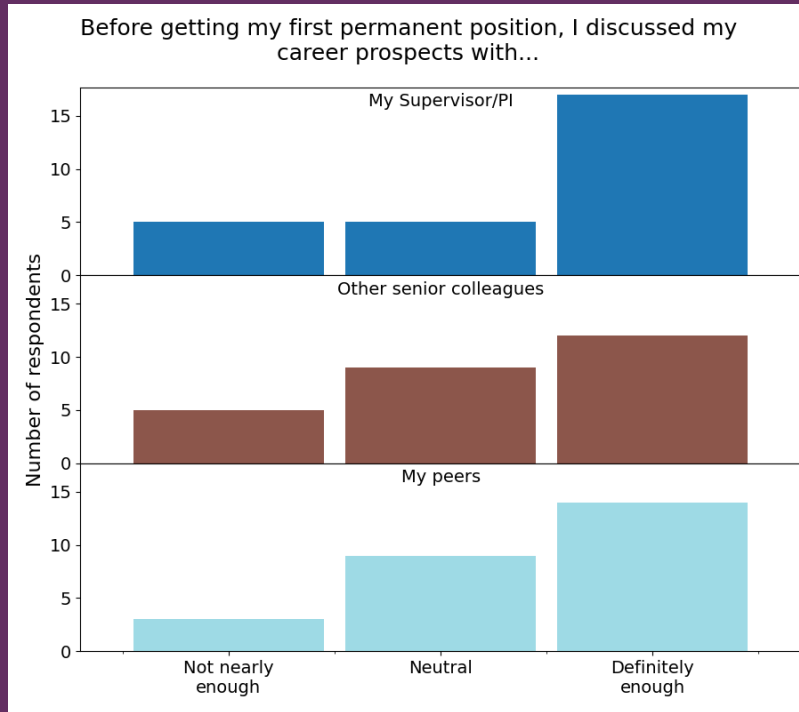
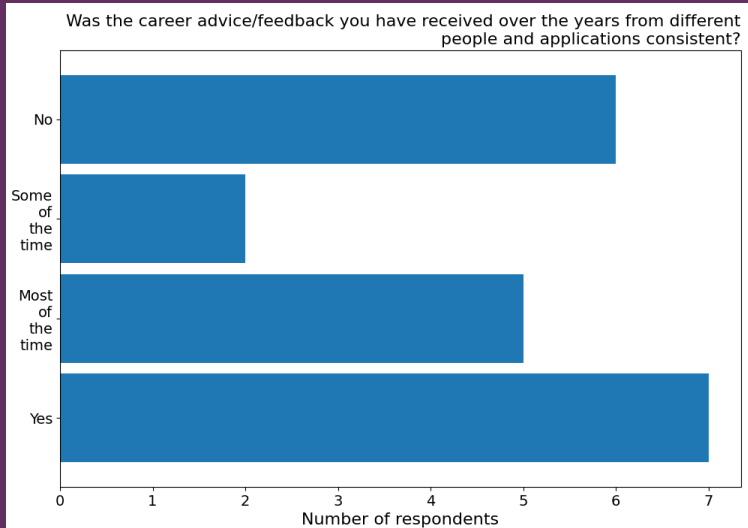
Do you believe that these items have had a significant impact on your career progress from PhD to your permanent position?



Do you believe that these items have had a significant impact on your career progress from PhD to your permanent position?



SUPPORT

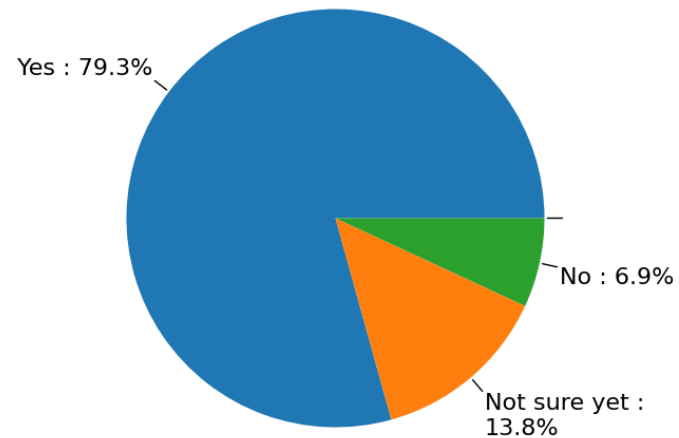


[arXiv:2404.02074]

survey of ECRs

THE END!

