



**World Dementia
Council** Leading the Global Action
Against Dementia

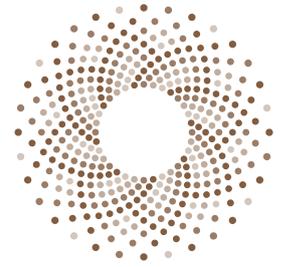
Global dialogue on early career scientists in dementia: Transcript

The dementia landscape project

10 November 2021



Co-chairs



Professor Anja Leist

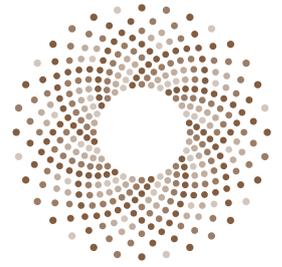
Anja Leist is Associate Professor in Public Health and Ageing and Vice-Head of the Institute for Research on Socio-Economic Inequality at the University of Luxembourg. After her PhD studies in Psychology at the University of Trier, she had postdoctoral research stays at the universities of Luxembourg, Zurich, and Rotterdam. Her research focuses on cognitive ageing and dementia from a social and behavioural (risk reduction) perspective. Anja's research interests also involve social and life-course determinants of health, healthcare use, and use of technology at older ages. Anja is PI of several competitively funded research projects, among them a grant from the European Research Council on cognitive ageing and dementia with a focus on lifestyle behaviours and contextual inequalities related to education and gender. She is co-leading an interdisciplinary flagship project at her institution that investigates links between the social environment, microbiome, and dementia. Anja has received an 'innovative publication' award, is elected Fellow of the Gerontological Society of America, and co-founder of the World Young Leaders in Dementia a.s.b.l. (WYLD) network, now a registered non-profit organization facilitating careers of young professionals in dementia. She is member of several steering groups and scientific advisory boards. Anja is a Rotarian, married, and has two children.



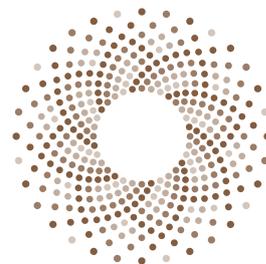
Professor Paulo Caramelli

Paulo Caramelli obtained his MD degree in 1987 at the University of São Paulo (USP) School of Medicine, in São Paulo, Brazil and completed the residency program in Neurology at the same institution in 1991. Research fellow at the University of Montréal, Canada, from 1992 to 1994. In 1997, he completed a PhD in Neurological Sciences at USP. He is currently Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG) and Coordinator of the Behavioral and Cognitive Neurology Research Group at UFMG, in Belo Horizonte, Brazil. Member of the International Working Group on Neurocognitive Disorders of the World Health Organization for the

Revision of ICD-11 (2011 – 2017). Current member of the Advisory Council of the Alzheimer's Association International Society to Advance Alzheimer's Research and Treatment (ISTAART). Editor of *Arquivos de Neuro-Psiquiatria*. Associate editor of *eNeurologicalSci* and *Journal of Alzheimer's Disease*, as well as member of the editorial board of the *European Journal of Neurology and Neurological Sciences*. His research activities are focused on epidemiological, clinical and translational studies on brain aging, cognitive impairment and dementia.

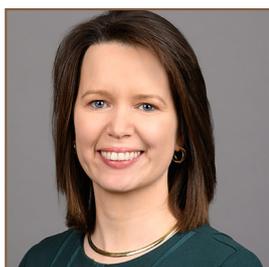


Speakers



Dr Heather Snyder

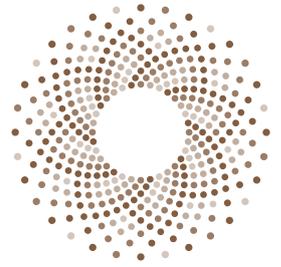
Dr. Snyder is the VP of Medical and Scientific Relations at the Alzheimer's Association. She oversees Association initiatives that accelerate Alzheimer's research and provide opportunities for the global dementia community. She is responsible for the progress the Association has made in Alzheimer's and dementia research funding. She leads the Association's International Research Grant Program, through which the Association funds investigations that advance understanding of Alzheimer's and moves the field toward solutions for the global Alzheimer's crisis. As the world's largest nonprofit funder of Alzheimer's research, the Association is currently investing over \$250 million in more than 700 active best-of-field projects in 39 countries.



