



MSIs vs. Research Institutions and APS vs. NSBP

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MSIs vs. Research Institutions

- **MSI: Minority Serving Institutions**
 - Historically Black Colleges and Universities
 - Hispanic Serving Institutions
 - Tribal Colleges
 - ...
 - Funding to conduct research: few \$100k to few \$10M
- **Research Institutions**
 - >20 PhDs/year
 - Funding to conduct research: few \$10M to few \$100M

	MSIs	R1	Comments
Research	Semi-priority	Priority	Faculty: research productivity?
Students	Priority	Semi-priority	Experiments/papers (ex: Quinton, UG)
Faculty & DEIB	Majority care	Few care	Sustainability?



APS vs. NSBP

- Professional organizations
 - APS: American Physical Society
 - NSBP: National Society of Black Physicists
- Feedback from participants
 - High school student: “you are not as free at APS, you know what I mean?”
 - Postdoc: “people come and talk to you at NSBP; it is more relaxed”
 - Faculty: “now I know what you all meant when talking about being inclusive”
- Conferences & role models
 - APS/DNP & APS/April: main ones to get recognized by peers
 - Others: CAARI, IPAC, QCD ... → sub-field dependent
 - NSBP, SACNAS ... → at the bottom!



Personal Remarks

- Why our institution?
 - Students & faculty should feel like they are at home!
 - Education should be rigorous but human component must be present!
- Visit other institutions/organizations
 - Understand our customers is critical to enable sustainable programs
- What else can we do?
 - Parents → understand our customers
 - » Need to involve the communities and educate
 - Students → provide what they need
 - » “Joint” programs with pre-college: summer and year-round
 - Team work to provide other opportunities across labs and universities
 - » Physics minors and cross-disciplines
 - basic & applied & dual (STEAM, history, etc.)
 - Faculty & Institutions → sustainability
 - » Cannot always rely on a very few
 - » Integrate MSI faculty (and their students) in current/future projects
 - Capitalize on MSI expertise

