



FoR Chicago 2019: Mentoring Future Scientists - Satellites

Academic research institutes have a fundamental responsibility to ensure early career researchers (ECRs) are training for successful careers. This must include both teaching technical proficiency in research and providing professional development opportunities in a safe and inclusive environment. Mentors and working conditions in institutions affect the safety, mental health, and productivity of ECRs. To cultivate a productive training environment, those who are given training responsibilities should also be providing competent and appropriate mentoring to the next generation. Failure to effect this change will cause the research enterprise to lose or squander talent. **Our meeting seeks to develop ways to prioritize and incentivize exceptional mentoring at the departmental level.**

Our Long-term Meeting Outcome:

Greater transparency for ECRs regarding mentoring efforts and greater attention to mentoring standards by departments and institutions.

Our Short-term Meeting Outcome:

Commitment by participating departments to the mentoring climate guidelines agreed upon at the meeting. ([TOP Guidelines](#) to be used as a structural example)

The meeting will result in the following products:

1. A set of guidelines across various departmental mentoring climate domains with three excellence tiers: bronze, silver, and gold, to be used as an assessment tool by both departmental leaders wishing to commit to actionable improvement and by early career researchers and faculty wishing to advocate for and drive this change themselves.
2. A list of departments signing their support of said guidelines and their department's commitment to review and implement guidelines.

The guidelines, divided into domains and excellence tiers, alongside list of departmental signatories, will be publicly hosted on the Future of Research website.

Satellite meeting goals

The central stakeholder meeting will be held at the Big Ten Center in Chicago on June 14th. We are planning to engage small satellite meetings across the country on this same day. The goal of these meetings is to provide ECRs with **an opportunity to remotely participate in the workshops aimed at drafting the mentoring climate guidelines**. This collective effort will enhance our understanding of barriers to implementing effective mentoring practices as well as potential solutions to overcoming them and establish a grassroots movement around changing the mentoring landscape nationally.

What does Future of Research provide?

Promotion: Future of Research will promote your event in our newsletter and social media, and design marketing materials and advertising language that each satellite can adopt to their own needs, and are open to additional input and original ideas that satellites want to adopt and utilize. To some degree, and as needed by the individual satellites, Future of Research can also help with some of the other logistical aspects of meeting organization.

Information sharing: Prior to the meeting, Future of Research will provide information to satellite meeting organizers for tuning into the livestream of workshops and talks on the day of the meeting and for participating in real time to share workshop resources and results.

What are satellites responsible for?

Local Organization: Satellites are responsible for organizing the local event, such as booking a room large enough to hold expected numbers and livestream the feed on the day of the meeting. Satellite meetings are encouraged to reach out to their local departments and graduate student and postdoctoral organizations on campus to sponsor and fund refreshments for the local event. Should lack of funds prove a barrier towards meeting organization, organizers should contact Future of Research.

Advertising: Satellites are also responsible for advertising the event sufficiently to the ECRs in their institutions. Given the nature of the guidelines being developed, we are also encouraging Satellite meeting organizers to reach out to their local departments for support and engagement in the meeting. Fostering collaboration among ECRs and faculty and departmental leaders to drive departmental change is one of the main goals of the meeting. Ideally, satellites will engage with the local departments once the guidelines are developed so that they can publicly commit to, and drive change by implementing them.

Data collection: Satellite meetings are expected to actively engage in workshop participation on the day of the meeting. This means that someone should be assigned as a Central Meeting Liaison to take notes on the workshops in real time on a Google document that will be set-up and provided by Future of Research for each individual Satellite on the day of the meeting.

How do I sign up to host a satellite event?

If you're reading this document, it's because you have already expressed interest in organizing or promoting a Satellite meeting. Once you are ready to commit to hosting a Satellite meeting, please contact either Gary McDowell (garymcdow@gmail.com) or Juan Pablo Ruiz (j.ruizvillalobos21@gmail.com) so that you can be added to the list of sites and promotional material, and so that you can also receive promotional material templates to adapt to your own meeting.