Dr Claire Sexton

Claire Sexton, DPhil, is director of Scientific Programs & Outreach at the Alzheimer's Association. In this role, she leads research programs and initiatives to accelerate the Association's scientific agenda. Dr. Sexton works alongside a committee of expert researchers to develop scientific programming for the Alzheimer's Association International Conference® (AAIC®), the largest and most influential international meeting dedicated to advancing dementia science. Annually, AAIC offers over 2,000 posters and more than 100 podium presentations on basic science, risk factors, diagnosis, causes, risk factors, and potential methods of treatment and prevention to nearly 6,000 of the world's leading researchers. To expand the Association's reach, Dr. Sexton also manages the AAIC Satellite Symposia, which bring researchers together to network and explore emerging dementia science in targeted areas around the world. She oversees conference programming, including speakers, poster sessions and opportunities to foster collaboration. As an expert in the field, Dr. Sexton delivers presentations to audiences around the country on the Association's role in scientific advancements and the overall state of Alzheimer's and dementia research.





Dr Claudia Ramos

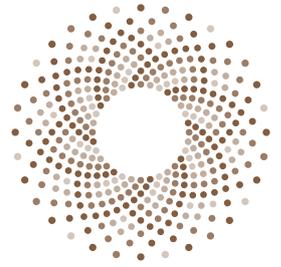
Claudia Ramos attended the School of Medicine at the University of Antioquia in Medellin, Colombia, from 2002-2008 and 2011-2015, where she got her degree in Medicine and Psychiatry, respectively. Then, Ramos started to work as the Mental Health Service Coordinator for patients with dementia and other neurodegenerative disorders at the Neurosciences Group of Antioquia, GNA. At the GNA, Ramos was aware of her passion for brain research, and luckily, she got an opportunity to do a fellowship at the Global Brain Health Institute, GBHI, from 2017-2018. After finishing her scholarship, Ramos returned to GNA to develop a pilot project granted by the GBHI and Alzheimer's Association about the relationship between substance consumption and age at onset and progression speed of people with a high risk of familial Alzheimer's disease AD. Now, she coordinates a study group about the link between emotion and cognition, works with a support group for caregivers of people with dementia, and is doing her Ph.D. to design a multimodal intervention online to improve functionality in people with AD and reduce AD caregivers' burden.



Dr Riona Mc Ardle

Riona Mc Ardle is a NIHR Advanced Research Fellow at Newcastle University. With a background in psychology, she was awarded a PhD in Neuroscience from Newcastle University in 2019. Her research focuses on the use of digital technology to improve how we diagnose and care for people with dementia. She is currently leading the ActivDem project, which aims to identify psychosocial determinants of physical activity loss in people with dementia following diagnosis. Beyond her fellowship, she is the Head of Content, Policy and Research at the World Young Leaders in Dementia, and is the Northern Regional Lead for the Dementia Deep Phenotyping (DEMON) Network.





Dr Adam Smith

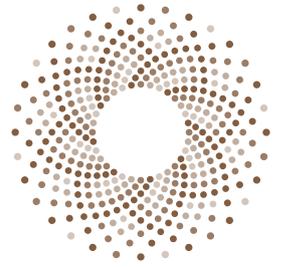
Adam Smith is a Programme Director at University College London, within the Queen Square Biomedical Research Centre. Adam has over 25 years' experience leading healthcare and research improvement initiatives within the NHS and Department of Health, and has been focussed on dementia for the past 11 years. His work has included creating Join Dementia Research a public engagement and study recruitment service and work to increase care home residents participation in research. He currently leads some of the UK's efforts to improve support for early career dementia researchers, aiming to change research systems and culture, and attract and retain people within the field, across all areas of discovery. Adam writes blogs, hosts podcasts and is Chair of the Alzheimer's Association ISTAART PIA to Elevate Early Career Researchers, he holds an honorary position at University of Sydney and sits on the UK Health Research Authority National Research & Ethics Advisors' Panel.



Dr Beth Shaaban

Dr. Shaaban is a Visiting Assistant Professor of Epidemiology at the University of Pittsburgh Graduate School of Public Health and a University of Pittsburgh Alzheimer's Disease Research Center (ADRC) Research Education Component (REC) Scholar. She integrates epidemiology and neuroscience research methods to study gender/sex and vascular contributions to cognitive impairment and dementia (VCID), including Alzheimer's disease (AD), using a Population Neuroscience framework. Her work has included evaluation of physical activity, vascular risk factor reduction, growth factors, vascular disorders during pregnancy, and gender/sex differences in AD-related brain pathology. Dr. Shaaban presently serves as the Vice Chair of the Professional Interest Area (PIA) to Elevate Early Career Researchers (PEERs) in the Alzheimer's Association International Society to Advance Alzheimer's Research and Treatment (ISTAART). She is passionate about how to best support early career dementia researchers around the world.



