

Date: August 29, 2023

Name of committee: Early Career Researcher Committee

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), Emily Hashimoto-Roth (Canada), Andreas Hober (Sweden), Blandine Chazarin (USA), Christian Moritz (France), Dongxue Wang (China), Maurine Fucito (Italy), Mio Iwasaki (Japan), Omar Mendoza Porras (Australia), Isabell Bludau (Germany), Jessica del Castillo Alferez (Netherlands), Sri Ramarathinam (Australia), Daniel Garama (Australia); Charlotte Hutchings (United Kingdom); Sayantani Chatterjee (USA), Santosh Misal (USA), Livia Rosa (Brazil), Ireshyn Govender (South Africa), Saeed Seyedmohammad (USA), Seanantha Baros-Steyl (*new member*, South Africa), Jong-Seo Kim (*new member*, South Korea), Xiao Liang (*new member*, China), Roshan Aggarwal (*new member*, Canada), Darien Schell (*new member*, South Africa), Maike Langini (*rotated off*, UK), Fangfei Zhang (*rotated off*, China)

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 Committee has had a very successful year revamping its governance structure with the creation of vice-chair positions to train a new leadership and maintaining its newly expanded set of awards it confers and its activities beyond the HUPO World Congress. The committee membership also saw an addition of several members from regions of the globe that were less represented (Africa: 2 new members; Asia: 2 new members). This year, the ECR Committee has increased the level of participation in its activities at the HUPO World Congress.

- Maintained an active ECR membership recruitment policy to ensure a more global representation of its members. As a result, the ECR Committee has expanded its membership with 2 additional members from Africa, 2 new members from Asia to improve representation and diversity across the globe.
- Created new leadership positions to expand the committee activities and train its future leaders. The new positions are Vice-Chair Communications, Vice-Chair Logistics and Vice-Chair Online Activities
- One of the co-chairs (Dr. Huttenhain) and the VC Logistics (Sayantani Chatterjee) sit on the HUPO Conference Organizing Committee 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 Committee 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, the ECR Committee 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 25 to 35 people. Topics covered this year included: "Translating science from benchtop to biotech" and "Exploring non-academic pathways".
- ECRs co-chaired all sessions of HUPO 2022.
- Organized the ECR Manuscript competition for HUPO 2022: 11 applications received; 3 finalists selected by HUPO members. Jury composed by Drs. Anthony Purcell, Jennifer Geddes-McAllister, Jochen Schwenk, Rebekah Gundry, Teck Yew Low, Marc Wilkins, Juan Antonio Vizcaino, and Daniel Kolarich.

