

Postdoc Accord in High Energy Theory

The theory community has since 2007 agreed to not make postdoc offers with a response deadline before **Jan 7th**. This **protects early career scientists** from being pressured to make decisions before knowing all their options.

The Jan 7th date however means that the market converges **during the holiday season for many candidates**

Issues

- Challenging for postdocs to reach senior colleagues for advice
- Work/life balance challenge & avoidable stress during holidays
- Challenging to reach HR to confirm important offer details and to have thoughtful discussions with colleagues -> decisions with incomplete information
- Strongly incompatible with deadlines for astroparticle positions
- **Any proposed change *cannot* jeopardize the concept of a joint deadline**
→ **very broad community consensus is needed!**

Progress so far

- Reached out to relevant (multidisciplinary) fellowships
- 700+ colleagues (65% faculty/35% junior) worldwide & across most areas in HET responded
→ **overwhelmingly supportive, *provided that a new community consensus can be reached***

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Paddy Fox (FNAL)
Roni Harnik (FNAL)
Cindy Keeler (ASU)
Simon Knapen (LBNL)
Mariangela Lisanti (Princeton)
Lina Necib (MIT)
Tien-Tien Yu (UOregon)

Postdoc Accord in High Energy Theory

Proposed action plan & timeline (from May P5 Townhall)

1. Informally collect input from individuals (ongoing) **DONE**
2. Launch **community wide survey** **DONE**
3. If supported by survey results, **draft an updated agreement** **on-going**
4. **Circulate draft agreement** for comments and hold virtual town hall **on-going**
5. **Collect signatures** on behalf of institutions **to-do**

Website (includes FAQs)

<https://het-postdoc-agreement.github.io/information>

Want to get in touch?

het.postdoc.deadline@gmail.com

The Postdoc Accord in Theoretical High Energy Physics

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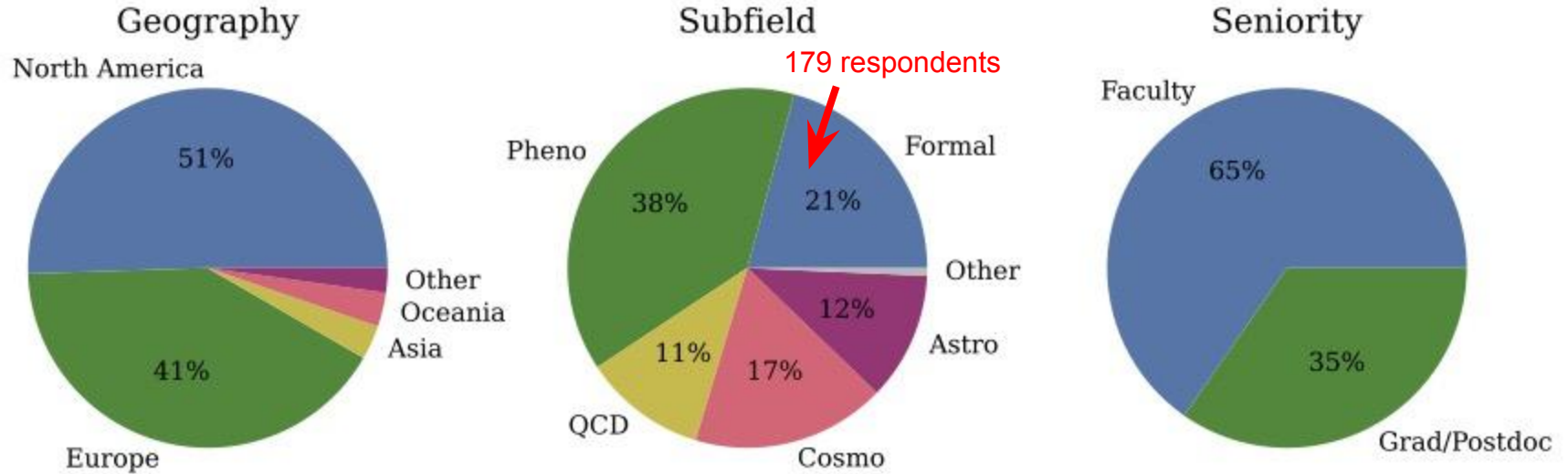
E-mail: het.postdoc.deadline@gmail.com

