

Policy on Peoples Fellows Appointments

1. Purpose

To enhance Fermilab's capabilities in accelerator science and related technologies, and to train and develop outstanding accelerator scientists, the Peoples Fellowship was created, with the goal of attracting the best early career accelerator scientists.

The Fellowship is named after John Peoples⁽¹⁾, who provides a role model for level of impact that an experimental physicist can exert on the laboratory program by taking up the cause of accelerator physics. John's career encompassed both experimental high energy physics and accelerator physics, leading to a succession of leadership positions within Fermilab, including Research Division Head, Tevatron I Project Manager, Accelerator Division Deputy Head, and Laboratory and Emeritus Laboratory Director.

This policy covers all aspects of Peoples Fellowship Program at Fermilab.

2. Scope

This policy covers all aspects of Peoples Fellows appointments for scientific staff at Fermilab.

The Fermilab Peoples Fellowship Committee is described in a separate procedure.⁽²⁾

3. Applicability

This policy applies to all Fermilab Peoples Fellows. This policy is intended to supplement applicable WDRS policies and procedures, and the Fermilab Scientific Appointments policy. To the extent these policies conflict with other WDRS policies, these policies will govern; otherwise, all the WDRS policies remain in full force and effect.⁽³⁾

4. Effective date

This policy goes into effect on June 1, 2017.

5. Policy

The Peoples Fellows program seeks out entry-level accelerator physicists and specialists in accelerator technologies, as well as high energy physics post-doctoral researchers who wish to embark on a new career in accelerator physics or technology. Peoples Fellows have wide latitude in developing and selecting self-directed research activities, and are provided with significant research support. The positions are devoted entirely to research.

Fermilab seeks Peoples Fellows candidates with outstanding credentials who have the potential to be leaders of the field. It is the policy of Fermilab to pursue its scientific goals with an emphasis

on equal employment opportunity and a special dedication to human rights, diversity, and dignity. Fermilab welcomes and values a diverse and inclusive workforce.

Recipients of a Peoples Fellowship receive a term appointment as an Associate Scientist. The initial appointment is typically for three (3) years. Appointments may be renewed for a maximum of six (6) years in this job classification. This position is roughly equivalent to the position of an Assistant Professor, and is usually the initial appointment in the scientist track. These appointments are made by the Director.

Candidates must *either*:

Have received within the prior three years a Ph.D. in accelerator physics or accelerator-related technology. Post-doctoral experience is not required.

or

Have received within the prior five years a Ph.D. in high energy physics or a related field. Candidates are normally expected to have at least three years of post-doctoral experience in high energy physics or a related field.

A Peoples Fellowship Committee is appointed by the Fermilab Director to search for highly qualified applicants, and to make recommendations to the Director. The Committee is described in detail in a separate procedure [here](#). Applicants are expected to propose a scope of research activities aligned with Fermilab mission. The Committee will conduct a search on an annual basis, if laboratory funding allows. The search process is as described in the [Scientific search and hiring procedure](#). In general, the selection Committee is expected to search for and recommend for hire one candidate per year over a running five-year period. However, if multiple highly qualified candidates are identified for the same application cycle, the Committee has flexibility in recommending the award of two fellowships.

The first year of the term is funded by the Directorate. This provides an opportunity for Fellows to explore projects and programs in different areas of the laboratory, continue training in accelerator science, and determine the research goals they wish to pursue. The candidates may request research funding, or pursue an LDRD, depending on the scope of proposed work. Starting with the second year of the term, the fellowship funding and resources in support of the Fellow's proposed scope of work is borne by the host Division. The host Division for Peoples Fellows is normally the Accelerator or Technical Division (AD and TD).

6. Definitions

WDRS: Workforce Development and Resources Section (<http://hr.fnal.gov/section/>)

AD: Accelerator Division (<http://www-ad.fnal.gov/>)

TD: Technical Division (<http://td.fnal.gov/>)

7. Responsibilities

The [Fermilab Director](#) is responsible for ensuring lab wide compliance with this policy.

8. Owner

The Chief Accelerator Officer and Chief Technology Officer are responsible for reviewing and updating this policy.

9. Review cycle

This policy is to be reviewed every two years after issuance.

References

- (1) http://www.fnal.gov/pub/forphysicists/fellowships/john_peoples/index.html
- (2) <http://directorate-docdb.fnal.gov/cgi-bin/RetrieveFile?docid=162>
- (3) http://directorate-docdb.fnal.gov/cgi-bin/RetrieveFile?docid=11&filename=fermilab_scientific_search.htm
http://directorate-docdb.fnal.gov/cgi-bin/RetrieveFile?docid=12&filename=fermilab_scientific_fcsa.htm
http://directorate-docdb.fnal.gov/cgi-bin/RetrieveFile?docid=13&filename=fermilab_scientific_promotions.htm

Revision History

Author	Description of Change	Revision No. & Date
Sergei Nagaitsev	Original released and approved policy	Revision 001 November 2016