Terms of Reference
The Early Career Researchers' Committee
Department of Public Health (IST), SDU

Aim
The ECR initiative aims to:
- Foster a professional and social community for Early Career Researchers (ECRs) at IST.
- Support ECRs in their academic development and career paths.
- Facilitate networking and exchange of experiences across research units.

Definition of ECR
Early Career Researchers (ECRs) at IST are individuals in the early stages of their academic careers, typically ranging from pre-PhD to assistant Professor level (research Assistant, Ph.D. student, Postdoc, assistant Professor). This includes research assistants who are pursuing or considering a research career. The group welcomes anyone who identifies as an ECR and is engaged in academic development.

Events
Four annual meetings are planned:
- January, September, November (9:00–10:30)
  Breakfast meetings with a thematic focus. The ECR-C facilitates discussions or appoints speakers.
- April (11:00–14:00)
  A spring lunch with academic content and a stronger emphasis on networking.

Dates and themes are announced annually. Calendar invitations and further information are sent one month prior to each event.

Working Method
The ECR-C consists of 5–7 members, ideally representing (at least) the major research units at IST. Members from smaller units are also encouraged to participate. Junior researchers are more than welcome to join, and the group aims to include the full range of ECRs – from those just starting out to those with several years of experience.

The group meets at least four times per year, with additional meetings scheduled as needed. Members take turns writing brief decision notes from each meeting.

Each member acts as a link to their respective research unit, sharing relevant updates from the steering group and bringing forward input from their unit. This ensures that ideas and initiatives with broad relevance are communicated across IST and that the work of the steering group is grounded in the needs and perspectives of ECRs throughout the department.

The ECR-C meets one month before each event i) to discuss and finalize the upcoming event and ii) to plan and initiate the next event.
An additional 1.5-hour meeting is scheduled after the September event to plan the upcoming

year.

The ECR-C communicates and shares files in an ECR-C group in Microsoft Teams. Likewise, activities are promoted and information from the ECR-C made available in an ECR group in Microsoft Teams.