Overall, do you enjoy your current position more than your last fixed-term position? (29 answers)



Thank you SO much to everyone who filled out the survey!

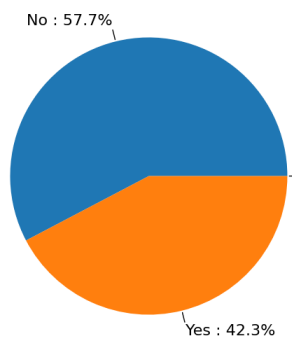
More plots in backup

Lookout for full analysis report

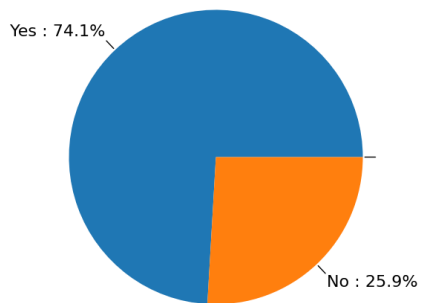
BACKUP

BONUS

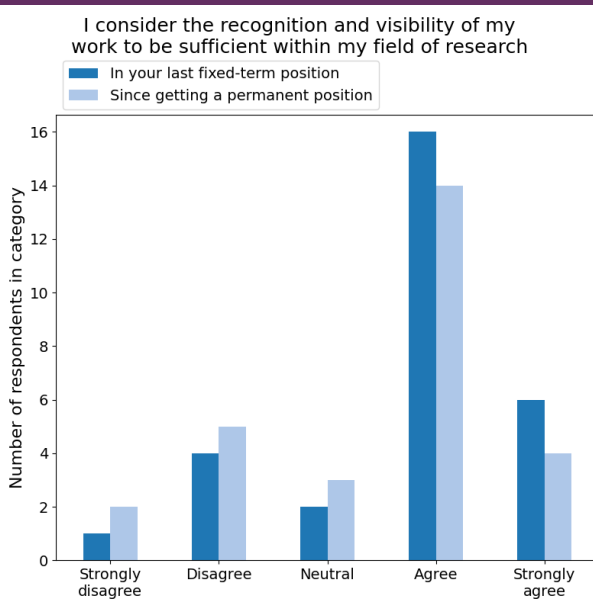
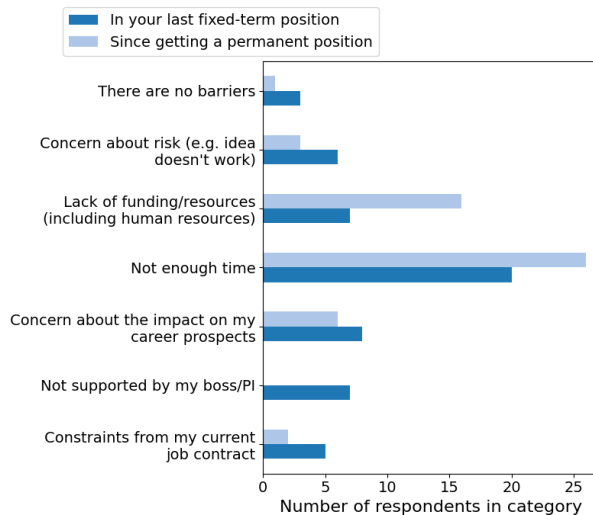
Did you ever choose not to work on a project, or not take up a role, just because you thought it would be bad for your career prospects? (26 answers)



