

Date: September 17, 2021

Name of committee: Early Career Researcher Initiative

Name of committee Co-chairs: Dr. Ruth Huttenhain and Dr. Mathieu Lavallée-Adam

Names of committee members; include new members and members that rotated off this year:

Ruth Huttenhain (*Co-Chair*, USA), Mathieu Lavallée-Adam (*Co-Chair*, Canada), Justyna Fert-Bober (USA), Emily Hashimoto-Roth (Canada), Alexander Hoglebe (USA), Andreas Hober (Sweden), Blandine Chazarin (USA), Christian Moritz (*New Member*, France), Dongxue Wang (*New Member*, China), Ferdinando Cerciello (Italy), Florian Wiesenhofer (Austria), Giuseppe Palmisano (Brazil), Jessica Brandi (*New Member*, Italy), Maike Langini (UK), Maurine Fucito (*New Member*, Denmark), Mio Iwasaki (*New Member*, Japan), Omar Mendoza Porras (*New Member*, Australia), Rob Rivers (USA)

Committee objectives:

To be a HUPO platform for early career proteomics researchers with the following goals:

- Promote integration and networking opportunities for early career researchers within the HUPO community and with members of different career stages.
- Provide scientific visibility and research opportunities for early career researchers.
- Provide career development activities for early career researchers in proteomics to improve their competitiveness on the job market.
- Improve Equity, Diversity and Inclusion (EDI) within the field of proteomics by integrating EDI principles in all ECR activities.
- To disseminate HUPO's activities, mission and vision among the global community of early career researchers.

Summary of recent accomplishments, current activities, tasks:

The ECR Initiative has had a very successful year expanding its activities beyond the HUPO World Congress for the first time and significantly growing its membership, while significantly expanding on its recurrent activities at the World Congress.

- Expanded the initiative's membership with members from Asia and Oceania to improve representation across the globe.
- Elected two new co-chairs (a woman and a man, to ensure equal gender representation).
- Reorganized the roles of the co-chairs, such that one co-chair sits on the HUPO Conference Organizing Committee and the other on the HUPO Executive Committee. Co-chair elections and mandates have also been formalized.
- Based on the success of the Mentoring sessions at HUPO 2020 Connect, the ECR Initiative created an ECR Online Panel and Seminar Series to provide career development activities all year round to ECRs. The first panel was attended by over 45 people.
- ECR members co-chaired all sessions of the HUPO 2020 pre-congress and some of the sessions of the main congress at HUPO Connect 2020.
- Sent an ECR Initiative member to sit on the new HUPO Marketing and Outreach Committee (MOC), Emily Hashimoto-Roth, and supported the committee's initiatives.
- Organized the ECR Manuscript competition for HUPO Connect 2020: 12 applications received; 3 finalists selected by senior HUPO members. Jury composed by Drs. Ana Varela Coelho, Anthony Purcell, Ben Collins, Concha Gil Garcia, Henning Hermjakob, Lydie Lane, Rebekah Gundry, Sanjeeva Srivastava, Si Wu, Stephen Pennington, Subhra Chakraborty.
- Organized the ECR Ph.D. poster competition for HUPO Connect 2020: 45 submissions received; 8 finalists were selected by ECR initiative members to give a talk at the congress.
- Organized ECR Mentoring sessions at HUPO Connect 2020. These sessions were among the most popular of the congress with 100-150 participants and featured the following mentors:

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Drs. Lisa Jones, Benjamin Garcia, Brandon Ruotolo, Ruth Huttenhain, Justyna Fert-Bober, Bernard Delanghe, James Anson.

- Updated the ECR website.
- Held a committee meeting at least once per month.
- Contributed every month to the HUPOST to publicize ECR activities and contributed regular Twitter posts to disseminate information about ECR events.
- An ECR initiative member (Dr. Fert-Bober; former chair) attended HUPO EC meetings to coordinate efforts of the ECR initiative with the mission of HUPO.