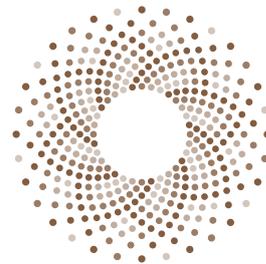


Lenny Shallcross

Lenny Shallcross is executive director at the World Dementia Council. Prior to that he was Head of Community Engagement leading programmes across the UK to establish Dementia Friendly Communities. This includes the Dementia Friends programme which is the biggest health social movement campaign delivered by 10,000 volunteers that have recruited 2 million individuals through a community, digital and corporate offer. Before working for Alzheimer's Society he worked in the UK government as a political adviser at the Department for Culture, Media and Sport and the Department of Health, as well as working in Parliament and for the Labour Party.



Global dialogue on early career scientists in dementia



Wednesday 10 November 2021

06:00 PDT San Francisco
08:00 CDT Chicago
09:00 EDT New York
14:00 BST London
15:00 CEST Central Europe
21:00 CST Beijing



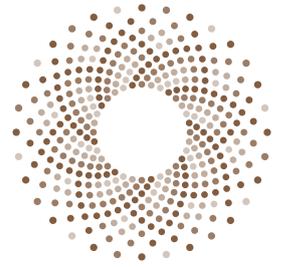
Discussion transcript



Lenny Shallcross
Executive director, World Dementia Council

Welcome everyone. I'm Lenny Shallcross Director of the World Dementia Council. I want to welcome you to this meeting today. I realise some of you participated in one of these global dialogues before or in another council meeting, but for those of you who have not the World Dementia Council was established following The London Dementia Summit in 2013, hosted by the UK government as part of their G8 presidency. The council is chaired by Philip Scheltens the director of Alzheimer's center at the University of Amsterdam. There are 24 individuals who are members of the council alongside them there are a number of government members. We're holding a meeting in person, actually London, in December and at this meeting, the council will look at the progress the international community has made since the 2013 dementia summit, and to help inform that conversation we want to hear from experts around the world on different aspects of dementia policy.

This is the 13th of these dialogues we have held and concludes the current series of conversations actually. Previous conversations have been on biomarkers, clinical trials, technology, dementia in low middle-income countries among others. 400 global leaders have participated in the dialogue. We will produce a transcript of the meeting, which is why it's being recorded, for people who contribute live we will check the transcript with you. After all the dialogues, we have continued the conversation publishing collections of essays with reflections from people who took part in the meeting and the closing essay from a government or international figure who are being active in the



field. We published the latest collection yesterday on data sharing. All our publications are published on our website and accessible there. I'd encourage you to share your thinking either live in the meeting or in the chat conversation, as you will know, from the agenda, we will kick off with short opening and perspectives and then there is an open discussion. I'm sure you're all well used to this now, but to contribute to the conversation, just raise your hand in zoom, and you can do that through the reaction button. Normally at this point I will hand straight back over to the chair, but I'm sufficiently vain to say I'm actually in a hotel, so the curtain behind me is not mine. So don't kind of judge me in any way from the terrible curtain and behind the curtain, there's Niagara falls, but it's terribly bright, so I can't sadly share the view with you. But anyway, on that note, of shocking vanity I shall hand over to Anja to start the conversation.



Professor Anja Leist

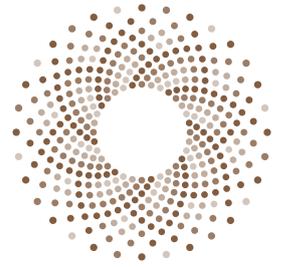
Associate Professor in Public Health and Ageing and Vice-Head of the Institute for Research on Socio-Economic Inequality at the University of Luxembourg

Thank you very much, Lenny, on behalf of both professor Caramelli and me welcome to this meeting. So maybe people can mute themselves thank you so much.

Yeah. Welcome to this meeting. As you know, from the agenda, there are two parts to the meeting. First, we are going to have four opening perspectives delivered by six speakers. And then I will hand over to Professor Caramelli to chair the second part of the meeting, the round table conversation. I will introduce each speaker in turn, but as you will have seen from the programme, they are Dr Heather Snyder and Dr. Claire Sexton from the Alzheimer's Association in the United States, Dr. Adam Smith from UCL in the UK and Dr. Beth Shaaban from the University of Pittsburgh in the US. Dr. Riona Mc Ardle from Newcastle University, also in the UK and Dr. Claudia Ramos from the University of Antioquia and Medellin in Colombia.

First, a few reflections from my end. So first I'm happy and grateful that the World Dementia Council gives visibility and space to discuss the challenges of early career researchers in dementia. So thank you Lenny for tirelessly and efficiently bringing together people across disciplinary and geographical boundaries to bring awareness to the important topics in dementia.