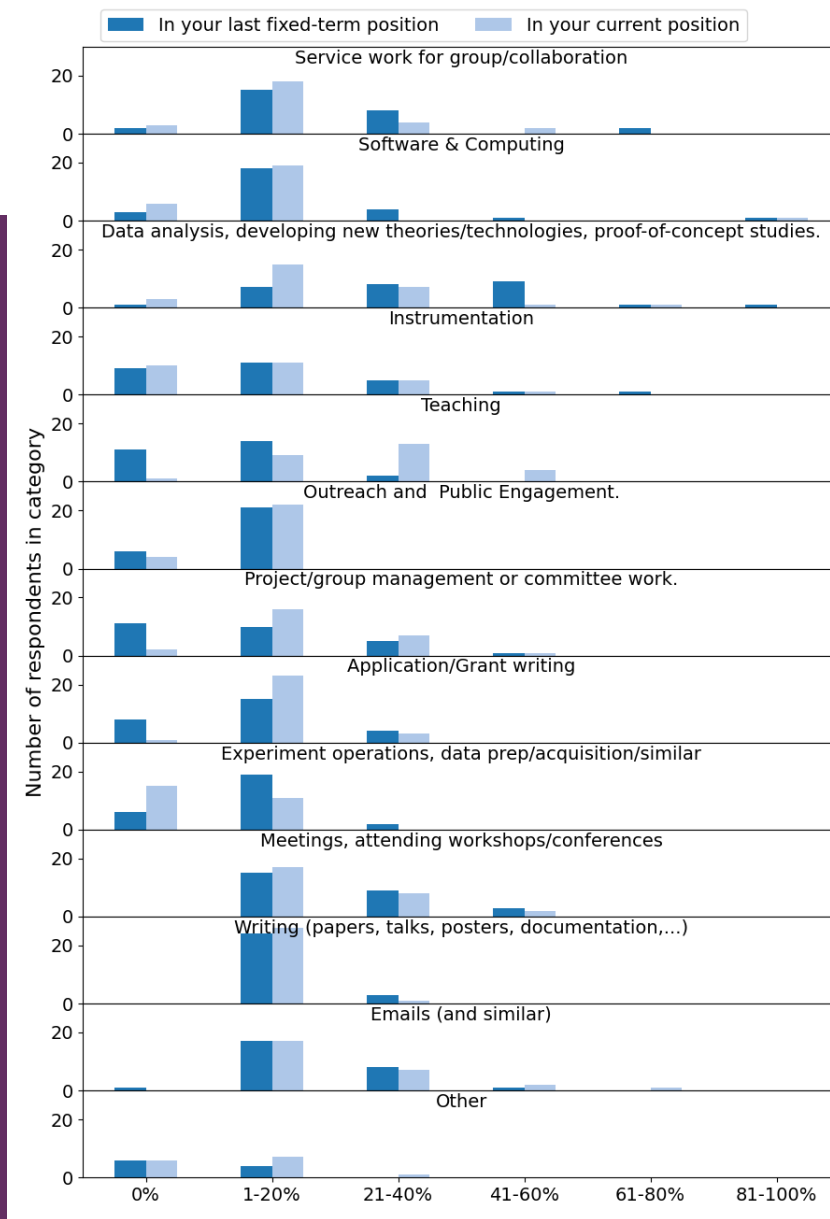
Did you ever choose to work on a project, or take up a role, just because you thought it would look good on your CV? (27 answers)



What are the main barriers preventing you from spending more time working on the areas that you'd like to in this section?

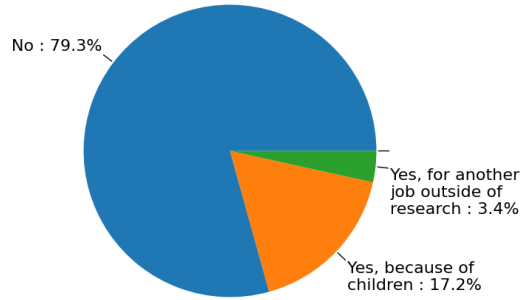


What percentage of your time, on average, do you spend working in these different areas?

