

# Hiring practices 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 into making 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
- So far reached out to 90+ colleagues in the US and beyond across most areas in HET  
→ **overwhelmingly supportive, *provided that a new community consensus can be reached***

We welcome additional organizers, especially from hep-th, QCD and/or other continents!



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## Proposed action plan & timeline

1. Informally collect input from individuals (ongoing)
2. Launch **community wide survey** (yesterday - May 19th)  
100+ reponses already!
3. If supported by survey results, **draft an updated agreement** (May 19th - early June)
4. **Circulate draft agreement** for comments and hold virtual town hall (Throughout June)
5. **Collect signatures** on behalf of institutions (July - Sept)

## Survey

welcoming input from all career levels!

<https://docs.google.com/forms/d/e/1FAIpQLSfWIRgk3wr16wN955uw3qpINBx4UEUpCGaqhF7NmophLlbGeg/viewform>



Want to get in touch?  
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## Comment on faculty hiring

- Anecdotal evidence that some institutions enforce extremely tight deadlines for accepting faculty offers and/or ask commitments from candidates before an offer is extended
- While this probably cannot be policed, we propose to as a community draft some “best practices” to encourage fair hiring practices.

## FAQ

living document with frequently asked questions

[https://docs.google.com/document/d/17o2i23i2sTIsR-e8-M\\_m42-n8x3hCVEzhermtRTO6Fg/edit?usp=sharing](https://docs.google.com/document/d/17o2i23i2sTIsR-e8-M_m42-n8x3hCVEzhermtRTO6Fg/edit?usp=sharing)



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