There are numerous reasons to foster ECRs in dementia. They bring diversity into the field, build up domain knowledge necessary to move the field forward, and they can code so much better than the PIs. We know from other fields, how diversity and inflow of researchers are able to change the research agenda and advanced scientific knowledge. I acknowledge that doing research in a high-income country is a privilege. Still many ECRs also in this part of the world are encountering systemic challenges to a sustainable career in academia. To mention a few, these challenges are absence of tenure tracks in many countries, lab culture that almost everywhere means long working hours and the workload incompatible with family and constant grant writing to secure short-term employment. These are significant barriers to stay in academia, particularly for women. There are several peer initiatives, I appreciate like the World Young Leaders in Dementia the WYLD network, the DEMON network on AI in dementia and Dementia



Research in the UK, from which we will hear in a few minutes, these peer initiatives aim at alleviating systemic challenges, exchange knowledge and best practices. And while these initiatives are necessary and helpful, we recognise the need to build more support into the system is the ask need secure and, or at least longer term employment to plan their career, which is often in the rush hour of the lives. And my last point concerns the passion and empathy of researchers that are particularly important in our field I would say. Many researchers are drawn into our field due to a loved one being affected by dementia.

And I wish that all brilliant researchers with a genuine interest in understanding dementia are able to stay in our field as we need their passion and dedication to move the research and dementia forward. So, I hope the discussion today will give us insights into how research funders and employers can work towards improving support for early career researchers in dementia. I'm now going to invite Dr. Snyder and Dr. Sexton to begin the conversation. They will discuss the opportunities for ECR's globally to identify, to leverage and to seek funding and resources, as well as some of the challenges and barriers to these opportunities. They will also discuss examples of potential ways ECR's can engage with convening discussions, networking to strengthen their profile. So Heather and Claire over to you.



Dr Heather Snyder

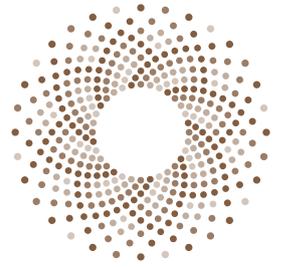
VP of Medical and Scientific Relations at the Alzheimer's Association

alzheimer's association | **Funding and Convening Early-Career Researchers**

Heather Snyder, Ph.D.
Vice President, Medical and Scientific Relations

Claire Sexton, D.Phil.
Director, Scientific Programs & Outreach

Right. Well, thank you so much, Anja and Paulo for sharing today's session and to Lenny and Josh for bringing this together. I've had the pleasure of being a part of a number of the different WDC discussions. And, and I think this is probably one of the most important ones is to have an opportunity to talk about what are the opportunities, where are the challenges and how can we overcome those? How can we work together as a research community to develop programmes or resources or ways of linking within the community so that we can move forward. And I wholly agree with your statement



Anja, anybody that has the passion and the drive to move dementia research forward, we want them in our space; we want them bringing their ideas and bringing their new ways of thinking forward so that we can ultimately overcome the challenges that we face. Dementia is a global challenge.

MOVING THE NEEDLE ON RESEARCH

Discovery Science Early Detection Treatment Prevention

Our Research Priority Areas Inform the Structure of our Funding

alzheimer's association

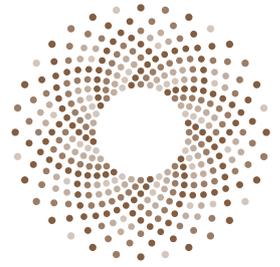
At the Alzheimer's Association, we look at where we can fund and where can we set our research priorities. And this is not just on funding. Basic research, early detection, treatment, and within treatment we consider care is a huge component of that care support for both individuals with dementia, but also for the care networks for the, and for the caregivers and thinking about ultimately prevention and driving forward risk reduction strategies as a key area. And all of this together really informs not only our research strategy, but the structure of how we think about funding. And one of the things that we've really been working toward ... you know, I think Anja you said it, doing research in a high income country is certainly a privilege. And so how do we think about reaching around the entire world and to making sure that our funding programmes have an awareness that's sometimes the first step.

OUR RESEARCH STRATEGY

Dynamic, Durable, Multi-dimensional,
Multi-faceted Research Program

SEED SPEED SCALE

alzheimer's association



How do you bring in awareness? We've partnered with organisations like the Global Brain Health Institute to help drive some of that forward, whether it be funding pilot programmes, or whether it be doing other research into that that's bringing a network together such as Worldwide Fingers Network as opportunities that not only support the established researchers, but also bring along early career researchers that have an opportunity to be part of those large projects.



