

# MI-HQPAC

McDonald Institute  
Highly Qualified Personnel  
Advisory Committee



[mcdonaldinstitute.ca/hqpac](https://mcdonaldinstitute.ca/hqpac)

# MI-HQPAC

McDonald Institute **Highly Qualified Personnel** Advisory Committee

**Who is HQP?** All Graduate students, PhD Students, Postdocs, PDFs, and early career engineers, technicians, and researchers working in or studying astroparticle and related physics, or in cross/interdisciplinary research involving astroparticle and related physics.

\*and extra keen undergrads!



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# MI-HQPAC

McDonald Institute **Highly Qualified Personnel** Advisory Committee

- Meets monthly to develop ideas and initiatives
- Hosts monthly virtual community open discussions to talk about areas of improvement for the HQP Community
- Has a **budget** to make things happen
- Advises the McDonald Institute on improvements for the HQP Community
- Is a great way to connect and practice community leadership!

**The Committee welcomes you to their next open discussion!**



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# MI-HQPAC

McDonald Institute **Highly Qualified Personnel** Advisory Committee

Inaugural committee formed in 2021

New committee formed in 2021-22

No committee in 2022-23

**Current committee for 2023-24**

Will be looking for new committee members for 2024-25



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# MI-HQPAC

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## Past Initiatives:

- MINTERACT - virtual 1-1 mentoring
- Astroparticle Physics Summer Student Workshop - Now organized independently of HQPAC.
- HQP Art Contest
- HQP Community Discord
- HQP Opportunities collection
- Several recommendations to McDonald Institute for Professional Development topics.



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# For the Community

## Goals:

- 1) Strengthening the Canadian particle-astro community
  - HQP are a unique part of the community with experiences, concerns & solutions in common
  - Increased connectivity generates a wealth of positive outcomes
- 2) Increased awareness of the HQPAC as a resource & encourage participation
  - Network of people across institutes for better representation & points of contact
  - Additional support (people!) needed to launch proposed projects

# HQPAC Projects

Newsletter / resource page

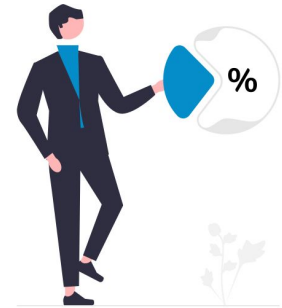
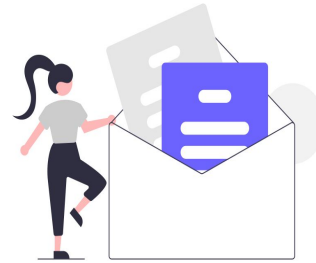
Mental health survey

In-person committee meetings

2024-25 committee budget  
projections

In-person / online social events

MInteract +

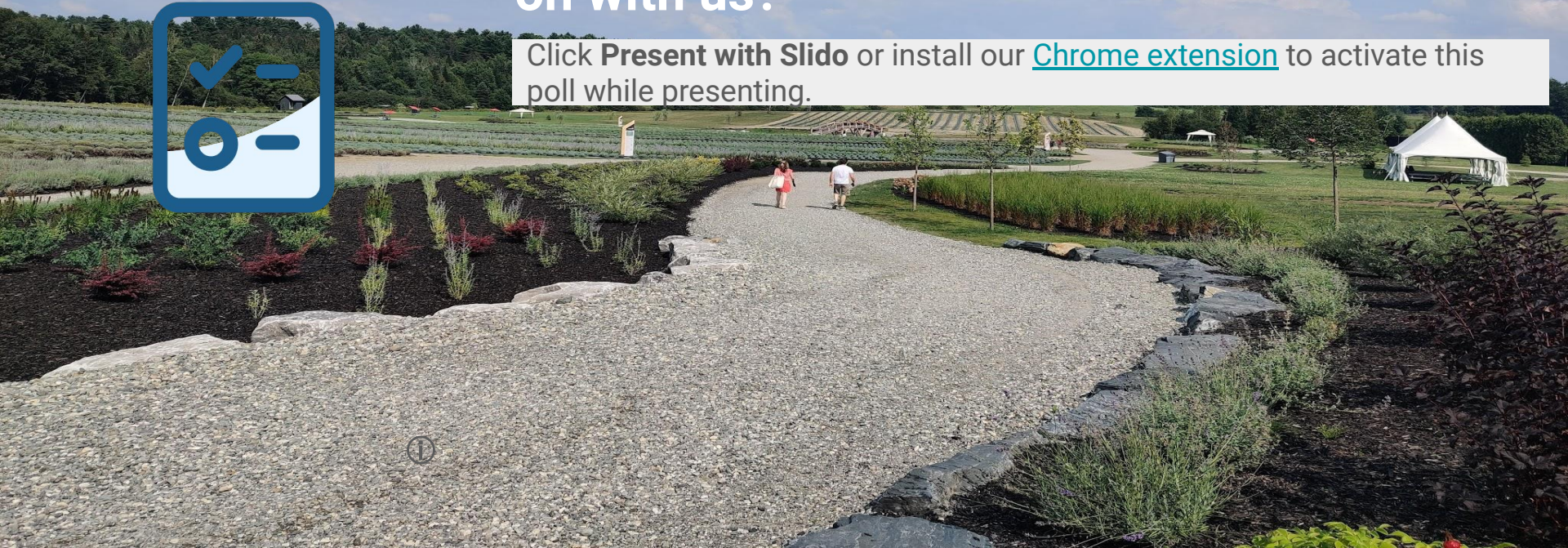




slido

Which of the following projects would you like to endorse / are interested in working on with us?

Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.






slido



**What other projects would you like to see the committee pursue / would like to work with support from this committee?**

 Click **Present with Slido** or install our [Chrome extension](#) to activate this poll while presenting.

# Recommendations to McDonald Institute



Observation: Lack of professional development outside of Queen's

Our hope: Help the broader HQP community develop professional skills

Our proposal: More professional development that focuses on in-demand skill development

# Recommendations to McDonald Institute



Observation: The broader MI community doesn't necessarily know they belong to this community. And those that do, don't know who else is in it.

Our hope: Increase MI national connectivity

Proposal: Increase in-person networking opportunities



# Recommendations to McDonald Institute

Observation: HQP dedicate a lot of time to equity issues, and outreach efforts, that can take away from progressing through their studies / doing other professional development



Our hope: Facilitate HQP skill development

Our proposal: Outreach honorarium to supervisor so HQP can attend professional development.

# Recommendations to McDonald Institute



Observation: NSERC awards increased and cost of living increasing

Our hope: Financial support of HQP for an improved standard of living

Our proposal: Increase the number and amount of HQP pooled resources, pooled ticket

## **Suggestions for HQPAC:**

HQPAC newsletter?

How can we provide something more regular to the community? Maintain a presence. Job listings, funding calls, conferences, link to the next open meeting.

Share link to resource page

Increased SNOLAB engagement with HQP



# HQPAC Survey: Where should our priorities be?

HQP Community Response (so far):

1. Professional Development
2. Mental Health
3. Research Community Events

(from 19 responses)



<https://l.ead.me/hqp-survey>