

## Supporting early career researchers

The UMR, JLU and the MPIterMic as employers advocate equal opportunities for all. The focus of this work lies in the compatibility of family and career as well as the mentoring of early career researchers (ECR), which here includes PhD students and Postdocs.

### **Agreed upon measures for the promotion of early career researchers:**

- All PhD students have an interdisciplinary Thesis Advisory Committee (TAC). The students themselves make suggestions for the members of their TAC in consultation with their supervisor, and ask the respective PIs. A TAC consists of the supervisor and two advisors. At least one of the two advisors should be part of Tree-M (and for PhD students at the MPI, at least one of them a woman); the advisors cannot be part of the same working group as the supervisor. If further expertise is needed, additional advisors can be recruited. Expertise and independence from the supervisor should be the main decision criteria. It is the responsibility of the PhD students to organize the yearly committee meetings. In the first meeting in 2023 the students will present their proposal, in the following years they will present the progress of their project. PhD students are obligated to inform the project coordination of their TAC meetings.
- Postdocs need to find an advisor in addition to their mentor; they will have yearly development talks with their mentor and their advisor. The advisor needs to be independent from the mentor, i.e. they cannot be working in the same working group as the mentor. Expertise and independence are the main decision criteria here, also. It is the responsibility of the Postdoc to organize the yearly development talks and to inform the project coordination about the meetings.
- Where available in the departments, participation in structured PhD programs is promoted. Independent of their gender, participation in subject-specific seminars and interdisciplinary or soft-skill workshops are promoted among all PhD students and Postdocs, offered for example by graduate schools, MARA, and DHV. ECR can apply for reimbursement of potential fees with the project coordination, with people that might be discriminated against because of their gender (e.g. female and gender-nonconforming), their origin, disability, or for other reasons, will be considered with priority.

- Depending on their interests and needs, ECR have the opportunity to organize lecture series or soft-skill workshops themselves and will receive support from the project coordination to do so.
- All working groups, which are involved in subprojects, are supposed to offer method workshops in a rotation principle, so that all ECR can gain insights into the methods of the other working groups.
- All ECR have the opportunity to do a lab rotation at any of the working groups participating in any subproject, which they will have to instigate and organize themselves. The project coordination can support them in this endeavour if needed.
- Instead of offering a structured mentoring program, which would pose an unequal additional burden on young and female PIs, an “open door policy” will be advertised, i.e. all PIs agree to discuss questions of career planning or compatibility of family and career with any of the ECR. This reduces individual work load and gives ECR the opportunity to approach people who could be a role model for them.
- ECR will present their work at the yearly meetings with a poster in the second year and a presentation in the third year.