

# Report of Ad-hoc group on HEP Demographics

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# Issues?

- Number and quality of students entering field
- Attrition of students and postdocs
- Changes in these patterns in recent years

# Is there a problem?

- Committee members differ in perspective on this
- Attrition is not new –is it different now?
- What external factors influence retention?
- Does the field treat young people well?
- Can anything be changed?

# What does data tell us?

- PDG survey info collected for 8 years
- 4 years of data reviewed
- Difficult to track individuals through job transitions
- Large uncertainty in attrition numbers

## Study of 1998-Departed List by Individual Category

<b>Category</b>	<b>Total Departed</b>	<b>Traced</b>	<b>Incorrect etc</b>	<b>Maximum Departed</b>
<b>Graduate Students</b>	<b>280</b>	<b>49</b>	<b>11</b>	<b>220</b>
<b>Postdocs or Fixed-term Researchers</b>	<b>242</b>	<b>32</b>	<b>6</b>	<b>204</b>
<b>Untenured Open-term Researchers</b>	<b>35</b>	<b>7</b>	<b>1</b>	<b>27</b>
<b>Untenured Faculty</b>	<b>13</b>	<b>2</b>		<b>11</b>
<b>Total 1998-D</b>	<b>645</b>	<b>109</b>	<b>18</b>	<b>518</b>

**Total Number of HepFolks ~3600**

## Study of 1998-Departed List by Each Sub-category [by Florencia]

<b>Category</b>	<b>Total</b>	<b>Left HEP</b>	<b>Left without Publication</b>	<b>HEP non-US</b>	<b>Stay In US HEP</b>	<b>Don't Know</b>	<b>Maximum Departed</b>
<b>Graduate Students</b>	<b>280</b>	<b>100</b>	<b>46</b>		<b>60</b>		
<b>Postdocs or Fixed-term Researchers</b>	<b>242</b>	<b>73</b>	<b>20</b>		<b>49</b>		
<b>Untenured Open-term Researchers</b>	<b>35</b>	<b>18</b>	<b>5</b>		<b>5</b>		
<b>Untenured Faculty</b>	<b>13</b>	<b>4</b>	<b>1</b>		<b>4</b>		
<b>Unknown</b>	<b>42</b>	<b>14</b>	<b>7</b>		<b>10</b>		
<b>Total 1998D</b>	<b>645</b>	<b>224</b>	<b>82</b>	<b>78</b>	<b>139</b>	<b>119</b>	<b>224+119+82 = 425</b>

## Study of 2002 Data by Individual Category

<b>Category</b>	<b>Total New (from Census)</b>	<b>Traced</b>	<b>Maximum New</b>
<b>Graduate Students</b>	<b>276</b>	<b>7</b>	<b>261</b>
<b>Postdocs or Fixed-term Researchers</b>	<b>228</b>	<b>47</b>	<b>176</b>
<b>Untenured Open- term Researchers</b>	<b>69</b>	<b>19</b>	<b>39</b>
<b>Untenured Faculty</b>	<b>28</b>	<b>7</b>	<b>18</b>
<b>Total 2002-D</b>	<b>643</b>	<b>91</b>	<b>515</b>

# What next?

- No conclusions possible from data so far
- Survey is valuable
- Data should be analyzed each year
- Some small changes in survey could facilitate tracking of individuals

# Recommended changes to survey

- More info on departures and new hires
- Fields for prior position and new position
- Include info on prior or next institution
- Add only thesis-level students

# General Recommendations

- Continue survey; support its costs
  - Reinforce requirement to complete survey
  - Annual effort to analyze data needed
  - HEPAP take ownership of data analysis
  - Goal is ongoing accurate demography
- (Ad-hoc group is ready to continue to work )