

**Date:** October 20, 2022

**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 (*rotated off*; USA), Alexander Hogrebe (*rotated off*; USA), Ferdinando Cerciello (*rotated off*; Switzerland), Florian Wiesenhofer (*rotated off*; Austria), Jessica Brandi (*rotated off*; Italy), Rob Rivers (*rotated off*; USA), Giuseppe Palmisano (*rotated off*; Brazil), Emily Hashimoto-Roth (Canada), Andreas Hober (Sweden), Blandine Chazarin (USA), Christian Moritz (France), Dongxue Wang (China), Maike Langini (UK), Maurine Fucito (Italy), Mio Iwasaki (Japan), Omar Mendoza Porras (Australia), Isabell Bludau (*new member*; Germany), Jessica del Castillo Alferez (*new member*; Netherlands), Fangfei Zhang (*new member*; China), Sri Ramarathinam (*new member*, Australia), Daniel Garama (*new member*, Australia); Charlotte Hutchings (*new member*; United Kingdom); Sayantani Chatterjee (*new member*, USA), Santosh Misal (*new member*, USA), Livia Rosa (*new member*, Brazil), Ireshyn Govender (*new member*, South Africa), Saeed Seyedmohammad (*new member*, 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 early career researchers around the globe.

### **Summary of recent accomplishments, current activities, tasks:**

*The ECR Initiative has had a very successful year revising and expanding the awards it confers and increasing its activities beyond the HUPO World Congress. The committee membership also saw a very healthy turnover of its members who now cover all continents of the globe, while also keeping a good level of continuity in its leadership. This year, the ECR Initiative has once again expanded its operations at the HUPO World Congress.*

- Revised the ECR Initiative membership recruitment policy to ensure a more global representation of its members. As a result, the ECR Initiative has expanded its membership with an additional member from Africa, two new members from Oceania, one from Asia and another from South America to improve representation and diversity across the globe.
- One of the co-chairs sits on the HUPO Conference Organizing Committee (Dr. Huttenhain) to coordinate ECR activities with the conference organizing efforts and the other on the HUPO Executive Committee (Dr. Lavallée-Adam) to coordinate actions of the ECR initiative with the mission of HUPO.
- An ECR Initiative member sits on the HUPO Marketing and Outreach Committee (MOC); Emily Hashimoto-Roth, while ECR member Blandine Chazarin sits on the Education and Training Committee (ETC) to support the committees' initiatives.
- Based on the success of Mentoring sessions at HUPO World Congresses held online, the ECR Initiative continued its ECR Online Panel and Seminar Series to provide career development activities all year round to ECRs. The panels are attended on average by 35 to 45 people. Topics covered this year included: "Choosing and managing collaborations the do's and don'ts" and "How to start your own lab".
- ECRs co-chaired all sessions of HUPO ReConnect 2021, (pre-congress and main congress).
- Organized the ECR Manuscript competition for HUPO ReConnect 2021: 19 applications received (a 58% increase from the previous year); 3 finalists selected by HUPO members. Jury composed by Drs. Kwon, Lilley, Roehrl, Snyder, Slavov, Picotti, Aebersold, Purcell, and Oda.
- Expanded the ECR Ph.D. poster competition to include all graduate students for HUPO ReConnect 2021 and received 73 submissions for the 2021 competition (a 62% increase from the previous year). 8 of these were selected by ECR initiative members to give a talk at the congress.

- Organized ECR Mentoring sessions at HUPO ReConnect 2021. These sessions were among the most popular of the congress with over 250 participants and featured the following mentors: Drs. Geddes-McAlister, Whitwell, Carapito, Gingras, Pennington, Farley, Ishihama, Gundry, and Zhang.
- Launched a new 3-minute thesis competition for Ph.D. Students. This competition will be a fantastic opportunity for 6 Ph.D. students to showcase their communication talents in a dedicated session at the HUPO 2022 World Congress.
- Launched a new award for a Rising Star scientist who had an exceptional impact on the field of proteomics and their community. This impact can take the shape of publications, patents obtained, development of a commercial product, building of an independent research program, establishment of a symposium, workshop, course, or training program, or any other contributions or service to the field of proteomics. 11 nominations were received for this first edition, more than any other HUPO Awards.
- Resuscitated the ECR Networking Hour at HUPO Reconnect 2021 to provide online networking opportunities to ECRs that have been isolated during the COVID-19 pandemic.
- Solidified the ECR Initiative's presence at HUPO Reconnect 2021 by hosting ECRs in a virtual room in the gather.town platform. The room hosted mentors (Drs. Chen, Hao, Vizcaino, Jones, Lilley, Guo, and Wilkins) with whom ECRs could chat about their career paths and receive valuable advice.
- Generated a set of informative short videos from experts about their vision of Proteomics. The series was named 'Proteomics 101' and was used as promotional material for HUPO Reconnect 2021.
- Launched and judged a competition open to all to design the new logo of the HUPO ECR Initiative (featured on top of this report).
- 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.

