



# International Society for Bipolar Disorders

## Early Mid-Career Committee Charter

Rev 10.24.2023

### **Purpose**

The purpose of the ISBD early mid-career committee (EMCC) is to provide a forum dedicated to fostering the requisite skills and experience necessary for the establishment of a productive career in research and/or clinical care focused on advancing understanding of or improving outcomes for those with bipolar disorder and related conditions. As such, the committee aims to support those in the first half of their career trajectory.

This support may take the form of developing peer-to-peer activities, educational courses, linkage with senior mentors, or any other activity which promotes the career objectives of ISBD's early mid-career membership and other early mid-career professionals outside of the Society who may eventually wish to join its ranks. It is anticipated that the committee will address critical challenges and opportunities relevant to this group, including for example, securing grant funding, making connections with others working in the field and receiving guidance and mentorship, fostering work-life balance, and any other challenges or opportunities that may be identified by the committee in the pursuit of its goals.

### **Chairpersons**

The Committee Chairs will be appointed by the Board Chair in consultation with the ISBD Executive Committee and will be accountable to the Board of Directors. The term of service will be 2 years and will run concurrent with the term of the Board Chair who made the appointment; this term may be extended for a maximum of one additional 2-year term at the discretion of the Board. The VP of Outreach will act as a liaison to the committee. The purpose of the liaison will be to both provide expertise to the committee in development of goals and activities, and to report on the committee activities to the Board.

### **Members**

This will be a standing committee of the Society and will comprise up to 20 members. We will consider interested applicants up to and including the level of Associate Professor or its equivalent<sup>1</sup>. Those invited to join the committee must be ISBD members, or willing to Join the Society, and will be considered for an initial term of up to 2 years, with an annual review of participation and engagement around the end of year 1, with the second year based on satisfactory performance within the first 12 months. After the initial 2-year term, committee members may be invited to serve up to 2 additional 1-year terms, for a maximum of 4 years on the EMCC.

<sup>1</sup> This level and academic title is likely to vary in different countries and so it will be determined on a case-by-case basis involving the Committee Chairs, Board Chair and Executive as deemed necessary.

## **Meetings**

The Committee shall meet as often as its efforts require, but no fewer than three times per year. Meetings will be conducted via video conference, with one in person meeting at the Annual Meeting of the Society when feasible. Between meetings, the committee will conduct its business via email.

## **Goals and Activities**

The overarching aim of this committee will be to support career development for researchers and clinicians specializing in bipolar and mood disorders. The committee will achieve this aim by identifying and reaching out to those within and outside of the ISBD who may benefit from participation in any of the career development activities below and to encourage engagement with the Society as a means to enhance their career objectives. It is an expectation that the committee will not only foster engagement in its activities with existing ISBD members, but also create opportunities for those outside the Society through career development programs. Accordingly, a closely linked aim of the committee is to develop a cadre of young researchers and clinicians that share a passion for the ISBD mission.

To build and enhance capacity of the committee, the EMCC will carry out its activities by working with the Society to prioritize funding in connection with existing ISBD Programs (e.g., the conference) whenever possible and ISBD's broader fundraising goals and initiatives.

Suggested activities for furthering these goals include the following:

1. Fostering mentor-mentee relationships
2. Identifying opportunities for junior colleagues to participate in collaborative research networks within and outside of the Society (e.g., Task Forces, ISBD affiliated networks, etc.)
3. Building networking skills and enhancing social connections
4. Supporting involvement in ISBD programs (Rapid Oral/Poster submissions for conference, participating in symposia, Gershon Award Applications, etc.) that are specifically geared to provide career benefit.
5. Skill building in key areas identified by the committee (e.g., grant application, publication, research study design, educational professional development, outreach, negotiations, equity, diversity, and inclusion (EDI) to facilitate local support.