ABSTRACT: We present the results of a survey meant to assess the opinion of the high-energy physics theory (HET) community on the January 7th postdoc acceptance deadline—specifically, whether there is a preference to shift the deadline to later in January or February. This survey, which served for information-gathering purpose only, is part of a community conversation on the optimal timing of an acceptance deadline and whether the community would be better served by a later date. In addition, we present an analysis of data from the postdoc Rumor Mill, which gives a picture of the current hiring landscape in the field. We emphasize the importance of preserving a universal deadline, and the current results of our survey show broad support for a shift to a later date. A link to the survey, frequently asked questions, a running list of supporters, and next steps can be found [here](#).

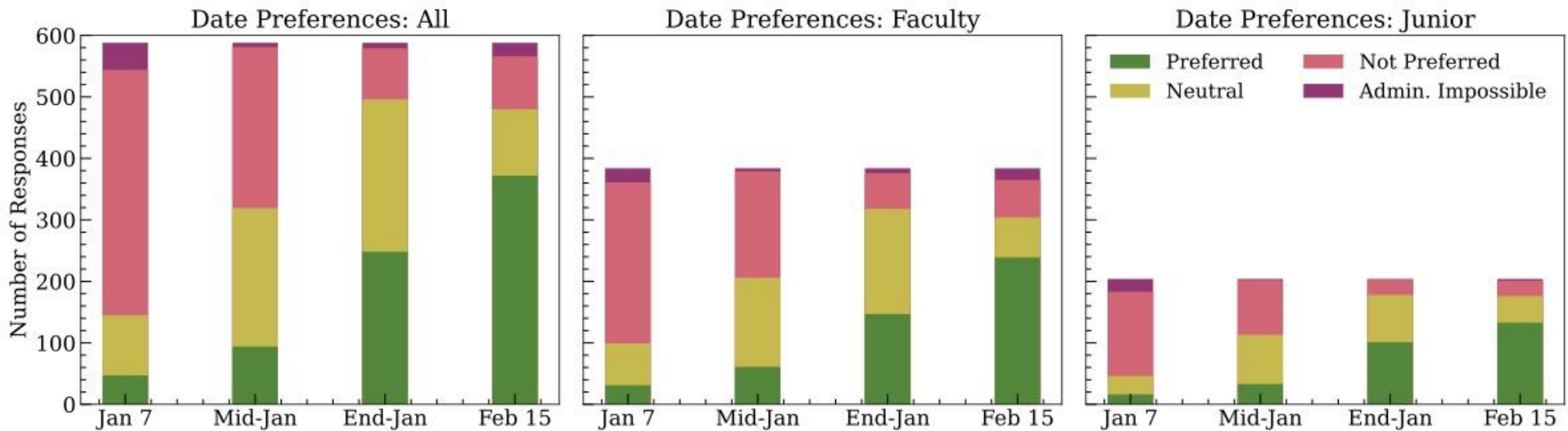
<https://arxiv.org/pdf/2307.02683.pdf>

arXiv:2307.02683v1 [hep-ph] 5 Jul 2023

Results of the survey (588 respondents)