When we think about where are the opportunities. For us as an organization, it's where can we seed ideas and that's in every corner of the world. So how do we have those conversations? How do we hear from every corner of the world? And that's certainly a challenge. We have opportunities on platforms like the Alzheimer's Association International Conference, and a few others that Claire will talk to you about in a few minutes, but we also need to figure out other strategies for reaching networks. All of you can be a voice throughout those networks throughout that global community and saying hey, here's an idea. Here's this opportunity looking for ways of feeding early career researchers into leadership opportunities and Claire will talk a little bit about some of that as well.



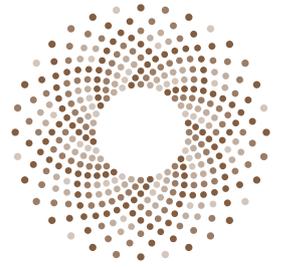
Chat function

The chat function was available throughout the dialogue for participants to ask questions of presenters and to hold discussion amongst each other. It began just under 30 minutes into the event and is displayed below. It does not necessarily correspond with the adjacent transcript in this document.



Dr Heather Snyder

Beth - what sort of advice would you give to others about managing their work/life balance or harmonization? Thank you for comments. Wondering what opportunities we could think about to link the networks you mention with a global community where those networks may not



How can we speed work forward? And some of this is funding. Some of this is looking for bringing networks together, again, such as the RedLat initiative in supporting that type of network or that type of consortium. But sometimes it's also having that conversation and making sure that there's an awareness so that as you think about here's an opportunity, or here's a way to reach that particular corner of the world or this particular corner of the world, we need to be doing that.

exist locally? Is there a set of "tips" that could be developed?



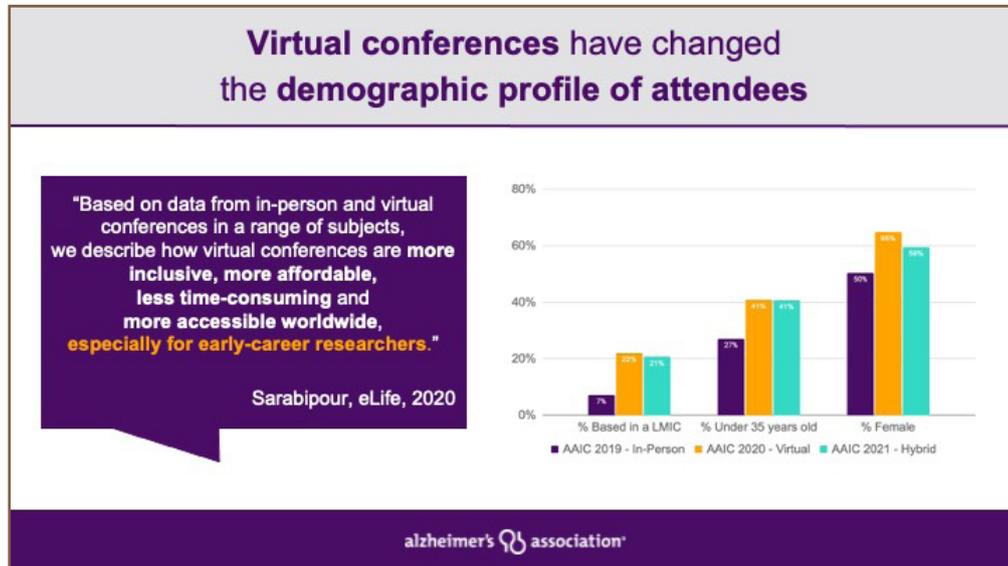
Dr Martina Bocchetta

@Riona - Thank you. I very much agree with your comments about importance of "soft skills" outside "data analysis". It will be important that Institutions and Senior PIs allow ECRs to dedicate time for practice and offer opportunities for training, and to encourage ECRs to be involved in public engagement activities.



Dr Beth Shaaban

@Heather, a few recommendations: I recommend finding multiple mentors for various aspects of our academic life. I have found that having at least one of these people being a role model for the type of work life balance you prefer is incredibly helpful for getting the right advice for you. Try to



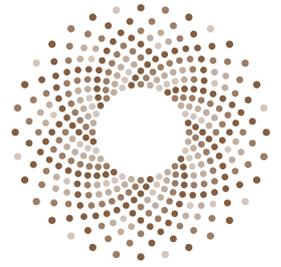
And then of course, there's that, that need to scale research forward, but also scale it up into the global awareness and so what are the types of opportunities for travel fellowships and for other ways of scaling that awareness locally into that global community.