- Expanded the ECR Poster competition to include postdocs in addition to graduate students for HUPO 2022 and received 169 submissions for the 2022 competition (a 132% increase from the previous year). 12 postdocs and 12 graduate students were selected by ECR judges to be evaluated on site and 2 runners-up and a winner were determined by judges (Omar Mendoza Porras, Sayantani Chatterjee, Saeed Seyedmohammad, Ljiljana Paša-Tolić, Ben Collins, Sarah Parker, Morten Thaysen-Andersen, Stacy Malaker, Livia Rosa, Jeffrey Johnson, Ruth Hüttenhain, Mathieu Lavallée-Adam).
- Organized ECR Mentoring sessions at HUPO 2022. These sessions were among the most popular of the congress and featured the following mentors: Drs. Ben Garcia, Claire Eysers, Morten Thaysen-Andersen, Charles Pineau, Tracy Josephs, Jenny Van Eyk, Henry Rodriguez, Christie Hunter, Mark Condina, Anjali Seth.
- Organized with HPP a new 3-minute thesis competition for Ph.D. Students. This competition allowed 6 Ph.D. students to showcase their communication talents in a dedicated session at the HUPO 2022 World Congress.
- Awarded a new prize 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. The prize will be given again at HUPO 2023.
- Launched a new sold out ECR Networking Reception at HUPO 2022 to provide online networking opportunities to ECRs that have been isolated during the COVID-19 pandemic. Sponsored by Mass Dynamics.
- Solidified the ECR Initiative's presence at HUPO 2022 by hosting mentors at the HUPO booth. Mentors featured were Drs. Yates III, Chen and Hermjakob with whom ECRs could chat about their career paths and receive valuable advice.
- 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 2023 ECR Manuscript Competition received 19 submissions (an increase of 73%), out of which 3 finalists were selected by a jury assembled from the HUPO Council members: Drs. Zhao, Zarina, Wu, Wollscheid, Wilkins, Vizcaino, Vitek, Teran, Schwenk, Roncada, Purcell, Phiphobmongkol, Pennington, Nogueira, Moritz, Low, Kwon, Kondo, Hoffmann, Guo, Gil, Geddes-McAlister, Garcia, Chen. The competition will conclude with oral presentations from the 3 finalists in a keynote session at HUPO 2023, where the winner will be selected.
- The HUPO 2023 Poster Competition received 238 submissions were received for the 2023 Poster Competition (a 41% increase from the previous year). 15 graduate students and 15 postdocs among these submissions were selected by ECR Committee members to have their poster presentation evaluated during HUPO 2023.
- The 3-Minute thesis competition received 64 submissions (a 1,067% increase due to an easier application process). 12 finalists were selected to present at HUPO 2023 by the following judges: Pineau, Nice, Lilley, Schilling, Lavallée-Adam, Wollscheid, Wong, Huttenhain.
- ECR members are co-chairing the majority of sessions at HUPO 2023.
- The ECR Initiative will repeat its successful Mentoring Sessions during the main conference program of HUPO 2023 featuring the following topics: Geographical differences for academic job applications; AI tools in grant writing applications, research articles, CVs; Promoting your science.
- The ECR Committee in collaboration with the IAB will hold a second networking event at HUPO 2023 at Museum 1 in Busan to provide in-person networking opportunities to ECRs among themselves and with senior members of the field and industry members through a fun scavenger hunt.
- Continuation of the ECR Online Panel and Seminar Series on a bi-monthly basis

- Continue to contribute to the HUPOST on a monthly basis advertising ECR successes and activities relevant for early career researchers.
- Continue to support the HUPU 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 Committee 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 and with the IAB.
- 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 HUPU committees, activities and initiatives.
- Maintain an information booth at future HUPU World Congresses to connect with ECRs and create a rally point for all ECRs. Maintain Mentoring Sessions within the main program of the HUPU 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 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 2022-2023 year are funded through external sponsorships from *Taylor and Francis*, *Molecular Omics*, and *Mass Dynamics*. The ECR Committee foresees however that expenses will outgrow revenues in 2023 to maintain its Rising Star Award that is not sponsored, but the search continues. Nevertheless, the HUPU ECR Online Seminar and Panel series is a great opportunity for the ECR Committee to attract a new sponsor.

#	Name of activity
1	ECR Manuscript competition awards (\$2,000)
2	Poster competition awards (\$950)
3	3-Minute thesis award (\$500)
4	Rising Star Award (\$2000)
5	ECR Networking Evening (\$500 in 2022)
6	Support ECR members with HUPU registration costs (\$1,000)
	Total \$ 6,950

Recommendations to the HUPU Council and Executive Committee

- The ECR Committee thanks the HUPU Council and Executive Committee for their support in all of its activities and their integration in the HUPU World Congress. It enabled the initiative to grow year after year, something that benefits HUPU and the entire field of proteomics.
- The ECR Committee expects support in the publication of an article about the challenges of ECRs.
- The ECR Committee 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 Committee would like to see the continuation of some online activities in the future to maximize its outreach to ECRs around the globe.
- The ECR Committee welcomes the establishment of a social media strategy that is flexible and allows for rapid communication of information to the community.
- The ECR Committee encourages all committees within HUPU to engage with HUPU ECRs right at the establishment of a new project so that ECRs have a say in all aspects of HUPU's activities.
- The ECR Committee encourages HUPU to consider ways to allow for more ECR participation during World Congresses, such as longer poster sessions.