



**FACULTY OF MEDICINE
IN PILSEN**
Charles University

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Name of the Coordinator: prof. Milan Štengl

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List of abbreviations

BC	Biomedical Center
CUNI	Charles university
ERA	European Research Area
FMP	Faculty of medicine in Pilsen
PROPER	Protocol, Reviewing, Ownership and Publishing in Experimental Research

Introduction

According to the Chaperon project proposal, under the related task T3.2 „Scientific career advisory for Early Stage Researchers“, the ERA Chair holder was supposed to „set up a young researcher counseling platform for career development of novice researchers where they could learn from his/her experience, either through focused seminars or personal meetings. According to this plan: i) The ERA Chair holder will organize eight focused seminars for PhD students, post-docs and junior researchers from the whole CUNI in cooperation with invited key experts in the field of science, teaching and scientific management. Focused seminars will be organized twice a year with capacity of 10 participants per seminar. One of the seminars will be organized within the Summer School program (see T5.4). Focused seminars will be developed as a regular event developing scientific vision and will be included as regular part of the career development support for junior researchers. The seminar topics will be PhD mentoring, career development counseling, scientific mobility and opportunities for international cooperation, elaboration of research projects and grant applications for international funding, etc. ii) Personal meetings with the ERA Chair holder will be organized in the framework of consultation hours, which will be included in the ERA Chair holder's monthly program starting M13. iii) The ERA chair holder will revise the internal career development procedures and regulations at FMP, identify their weak spots and present improved solutions in the form of Career Development Guidelines.

The progress of the career advisory activities will be regularly reported (M30, 45, 60) and the last report will include also the final form of the Career Development Guidelines.“

This deliverable describes the career development activities carried out so far in the Chaperon project and the organization thereof (as of January 2022).

Overview of career development activities

General situation

For most of the career development activities and events, personal form had been originally foreseen in the proposal. Understandably, this had to be adapted to mostly online meetings in reaction to the COVID-19 pandemic. In order streamline the communication and reduce the number of channels for recruiting participants, the career development activities have been merged with the ERA Research Club established in T3.3, resulting in the extended ERA Research Club and Clinic encompassing the whole range of events and activities ranging from the atmosphere, community-supporting, social and research-spirit-boosting activities all the way to education on important research soft skills, tuition and mentoring.

i) Focused seminars for CUNI PhD students, post-docs and junior researchers

The original form of an in-person seminar was kept for the collaboration with the Summer School of Experimental Surgery, during which a special lecture session was organized under the auspices of the ERA Chair holder. This section consisted of the following talks of renowned speakers:

Table 1: List of talks at ERA Research Club section of the Summer School of Experimental Surgery

Lecturer	Talk title	Date	Type	No. of participants
Uta Dahmen	Small animal experiments	7 th July 2021	Lecture	49
Steven D. Wexner	The challenge of anastomotic leaks	12 th July 2021	Lecture	49 (online)
Steven D. Wexner	The importance of teamwork in rectal cancer surgery	13 th July 2021	Lecture	48 (online)
Pierre-Alain Clavien	Limits of pancreatic surgery	14 th July 2021	Lecture	52
Kari Hemminki	Survival in Cancer	14 th July 2021	Lecture	52
Inge Herrmann	Surgical material design and development	14 th July 2021	Lecture	52

Next, a series of regular inter-laboratory meetings was established by the ERA Chair holder at the Biomedical Center to reduce the fragmentation of its heterogeneous laboratories and to provide a space for young researchers to practice presenting and discussing their research. This meeting series is held in a combined form. Individual BC laboratories take turns, each instalment of the meeting is organized by one laboratory and its members present their research, the audience composed of the other labs' members then discusses the presented results. The meetings are also followed by non-formal social discussion with refreshments. The following meeting sessions have taken place so far:

Table 2: List of inter-laboratory meetings

Organizing laboratory:	Date	Number of participants	Public/Internal
Lab of Translational Cancer Genomics	15 th January 2021	12+15(online)	Internal (FMP)
Laboratory of Reproductive Medicine	22 nd September 2021	22	Internal (FMP)
Laboratory of Tumor Biology and Immunotherapy and Laboratory of Cellular Regenerative Medicine	6 th May 2021	22+1(online)	Internal (FMP)
Laboratory of Cancer Treatment and Tissue Regeneration	12 th November 2021	26	Internal (FMP)
Laboratory of Antibiotic Resistance and applications of Mass Spectrometry in Microbiology	14 th January 2022	27	Internal (FMP)

The research soft skills and education role have been fulfilled by the extended ERA Research Club, the foundation of which has been set by the PROPER Course led by prof. Khaled Ismail. The PROPER Course has been designed to help academic trainees understand the basic principles of study design, critical appraisal, research governance and medical writing in experimental research. This collaboration proved to be very fruitful and led to the integration of the PROPER Course into the extended form of the ERA Research Club, which is coordinated by prof. Ismail with the goal of providing an education platform covering the research soft skills tailored to the needs of PhD students and developed with a direct feedback of a student focus group using the DELPHI methodology. The events of the ERA Research Club were:

Table 3: List of ERA Research Club career development Events

Name	Date	Type	Number of participants	Public/Internal
PROPER Course	16 th March 2021	Seminar	10(online)	Internal (FMP)
PROPER Course	13 th April 2021	Seminar	7(online)	Internal (FMP)
PROPER Course	11 th May 2021	Seminar	7(online)	Internal (FMP)
PROPER Course	15 th June 2021	Seminar	5(online)	Internal (FMP)
Petr Hosek: Introduction to statistics for biomedicine	8 th and 9 th July 2021	Seminar	50	Public
Petr Hosek: Basics of graphics and image editing	28 th April 2021	Seminar	18(online)	Public
Petr Hosek: Basics of graphics and image editing II	10 th June 2021	Seminar	8(online)	Public
Meeting with ERA RC focus group	13 th January 2021	Seminar	2	Public

At the moment, the curriculum of additional ERA Research Club courses is being developed, including the topics of research design, basics of literature searching and systematic reviewing, grant writing, research ethics, basics of statistical analysis and bioinformatics, graphics, medical writing, presenting your research, journal selection, online submission, responding to reviewers. Also, we collaborate with the CUNI rectorate's Platform for Ph.D. students (Doctoral Study Hub) ¹ – a centralized source where courses and career development opportunities are advertised across the university with the goal of offering the ERA Research Club courses there in future.

Besides the structured categories listed above, several individual career development events were organized with the participation of the Chaperon project, including:

Table 4: List of miscellaneous career development events and activities

Name	Date	Type	Number of participants	Public/Internal
Internal training for grant application preparation and administration	15 th January 2021	Seminar	14+15 (online)	Internal (FMP)
Vaclav Liska: ABC Course	9 th June 2021	Lecture	34	Internal (FMP)
Welcome day for doctoral students	12 th November 2021	Open day	14	Internal (FMP)
Vaclav Liska: ABC Course	5 th November 2021	Lecture	10	Internal (FMP)

ii) *Personal meetings with the ERA Chair holder*

When possible, the ERA Chair holder was available for personal meetings and consultations on request. This opportunity was used by the following students and young researchers – Monika Holubová, Nazila Navvabi, Phanindra Babu Kasi.

Besides that, the ERA Chair holder, of course, provided tuition to postdocs and Ph.D. students of his Laboratory of Translational Cancer Genomics, including:

Table 5: Ph.D. Students and postdocs supervised by the ERA Chair holder prof. Hemminki

Name	Form	Topic
Mgr. Filip Ambrozkiwicz, Ph.D.	Postdoc	Translational Cancer Research
Esraa Sobhe Abdelhamid Mahmoud, B.Sc., M.Sc.	Ph.D. student	Immune markers in progression of primary liver cancer
Mgr. Marie Rajtmajerová	Ph.D. student	Mutational and immune cell landscape in gastrointestinal cancers

¹ Platform for Ph.D. students - Doctoral Study Hub - aims to present PhD students with a comprehensive range of skills courses to help them further develop their budding research careers and provide them with information support in pursuing their dissertation topic. The Doctoral Study Hub centralizes in one place not only course offerings based on physical presence, but also virtual courses. More information available: <https://phd.cuni.cz/PHDEN-1.html>

However, as the interest in personal interaction was not as high as anticipated (perhaps due to the barrier of the students' shyness to approach the ERA Chair holder), we decided to formalize consultations by including an individual consultation level in the extended form of the ERA Research Club, which is currently under development. The educational opportunities offered in the extended ERA Research Club will naturally funnel the participants into the system of individual consultations. Moreover, the ERA Research Club will involve several tutors with complementary expertise, thus expanding the offer of consultants from the original idea of the ERA Chair being the only tutor. The ERA Research Club will thus be a suitable junction point redirecting the students towards the appropriate consultant.

iii) Revision of the internal career development procedures

With the goal to revise the internal career development procedures and regulations at FMP, prof. Hemminki has so far familiarized himself with the procedures. Also, being a tutor of Ph.D. students himself, he has been collecting real life experience with the process. He has presented some of his points at the meetings of CUNI and FMP governing bodies (International advisory board of CUNI, Dean's Board of FMP, Scientific Board of FMP). Based on the discussion and changes developing from thereof, the final Career Development Guidelines will be set by the ERA Chair holder towards the end of the project.

Another important point in the career development support of employees of all levels and position was the collaboration with the HR Award project that was implemented at CUNI/FMP.² This project had set to implement a regular feedback between managers and their subordinate employees in the form of a self-assessment questionnaire followed by an interview with the manager where the goals of the employee's career progress should be planned for the upcoming period based on the employee's ambitions, capabilities and performance. This process was already trialed in a pilot assessment round carried out at three FMP's subunits (Oncology and Radiotherapy Clinic, Department of Physiology, Biomedical Center) including 36 Czech-speaking participants. During this round, valuable feedback on the process itself has been collected. The next assessment round will be performed in both Czech and English, therefore comprising the members of the ERA Chair holder's Laboratory of Translational Cancer Genomics. Subsequently, the ERA Chair holder will provide his comments on the process and its results and he will assist in the implementation of the system and the subsequent procedural changes. The experience with this process can be, of course, reflected in the aforementioned Career Development Guidelines.

² Project No. CZ.02.2.69/0.0/0.0/16_028/0006210 - Improving strategic management at Charles University in human resources in R&D funded by Ministry of Education, Youth and Sports, 12/2017 – 05/2021.