Virtual conferences have also provided leadership opportunities for early-career researchers

AAIC Neuroscience Next
A global, no-cost virtual conference dedicated to supporting and showcasing the work of students and early-career researchers.

alzheimer's association

At the Alzheimer's Association, we do strive to have a number of different programmes that that look to seed speed and scale with a particular emphasis on early career researchers and I know some of you on this call today are part of our community of funded researchers. We are the largest non-profit funder of Alzheimer's and dementia



research in the world. And while we're the largest in the United States, we also know that in some parts of the world, we are also the primary funder even perhaps over some of the governments or some of the federal dollars that are available, we have funding active in over 40 countries, but we do recognise some of those challenges that in terms of the administration of a grant or some of the flexibility within how to manage the grant within an institution, there are some differences and, there are some challenges. And so I think one of the other things that we've really been working to do is not only increase awareness about programmes, but also increase awareness of our willingness to work with the community, with the researcher in all corners of the world, to look at opportunities, to adjust to how can we be creative and ensuring that we can support your research or your exciting research to go forward. And I think that's an incredibly important component.

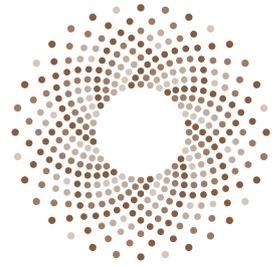
set clear boundaries with when you are working and when you are off and what new projects you take on. No one else will enforce this for you—you have to do that yourself. Learn to trust yourself with these decisions; this can be hard as an ECR. Get help from others who are effective at doing this. Enjoy your family and time off. Have hobbies outside of study/work. Have friends outside of academia to help keep you realizing the big picture. Experiences I have had caregiving for older adult family members and experiencing the COVID pandemic help keep me focused on the fact that my family and friends are most important for me and are really irreplaceable.

 **Dr Heather Snyder**
Beth - fantastic. @
Lenny - would be



And just to give you a perspective of where we are funding, we have active projects in all of the countries that you see that are coloured purple here, but we know that there is some amazing work going on that is not represented on this map. So how do we reach those communities? That is the biggest challenge. We'd love to hear in the discussion about how do we reach to the networks of the world that we're not yet in. That we need to have the awareness, what are the types of programmes or the types of funding that could be helpful? We actually changed some of the language in our funding programmes, this most recent cycle based on feedback we heard from early career researchers in the global community, this piece isn't clear that piece isn't clear. And that really helped us to say, okay, here's how we need to clarify. This is the intent of the programme. So we want to hear from you, we want to have those conversations and we need to ensure that we're facilitating opportunities to do that as well, but we'd love to get some of your thoughts and thinking about what those needs are, what, when it, from a funding side, how can we influence or support that global research community?

So funding is certainly a big part, but I've also referenced a number of ways in terms of bringing researchers together and the opportunities of the networking that's so incredibly important. So I'm going to pass it to my colleague, Dr Claire Sexton, to talk a little bit about some of this. Claire.



Dr Claire Sexton

Director of Scientific Programs & Outreach at the Alzheimer's Association

Thank you, Heather. I wanted just to share a bit of our learnings and also what we've seen from others of virtual conferences and how that's kind of changed the game. So, since 2020, we've seen how virtual conferences have changed the demographic profile of attendees. So, there was a paper published in E-Life and that documented how across a range of different scientific topics, virtual conferences were more inclusive, more accessible worldwide, and that resulted in increased attendance from early career researchers. That's a trend that we've also seen at our own conference at AAIC. So compared with when AAIC was in person in LA, which is shown in purple there, we've seen an increase in the number of attendees based in low- and middle-income countries. We've seen an increase in participants aged under 35 years going from 27 % to 41% and we've also seen an increase in the proportion of women attending. And this increased accessibility has a number of advantages, I think the number of speakers that it has been possible to see present - just over the past couple of years - has really grown exponentially. And we've also heard, especially from early career researchers or for some researchers for whom English is their second language, they can feel more comfortable submitting questions online because there isn't that same intimidation of standing up in front of a crowded auditorium to post your question.

There are disadvantages though, virtual conferences still don't quite recreate in-person networking. We and others are continuing to try out new ways to facilitate one-on-one and small group interactions, both through our conferences and through ISTAART our membership society year-round. And also, I think with conferences now, we're kind of coming to a bit of a tipping point. So, it will be important over the coming years for conferences, not just to revert back to previous practices, but to keep accessibility and engagement for all attendees, especially early career researchers, at the forefront of their minds.