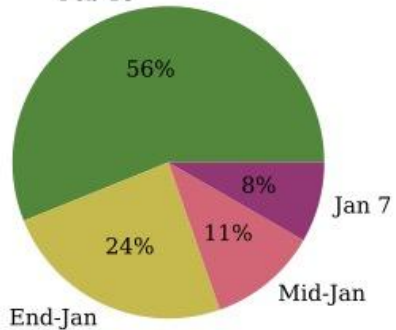


Results of the survey



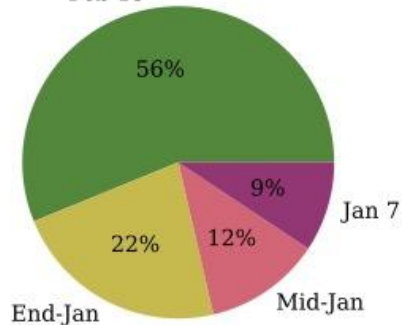
First Choice: All

Feb 15



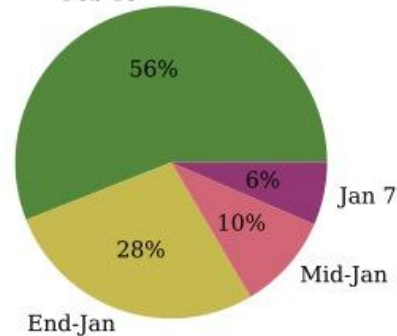
First Choice: Faculty

Feb 15



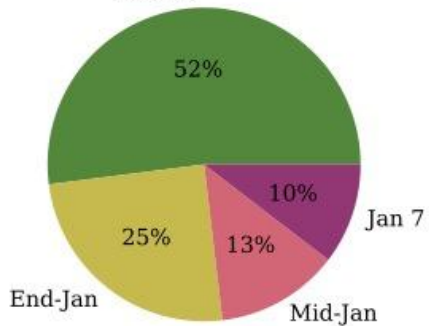
First Choice: Junior

Feb 15



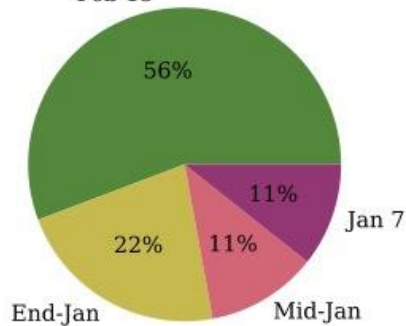
Formal, All

Feb 15



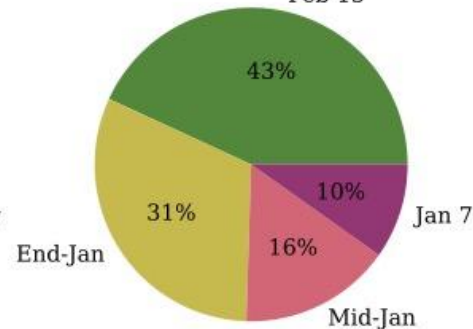
Formal, Faculty

Feb 15



Formal, Junior

Feb 15



Next Steps

Website

<https://het-postdoc-accord.github.io/information/>

New February 15th Accord *First Draft*

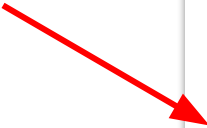
Since 2007, the high-energy physics theory community has adopted an **agreement** in which institutions have pledged to set a common postdoc acceptance deadline. This agreement has been critical for establishing a standard of equity and fairness in hiring and recruiting practices, allowing several generations of postdocs to make life and career decisions with the maximum amount of information at their disposal.

Any fixed date for a common deadline is a compromise between advantages and disadvantages. A broadly distributed survey, reported **in this arXiv submission**, shows that the community now favors a substantially later date than previously agreed upon. This document therefore amends the original agreement, changing the common acceptance deadline from January 7th to February 15th. Please consider this change and vote affirmatively by sending an email to `het.postdoc.deadline [at] gmail [dot] com` with the name of your institution and representative. No reply will be considered a negative vote.

Signatories of this accord hereby agree to the following:

1. The signatory, on behalf of their research group, agrees to make no postdoctoral offer whose deadline for acceptance is earlier than **February 15th** for a position which starts later that calendar year.
2. The accord will be signed by
thereof, on behalf of the rese

Will contain suitable ratification threshold, to ensure community unity. (details under discussion)



Want to get in touch?
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Accord will open for signatories on or around Aug 1, 2023