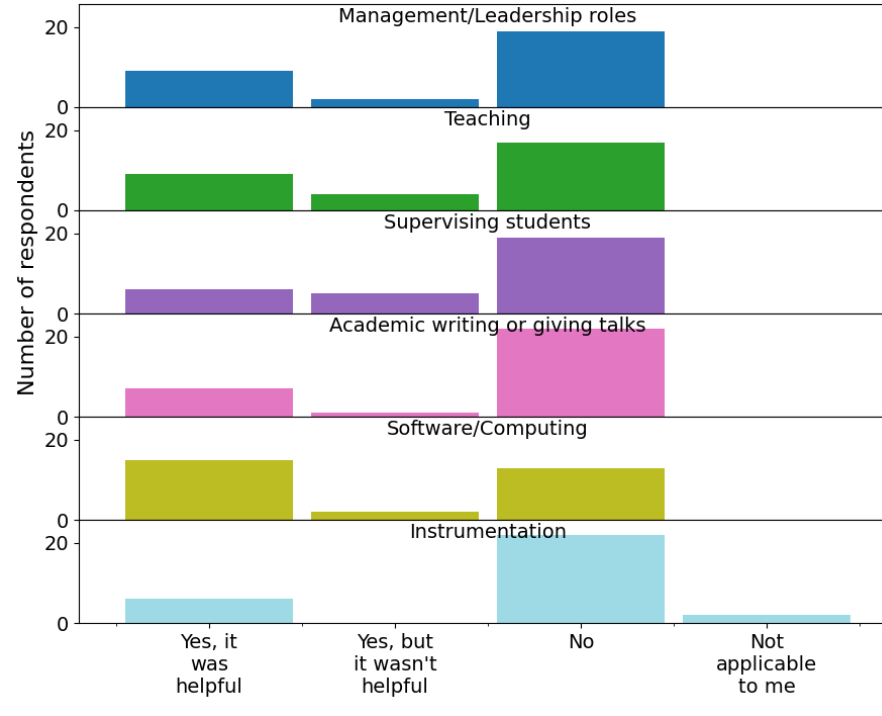


MORE

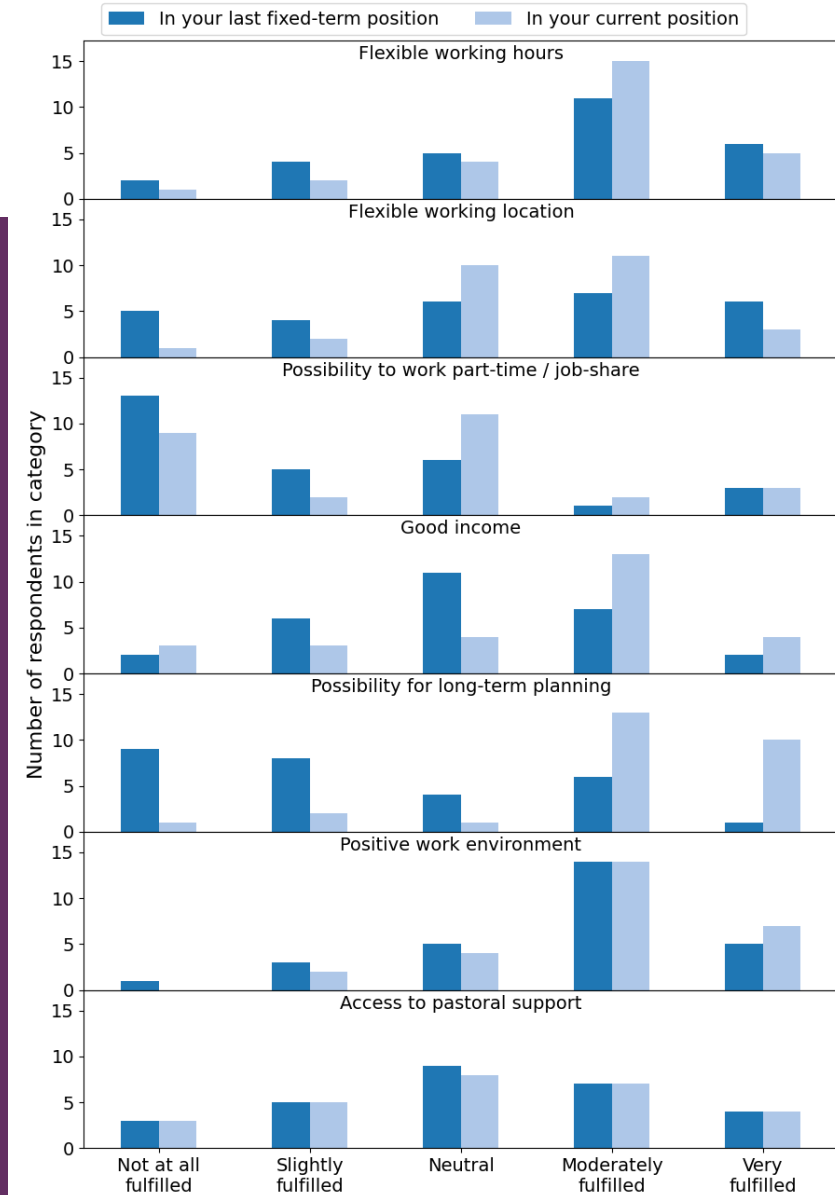
In your career, have you ever taken a break for longer than 3 months? (29 answers)



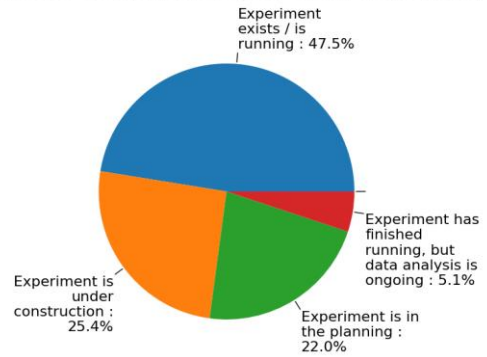
Have you had any formal training for these items, before getting a permanent position?