We've seen how virtual conferences and convenience have also provided leadership opportunities for early career researchers. So there's been new organisations that have come up like Black In Neuro, which started with a single tweet from their founder who was a PhD student, Angeline Dukes. So she asked, you know, so when are we doing a Black In Neuro week, then that grew to them hosting events attended by over 2000 people from 61 countries. And at the Association we launched AAIC Neuroscience Next. This is a conference that has early career researchers at its very heart, not just as attendees and as presenters, but also as chairs and committee members. So over half of our scientific programme committee were students and post-docs. And they were leading the conference, and they were led by Oz who I see who was also on this call as one of the co-chairs. And senior researchers were also there, but they were providing support and mentorship along the way.

I think a challenge going forward is then, you know, sustainability in these new initiatives, especially when they're really led by the early career researchers, not just in terms of content, but also in terms of logistics. And what we have to do is really try to strike that right balance between providing opportunities, providing space and support

excellent to capture Beth's comments, as well as others perspectives in a series of essays to be shared.

@Ines - Beth's comments above would be an excellent AWARE webinar and/or activity to build upon. :-)



Dr Inés Moreno

@Heather, I was just reading it and I can't agree more



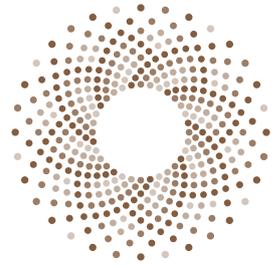
Dr Heather Snyder

@Paulo - I would not underestimate the power that one person (you) has in influencing the next generation of researchers!



Dr Angela Bradshaw

The most widely-applied metrics of research success - high IF publications, grant income, academic profile - are not sufficiently inclusive or wholistic. Does the panel or audience



for early career researchers to step forward, to run with their ideas for how the recent the field should be changing. But we should be careful not to be creating added expectations or added burdens on early career researchers, you know, whose priorities are their research work rather than, you know, conference logistics and webinars. So that was just kind of a few of the learnings that we've had and that we've also observed from, you know, other organisations regarding how virtual conferences, you know, have changed the game. And then hopefully then these learnings will be ones that we can continue with post pandemic as well. And I think that's everything we were covering. Heather, is there anything you'd add?

have suggestions for metrics that are more inclusive, and ideas for how to persuade funding bodies and hiring committees to place importance on these metrics?



Dr Heather Snyder

VP of Medical and Scientific Relations at the Alzheimer's Association

The only thing I would add, and I think both I and Claire referenced is that, you know, we didn't touch on this as thinking about some of the challenges that particularly touch individuals that have young children and some of those challenges in the balances, particularly over the last couple of years. There was a recent paper that was published that came out and looked in, in something like 100,000 or 200,000 individuals that suggested that, for instance, just 27% of parents who are academic scientists get sorry mothers that get at their academic scientists get tenure compared to 48% of fathers or 46% of women without children. So not something we talked about in great detail, but I think also something that is part of this conversation we think about how we can ensure that our funding programmes bring in support for those types of, of needs or our conferences enable those types of things as well. So just to kind of another piece that ties some of the challenges that we do see together.



Adam Smith

@angela - There is a push in the UK to consider increasing use the new 'holistic resume' but it remains to be seen if this will work - <https://royalsociety.org/topics-policy/projects/research-culture/tools-for-support/resume-for-researchers/>



Professor Anja Leist

Associate Professor in Public Health and Ageing and Vice-Head of the Institute for Research on Socio-Economic Inequality at the University of Luxembourg

Thank you Heather and Claire and what Heather just mentioned will certainly come up later in the discussion. I am now going to turn to Dr Adam Smith who is programme director at the NIHR Dementia Biomedical Research Centre at UCL in the UK and Dr. Beth Shaaban, visiting assistant professor of epidemiology at the university of Pittsburgh, they will highlight why early career researchers are important, some of the challenges they face and support that is being provided. Adam and Beth over to you.



Dr Heather Snyder

@Keir - yes! We can take that off line but we have funded numerous studies to help with data transfer.



Adam Smith

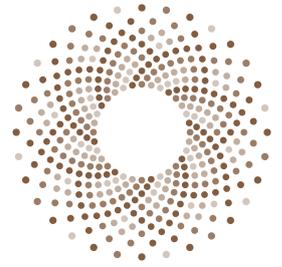
Programme Director at University College London, within the Queen Square Biomedical Research Centre

Thank you very much Anja and the World Dementia Council for giving us the opportunity to contribute today. You did give me a promotion, I'm afraid it's not doctor, but thank you anyway. So I hate to be one of those people that starts to talk by telling everyone something they already know, but this is a good starting point because it



