

Goal #5: Workforce Development

Develop a diverse, globally-engaged science workforce by catalyzing a higher level of international engagement by NANOGrav.

	Year 1	Year 2	Year 3	Year 4	Year 5
Number of graduate student members	12	14	10	12 ⁱ	14
Number of post-doc members	2	7	6	7 ⁱⁱ	8
Number of high school recruitment visits	4	10	12	14	16
Number of high school students participating in NANOGrav-related programs	50	100	200	300	400
Percentage of undergrad and grad students from underrepresented groups	20	25	30	35	40
High school student meeting attendance			Invite PSC/ARCC students from local schools to attend sessions at all NANOGrav meetings	Invite PSC/ARCC students from local schools to attend sessions at all NANOGrav meetings. ⁱⁱⁱ	Invite PSC/ARCC students from local schools to attend sessions at all NANOGrav meetings
Student seminar series			Organize one seminar every two months	Organize one seminar every two months. ^{iv}	Organize one seminar every two months
NANOGrav podcasts			Release six podcasts	Release one podcast per month, and include accompanying worksheets and classroom activities. ^v	Release one podcast per month, and include accompanying worksheets and classroom activities
Educational Videos			Release six Kahn-academy style YouTube videos	Release Kahn-academy style YouTube videos once per month, including activity worksheets	Release Kahn-academy style YouTube videos once per month, including activity worksheets
NANOGrav documentary		Begin discussion of NANOGrav documentary (content, focus, etc) ^{vi}			Release a NANOGrav documentary (or include a NANOGrav focus in PSC documentary)
Educational resources			Solicit ideas from HS teachers for classroom educational resources	Make educational kits and materials available for trial with select group of teachers ^{vii}	Make educational kits and materials available publicly
Professional Meetings			Attend undergraduate/graduate recruitment sessions at winter AAS meetings	Organize NANOGrav displays at winter AAS meetings and at least one other physics/astronomy meeting	Organize NANOGrav displays at at least one international scientific meeting
Promotional materials			Create promotional material (flyers, stickers, etc) for professional meetings	Release a bi-monthly NANOGrav newsletter geared towards professional astronomers ^{viii}	

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Website			Re-organize website to include public/professional sections; add content to both	Record NANOGrav talks when possible and make them available on webpage; create a feature allowing people to find and contact nearby NANOGrav members; include newsletter sign-up ^{ix}	
Colloquia/Professional Talks			6 colloquia, 4 conference, and 6 public talks in total by NANOGrav members		

ⁱ 16 graduate student members.

ⁱⁱ 13 post-doc members.

ⁱⁱⁱ For logistical reasons we were not able to have students visit for the last few meetings, but it is still a goal we would like to have when possible. Since one NANOGrav meeting per year will not take place in Arecibo, this should be changed to "NANOGrav meetings in the continental US".

^{iv} Some NANOGrav students have shown interest in this but we have not been able to schedule a seminar for a while.

^v Future podcasts are planned. We have not yet worked towards developing worksheets for classroom use. This was put on the back burner after some PSC teachers indicated that other projects would be more useful.

^{vi} We have discussed a documentary but are currently pursuing other projects. The Pulsar Search Collaboratory documentary will mention some NANOGrav science.

^{vii} We have several graduate students beginning work on this.

^{viii} A NANOGrav member is working on a template and we are promoting a listserv for the newsletters.

^{ix} Not many talks have been recorded so far. We have added a feature on the new webpage that allows people to locate NANOGrav institutions via a Google map. See above for information on the newsletter.