

EMCR barriers and drivers in Polar Science

Dear colleague, we are inviting you to complete this questionnaire, which aims to document and elucidate the major challenges or barriers faced by polar EMCR (Early and Mid-Career Researchers) in their efforts to become established scientists in a field and region of central relevance for research into global change, and that we are intensively committed to and keenly wish to preserve and protect into the future. The already delicate state of EMCR developing scientific careers have received multiple knock-out punches in recent years, first with the 2008 economic crisis and now the COVID-19 pandemic, creating feelings of great helplessness, and forcing some to make great personal and professional sacrifices in order to endure and survive. Our plan is to use the results of this survey as a basis to develop and submit a letter to a Careers section in a JCR journal, while also disseminating the outcomes widely to raise awareness and the profile of these fundamentally important issues. We ask you to rank the issues outlined in the questionnaire in the order in which they have been most pressuring and impacting for you. If you are interested you can also support this effort by signing a vow of support at the end of the questionnaire. Further, if you have a strong desire to share and express your experiences we are most happy to hear more from you. Thank you very much!

* Required

1. **DISCLAIMER: GDPR Compliance.** Survey data will be entirely anonymous, personal data (age, gender) will be used with privacy. Data will be used to obtain statistics and subsequently discussed. Data is stored in Google Drive with the outcomes to be intended to publish in a Careers section of a JCR journal. This survey is primarily done by members of APECS-Spain and others, not representing any institutions. Do you consent for us to use your responses? *

Mark only one oval.

- Yes, I consent
- No, I do not consent

2. Age *

3. Gender *

4. Nationality *

5. When did you finish your PhD? (if applicable) *

6. What is your main research discipline? *

7. What are your areas of study? *

Check all that apply.

- Antarctic and Sub-antarctic
- Arctic
- Alpine

8. Career Stage *

Mark only one oval.

- Predoctoral
- Early Career Postdoc (less than 5 years since PhD)
- Mid Career Postdoc (5-10 years after PhD)
- Tenured Researcher / Professor
- Senior Researcher

9. OPTIONAL: How much time of your postdoc time (in months) were you: A) formally employed as a researcher B) vs. unemployed C) employed as tech or employed elsewhere. Please provide the n^o of months for each from completion of your PhD/Studies (until you started a long term job if applicable)

10. Ranking of BARRIERS. Please force a position for each category. If you are no longer a EMCR do respond based on your experience at your time as such *

Mark only one oval per row.

	Very much a barrier	Considerable barrier	Somewhat a barrier	Not a barrier for me	Not applicable
Work overtime (crunch), fatigue and procrastination leading to discontent/disillusion]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication barriers for internationalization and/or absence of a collaboration network	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long timespan and frequent delay in project bidding and fellowships calls' response	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of visibility of job opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Limited fellowship opportunities with limited periods of application	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strong competition with other EMCR researchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pressuring and time- consuming bureaucracy and other non-scientific tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Absence of mentorship/institutional guidance on career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group rooting/tied loyalties with moral	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

commitment to meet expectations

Filling gaps within a group. Lack of opportunities for independent leadership

Reluctancy/Inability to conduct interregional and international overseas mobility (fears, costs)

Concatenation of temporary positions without stability

Impossibility of reconciling work and family life Priorization of life expentancy goals

Absence of external means of support (familiar assistance)

Research career's contributions perceived as inconclusive or irrelevant

No efforts for socio-cultural inclusion, gender & minority issues and/or diversity.

11. OPTIONAL: Do you wish to include any remarks on the list of barriers? Perhaps some other struggle you have experienced and is not listed here

12. Ranking of DRIVERS. Please force a position for each category. If you are no longer a EMCR do respond based on your experience at your time as such *

Mark only one oval per row.

	Very much a success factor	Considerable success factor	Somewhat a success factor	Not a success factor for me	Not applicable
Work achievements and memorable life experiences leading to personal satisfaction and added energy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establishment of a collaboration network with a degree of internationalization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support from ongoing projects/labs under a broader scheme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Awareness and/or info facilitation means in screening for suitable job calls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frequent and /or abundant openings to secure grant and job opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Little or no bottleneck competition with other EMCR researchers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative support in attending to bureaucracy and	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

other non-scientific
tasks

Helpful mentorship
and/or institutional
support on career
development

No pressures for
group rooting/tied
loyalties with
encouragement to
diversify
experiences

Opportunities for
independent
leadership within a
group

Freedom to conduct
interregional and
international
overseas mobility
(no strong ties)

Stability in jobs
allowing for more
long-term goals and
outcomes

Successful formulas
for reconciling work
and family life

Presence of
valuable external
means of support
(familiar assistance)

Research
contributions well
perceived as
relevant and/or
ground-breaking

Support to socio-
cultural diversity

inclusion and equity

13. OPTIONAL: Do you wish to include any remarks on the list of drivers? Perhaps some other factor of success you have experienced and is not listed here

14. OPTIONAL: In case you are no longer involved in polar science (as a researcher), why is that the case?

15. OPTIONAL: Lastly, would you like to vow your support of this effort? In that case you will be listed in an appendix (name+field of research). Please state this out as "I, name XXXX, support this letter voicing EMCR difficulties in pursuing a polar research career and I am hereby favorable to be acknowledged as such".

16. OPTIONAL: Provide your e-mail in case you want to receive the letter and any news on this. Also, do not hesitate to send us an email in case you want to discuss anything (bfiguerola@gmail.com, luis.pertierra@gmail.com)
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