

## **CHARGE**

The Training and Career Opportunities Subcommittee (T&CO SC) monitors and responds to legislative and policy issues related to the training and career development of graduate students, postdoctoral scientists, and early career investigators in the biological and biomedical sciences. Further, the T&CO SC generates ideas and policy-oriented documents aimed to create meaningful change in the training environment, funding, and career development landscape. The T&CO SC reports to the Science Policy Committee.

## **OBJECTIVES**

1. Represent and respond to the needs of the current scientific trainee workforce.
2. Develop policy initiatives and strategies to create a safe and inclusive environment where all scientists can thrive.
3. Ensure policies and procedures implemented by National Institutes of Health, National Science Foundation, FASEB member societies, and other relevant organizations positively affect and reflect the experience of early career researchers.
4. Emphasize the whole scientist, as opposed to just the science, when appropriate to elevate considerations of the human aspects of the scientific workforce.
5. Promote a variety of career paths for a diverse and highly trained scientific workforce while acknowledging the role of different higher education degrees in the development of transferrable skills.
6. Use data-based arguments to inform potential legislation and policy focused on early career researchers.
7. Examine opportunities to eliminate power dynamics present in academic laboratories.
8. Create widespread awareness of the literature on best practices regarding topics that impact early career researchers.
9. Deliver a training and workforce strategic plan by 2022.

## **MEMBERSHIP**

### **Voting members (12-18 members):**

- Chair
- Vice-Chair
- Current members of FASEB member societies, with a goal of at least 50% of volunteer membership being current graduate students and postdoctoral scientists

### **Non-voting members:**

- FASEB Office of Public Affairs staff
- Ad-hoc members invited for their expertise, as appropriate
- FASEB member society staff

## **MEMBERSHIP TERMS**

Members serve three (3) year terms beginning on January 1 of the appointed year and ending on December 31. Members may be reappointed for one additional consecutive term for a maximum of six (6) years of eligibility, inclusive of any time serving as Chair or Vice-Chair.

The Chair serves one two (2) year term. T&CO SC Chairs may be reappointed for one (1) additional two (2) year term. After completing the term(s), the past Chair serves one (1) year as a Member to assist in training the new Chair. This past Chair Member year can be in excess of the six (6) years of eligibility.

The Vice-Chair serves one two (2) year term. T&CO SC Vice-Chairs may be reappointed for one additional two (2) year term.

## **MEMBERSHIP SELECTION**

Members: T&CO SC members should have a desire to reimagine the current higher education landscape to promote a safe and inclusive working environment. The scientific ecosystem has evolved significantly over time, and the T&CO SC members must be proponents of adapting to current job prospects and realities of career options for graduate students and postdoctoral scientists, including supporting alternatives to the academic path. To accurately represent present-day needs of trainees, the T&CO SC membership should consist of at least 50% current graduate student and postdoctoral scientists.

Chair: The T&CO SC Chair should be a current or past member of the T&CO SC with remaining term eligibility. Chairs may be nominated by other members of the T&CO SC or self-nominate.

Vice-Chair: The T&CO SC Vice-Chair should be a current or past member of the T&CO SC with remaining term eligibility. Vice-Chairs may be nominated by other members of the T&CO SC or self-nominate.

Biographic, demographic, and scientific diversity in governance is an overarching goal of the Federation, and the Board seeks to appoint members to Federation committees and subcommittees who represent this diversity.