List of activities in progress, milestones, upcoming events

- The 2021 ECR Manuscript Competition received 19 submissions (a 58% increase from last year), out of which 3 finalists were selected by a jury assembled from the HUPO Reconnect 2021 invited speakers: Drs. HoJeong Kwon, Kathryn Lilley, Michael Roehrl, Mike Snyder, Nikolai Slavov, Paola Picotti, Ruedi Aebersold, Tony Purcell, Yoshiya Oda.
- The Ph.D. poster competition has now been expanded to all graduate students and has been renamed the Graduate Poster Competition. 73 submissions were received for the 2021 Graduate Poster Competition (a 62% increase from the previous year). 8 of these will be selected by ECR Initiative members to give a short talk during a dedicated session at HUPO 2021 Reconnect.
- ECR members are co-chairing all sessions of the main congress and pre-congress at HUPO 2021 Reconnect.
- ECR members are generating 'Proteomics 101' videos as promotional material for HUPO Reconnect 2021.
- The ECR Initiative will repeat its successful Mentoring Sessions during the main conference program of HUPO 2021 Reconnect featuring the following topics and speakers: How to get started on writing a manuscript, grant or fellowship (Drs. Rebekah L. Gundry, Yasushi Ishihama, and Molecular Omics representative), Scientific Integrity (Drs. Anne-Claude Gingras, Stephen Pennington, and Suzanne Farley), How to successfully balance a personal life while in academia (Drs. Christine Carapito, Harry Whitwell, and Jennifer Geddes-McAlister).
- The ECR initiative resuscitated the ECR Networking Hour at HUPO 2021 Reconnect to provide more networking opportunities to ECRs that have been isolated during the COVID-19 pandemic.
- Creation of a virtual information booth at HUPO 2021 Reconnect to create a rally point for ECRs to network and learn about ECR Initiative activities within HUPO.
- Continuation of the ECR Online Panel and Seminar Series on a bi-monthly basis, with the next topics being: "Choosing and managing collaborations the do's and don'ts" and "How to start your own lab".
- Continue to contribute to the HUPOST on a monthly basis advertising ECR successes and activities relevant for early career researchers.
- Continue to support the HUPO Marketing and Outreach Committee with an ECR representative sitting on the committee.
- Revise the ECR Initiative membership recruitment policy to ensure a more global representation of its members. ECR regional representatives from geographical regions as defined by HUPO will be formally integrated into the ECR Initiative structure.

Future goals, vision of committee

- Revamping the ECR initiative logo with a competition open to all HUPO members and expanding the ECR dedicated website within the HUPO webpages.

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- Improve diversity within the proteomics community by guiding all ECR activities with EDI principles.
- Provide year-round career development and networking opportunities to ECRs. This is especially important given the lack of in-person activities during the COVID-19 pandemic.
- Continue to enhance the representation of ECR members in all HUPO committees, activities and initiatives.
- Maintain an information booth at future HUPO World Congresses to connect with ECRs and create a rally point for all ECRs. Maintain Mentoring Sessions within the main program of the HUPO World Congress, as well as dedicated sessions for the Manuscript and Graduate Poster competitions.
- Write an article on the challenges faced by ECRs in proteomics and track tentative solutions addressing them.
- Further reach out to the community to better capture its needs in future ECR activities.
- Use new activities, such as the ECR Online Panel and Seminar Series, to generate more revenues for ECR initiatives.

Financial impacts and/or requests (if appropriate):

All ECR activities for the 2020-2021 year are currently fully funded through external sponsorships from *Taylor and Francis* and *Molecular Omics*. The ECR initiative foresees however that expenses will outgrow revenues in 2022 with the expectation of an in-person World Congress. Nevertheless, the new HUPO ECR Online Seminar and Panel series is a great opportunity for the ECR Initiative to attract a new sponsor. For this series, a collaboration with the Young Proteomics Club of EuPA allows the use of their Zoom account at no cost for the time being.

#	Name of activity
1	ECR Manuscript competition awards (\$2,000)
2	Graduate poster competition awards (\$600)
3	Mentoring sessions (no costs in 2021, \$1,000 in 2022)
4	Additional activities such as “ECR happy hour” (no costs in 2021, \$500 in 2022)
5	Support ECR members with HUPO registration costs (\$1,200)
6	ECR logo competition (\$200)
	Total \$ 5,500

Recommendations to the HUPO Council and Executive Committee

- The ECR Initiative thanks the HUPO Council and Executive Committee for their support in all of its activities and their integration in the HUPO World Congress. It enabled the initiative to grow year after year, something that benefits HUPO and the entire field of proteomics.
- The ECR Initiative expects support in the publication of an article about the challenges of ECRs in proteomics.
- The ECR Initiative is aware of financial struggles that some ECRs face to attend the World Congress and would like to see more financial support for such people.
- The ECR Initiative would like to see the continuation of some online activities in the future to maximize its outreach to ECRs around the globe.
- The ECR Initiative understands that a social media strategy has been put in place for all HUPO activities and appreciates those efforts. In the future, ECRs would like to see this strategy evolve into a more flexible approach that would allow for more rapid communications.