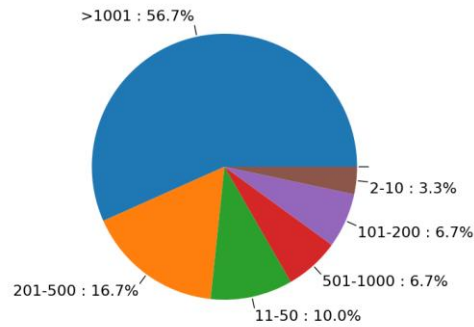
To what extent are these aspects fulfilled?



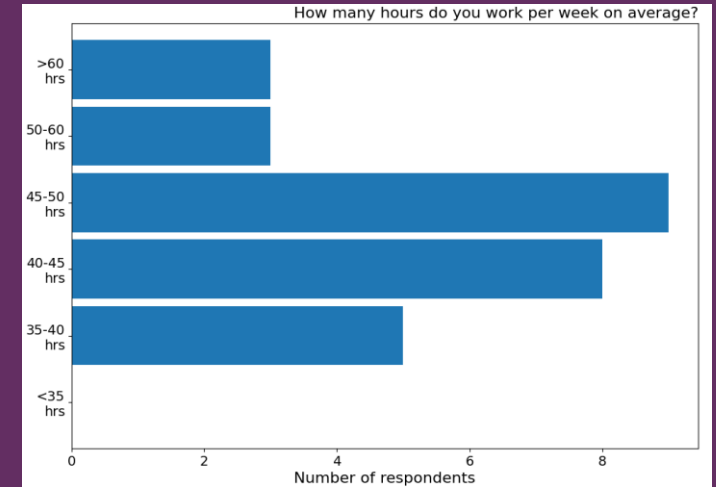
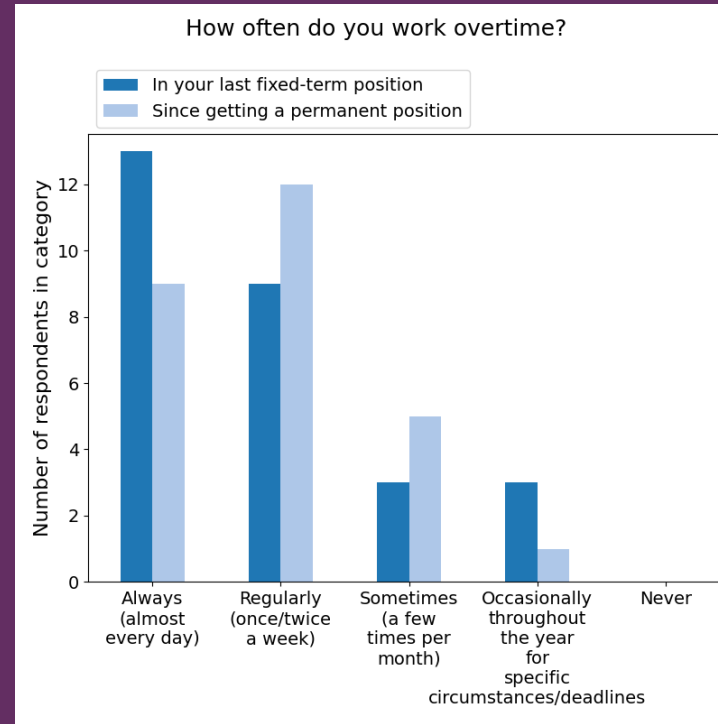
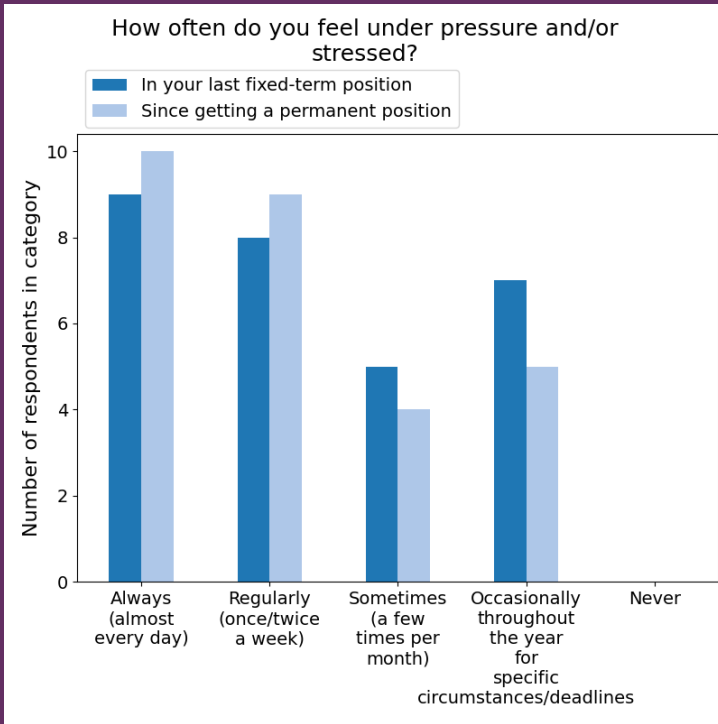
In which stage are any experiments you are working on? (59 answers)