#### **List of activities in progress, milestones, upcoming events**

- The 2022 ECR Manuscript Competition received 11 submissions, out of which 3 finalists were selected by a jury assembled from the HUPO Council members: Drs. Wilkins, Vizcaino, Schwenk, Purcell, Low, Geddes-McAlister and Gundry. The competition will conclude with oral presentations from the 3 finalists in a keynote session at HUPO 2022, where the winner will be selected.
- The Graduate poster competition has now been expanded to also include postdocs and has been renamed the HUPO 2022 Poster Competition. 169 submissions were received for the 2022 Poster Competition (a 132% increase from the previous year and an increase of 71% for graduate student submissions alone). Around 15 graduate students and 15 postdocs among these submissions will be selected by ECR Initiative members to have their poster presentation evaluated during HUPO 2022.
- ECR members are co-chairing the majority of sessions at HUPO 2022.
- ECR members are generating and collecting a second round of 'Proteomics 101' videos as promotional material for HUPO 2022.
- The ECR Initiative will repeat its successful Mentoring Sessions during the main conference program of HUPO 2022 featuring the following topics and speakers: The Art of Job Hunting (Drs. Garcia, Thaysen-Andersen, Eyers), Imposter Syndrome: What Is It and How Do You Fight It? (Drs. Pineau, Josephs and more), Exploring Non-academic Career Pathways (Drs. Rodriguez, Hunter, Condina).
- The ECR initiative will hold its first in-person networking event (ECR Networking Evening at Aloft, Cancun) at HUPO 2022 to provide in-person networking opportunities to ECRs among themselves and with senior members of the field. This is a much-needed event for ECRs, since many have never been to an in-person HUPO World Congress because of the COVID-19 pandemic.
- For the first time since its creation, the ECR Initiative will have an in-person booth in the exhibitor hall of HUPO 2022 to host ECRs and organize encounters with mentors. The booth will also serve as a rallying point for ECRs to network and learn about ECR Initiative activities within HUPO. The booth will also be maintained in collaboration with the Marketing and Outreach Committee in order to distribute promotional t-shirts to HUPO 2022 attendees.

- HUPO ECR will participate in the HPP day at HUPO 2022 to discuss the involvement of ECRs in the development of the Grand Project.
- Continuation of the ECR Online Panel and Seminar Series on a bi-monthly basis, with the next topics being: Science Communication: Who, how, where and why?
- 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 as well as the Education and Training Committee with ECR representatives sitting on both committees.

**Future goals, vision of committee**

- Revamping the ECR initiative website to inform our community more effectively about ECR activities and how ECRs can get involved in the initiative.
- Developing a catalogue of activities to help ECRs connect with scientists based on scientific affinities and help them identify funding opportunities related to their research. This process will be done in part in collaboration with HPP and in the context of the Grand Project.
- Improve diversity within the proteomics community by guiding all ECR activities with EDI principles.
- Continue to provide year-round career development and networking opportunities to ECRs.
- 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, Poster and 3-minute thesis competitions, an award talk for a Rising Star at the Closing Ceremony and a Networking Event for ECRs to gather.
- Write an article on the challenges faced by ECRs in proteomics and track solutions to address them.
- Further reach out to the community to better capture its needs in future ECR activities.
- Use new activities, such as the ECR Online Seminar Series, to generate revenues for ECR initiatives.

**Financial impacts and/or requests (if appropriate):**

A significant portion of ECR activities for the 2021-2022 year are funded through external sponsorships from *Taylor and Francis* and *Molecular Omics*. The ECR initiative foresees however that expenses will outgrow revenues in 2023 with in-person events resuming and the addition of awards covering a demographic that was underserved. Nevertheless, the new HUPO ECR Online Seminar and Panel series is a great opportunity for the ECR Initiative to attract a new sponsor. Sponsorships will also be sought after for newly established awards.

#	Name of activity
1	<b>ECR Manuscript competition awards (\$2,000)</b>
2	<b>Poster competition awards (\$800)</b>
3	<b>3-Minute thesis award (\$500)</b>
4	<b>Rising Star Award (\$500)</b>
5	<b>ECR Networking Evening (\$1,500 in 2022)</b>
6	<b>Support ECR members with HUPO registration costs (\$1,000)</b>
	<b>Total \$ 6,300</b>

**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
- The ECR Initiative is aware of financial struggles that some ECRs face to attend the World Congress in particular in the context of high inflation 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 welcomes the establishment of a social media strategy that is flexible and allows for rapid communication of information to the community.
- The ECR Initiative encourages all committees within HUPO to engage with HUPO ECRs right at the establishment of a new project so that ECRs have a say in all aspects of HUPO’s activities.