How many people are in your collaboration? (30 answers)

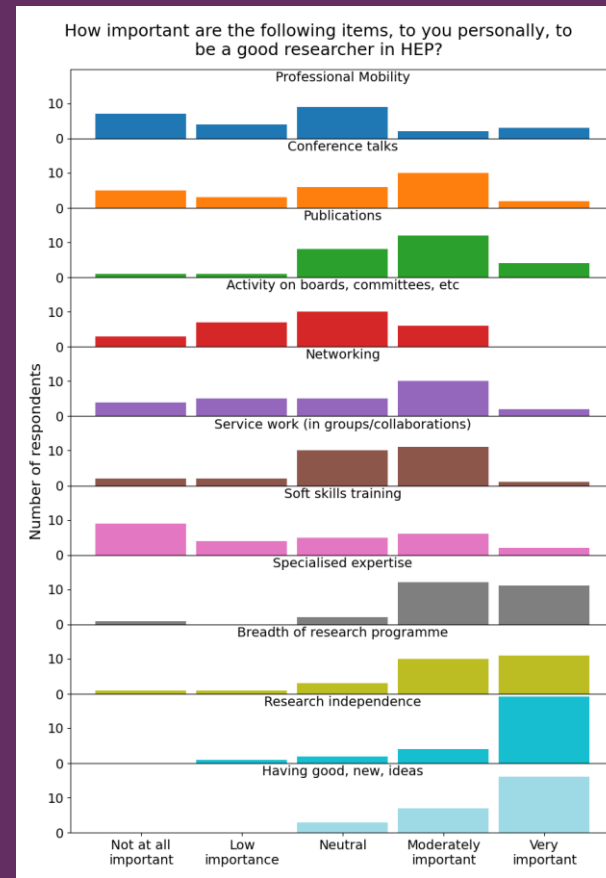
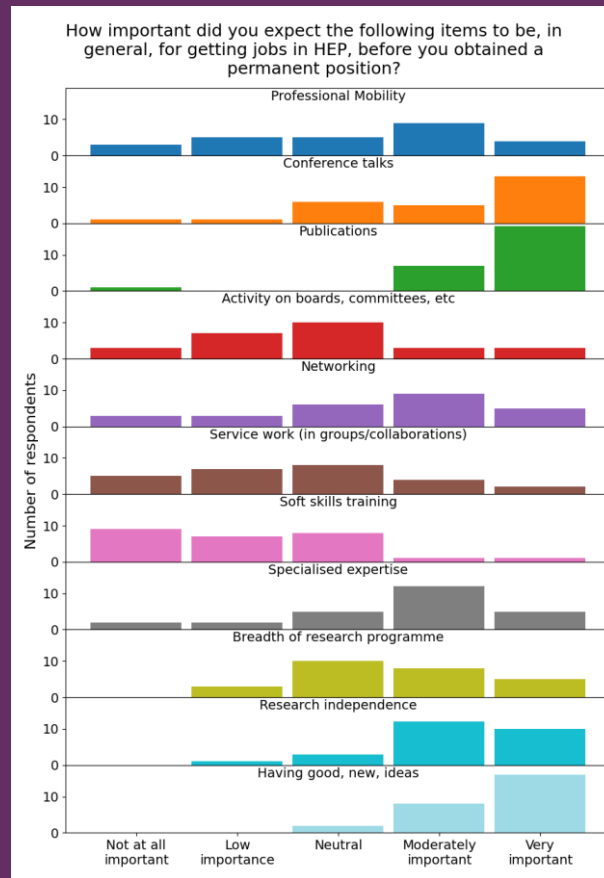
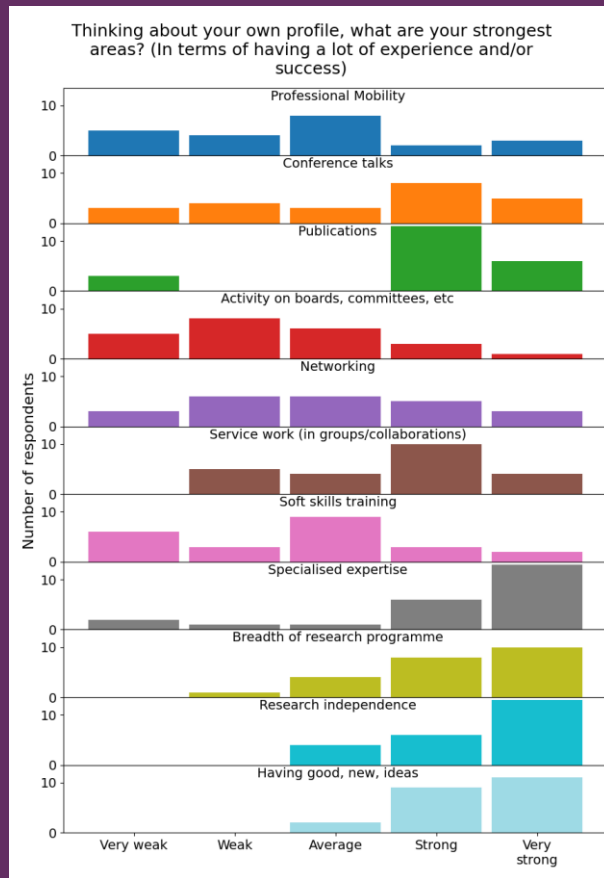
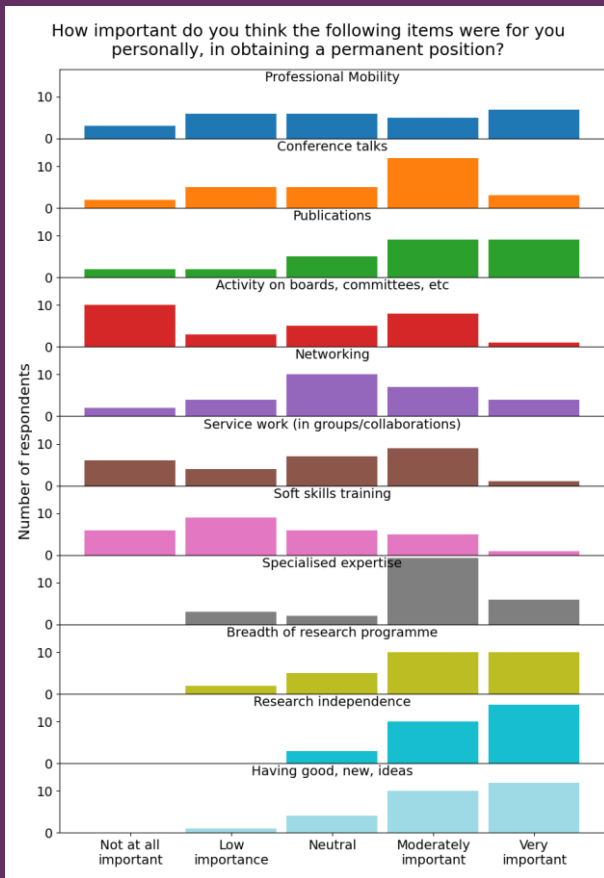


DAY-TO-DAY



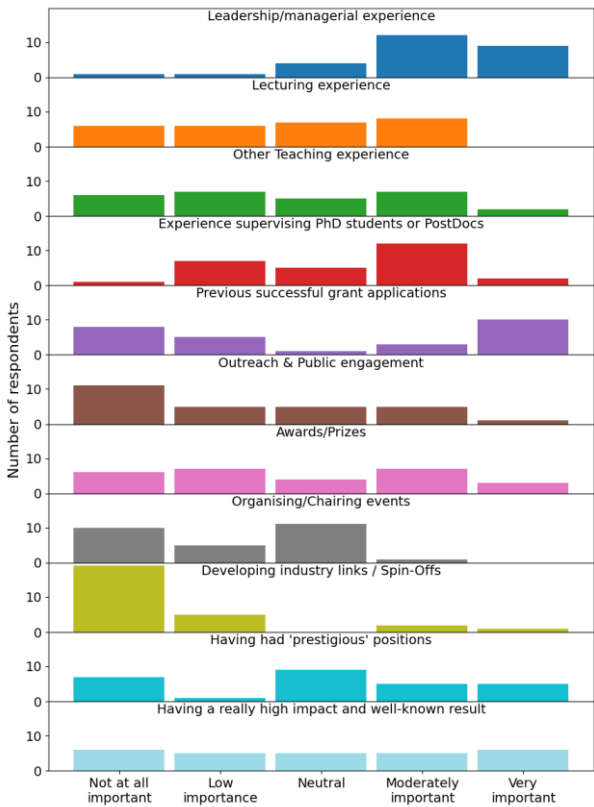
96% seriously considered leaving academia (out of 26)

PERSPECTIVES ON IMPORTANCE /1

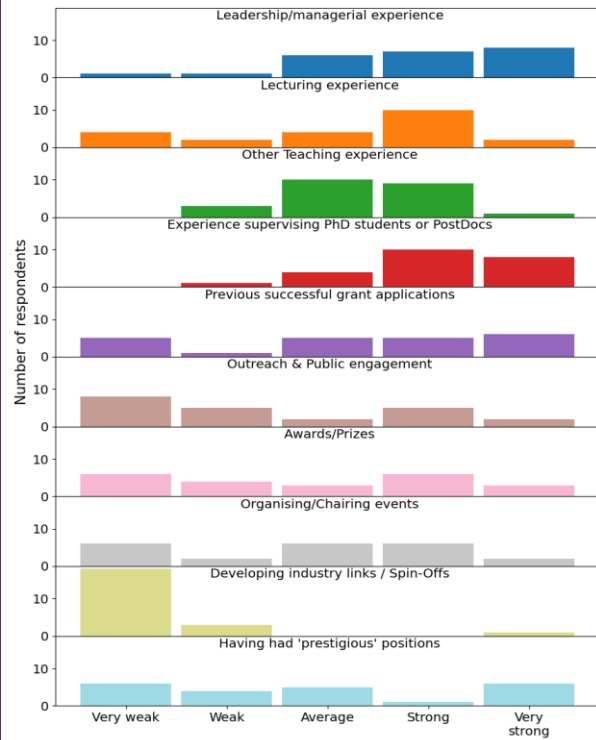


PERSPECTIVES ON IMPORTANCE /2

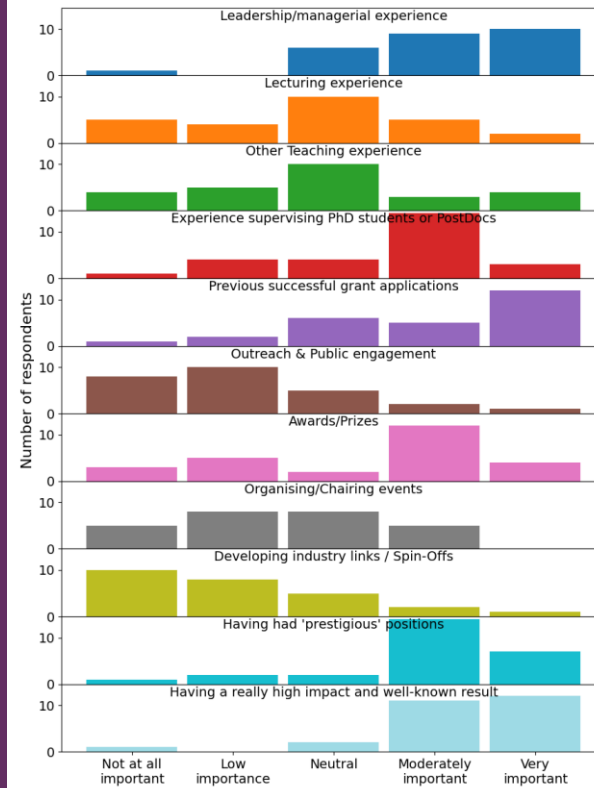
How important do you think the following items were for you personally, in obtaining a permanent position?



Thinking about your own profile, what are your strongest areas? (In terms of having a lot of experience and/or success)



How important did you expect the following items to be, in general, for getting jobs in HEP, before you obtained a permanent position?



How important are the following items, to you personally, to be a good researcher in HEP?