Dr Claudia Ramos

Here in Colombia we have to add the work we are going to do with the communities, how



takes me nicely to the main points I want to make, in our introduction. I'm sure you don't need a reminder, but there are 55 million people living with dementia worldwide, nearly 10 million new cases every year and research is at the heart of addressing this. It's more important than ever that research be rapidly undertaken and in all areas of discovery to better understand the disease, to prevent it, treat it and support people, living with it, and to have the best possible care. Research offers hope and the vast majority of research is actually undertaken by early career researchers or ECRs for short, under the supervision, of course, of a smaller number of senior people. I've got a good metaphor, ECRs are the engine of discovery. Engines need fuel and oil to be fine-tuned and maintained if they're going to reliably, get you to where you want to go. And to make breakthroughs, we need fast, efficient, reliable engines. It's vital we increase research capacity, attract more researchers to the field with greater diversity and support them to stay. How to achieve that particularly in the UK is a question that occupies a lot of my time. My colleague, Dr Beth Shaaban is an ECR herself so who better to share what we know about the challenges ECR's face? Beth.

the people might understand and use our "discoveries". I think it should be another way to understand if our work is of value for the population.



Dr Beth Shaaban

Visiting Assistant Professor of Epidemiology at the University of Pittsburgh Graduate School of Public Health



Dr Rosa Sancho

@Angela, we (Alzheimer's Research UK) sign to DORA and have an ECR career framework that goes beyond the typical academic metrics These are discussed at all Board meetings. But culture change is slow.

Thanks Adam. Hi everyone. I recently completed a three-year post-doctoral fellowship and in September I started a position as a new early career faculty. In work with Adam and Wagner Brum, who I also see is on the call, through our Professional interest area to Elevate Early career researchers (or PEERs) within the professional society ISTAART, we recently carried out a global survey of dementia early career researchers (ECRs). We find that about half of respondents are either actively thinking of leaving dementia research or are considering it. How does the way we structure our present system exclude or drive people away? Let me highlight several key challenges we face as ECRs so that we can start to answer this question. These are based on our survey results, my own work training the next generation of dementia researchers at my institution, and of course, my own experiences as an ECR.



Dr Angela Bradshaw

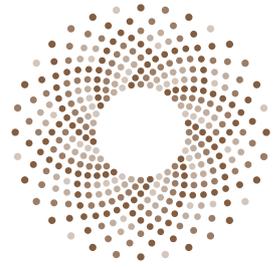
Thanks @Adam, @Rosa and Claudia - I think the Royal Society initiative and DORA are great, I would just like to see more implementation in practice.

The first key challenge I'll highlight is job security. The field is dominated by short-term contracts of about a year or two in length, and there are not enough jobs in academic research. Second, there is injustice in representation of groups discriminated against on the basis of race, ethnicity, sex, and gender, nationality, disability, and others. Who the principal investigator is impacts study recruitment, the research questions we even dare to ask, the interpretation of study results and the studies that are chosen to be funded. This injustice is amplified among advanced career and leadership positions. The third challenge is financial concerns, and this includes availability of research funding; low pay for ECRs; and many out of pocket expenses that we face such as moving for one's job, especially since there's a push to move globally, to get more experience, meeting attendance, health insurance, and finally open access publication fees, which may not be covered by the early career researcher's institution. Fourth, work-life balance is often poor. There's a culture that promotes overwork at the expense of wellbeing and family and caregiving needs. And this is a key influence on challenge number five, the culture that is not conducive to wellbeing. Mental health problems and imposter syndrome are common among ECRs. Over-reliance on one person for mentorship makes power



Dr Keir Yong

Re: Claire's point on learning from remote conference



differentials ripe for abuse. There's a norm of putting off taking care of oneself until there is a crisis. And finally, I'll just add something that we're all very well aware of. The COVID pandemic has amplified many of the problems I've just mentioned, and it will have long lasting consequences.

We know it's important to recognize that ECRs in different countries face different challenges, and we're excited that we got such a global response on our survey. However, these problems that I've highlighted are universal themes. So Adam, now that I've made everybody sad about what's going wrong, can you make us happy about what's starting to be done?



Adam Smith

Programme Director at University College London, within the Queen Square Biomedical Research Centre

Thanks, Beth. We are going to publish those results and collate them all into a report and if anybody needs to see them sooner, we're very happy to share them. So the good news is that some research funders and institutions have already started to do more to help. Obviously, I'm going to talk about Alzheimer's Association now, but I know we've already heard from them. I thought we were going before Heather, but Alzheimer's Association through, ISTAART is a great example they've put a real emphasis on helping ECRs through its funding programmes and delivering training and workshops to help increase skills and confidence.. I also particularly want to spotlight Race Against Dementia a charity started by F1 champion Sir Jackie Stewart and a taking an entirely new approach, funding fellowships for five years, rather than the usual three, giving these fellowships to ECRs at an earlier stage and going further to provide a whole package of personal and development support, and I see we have a at least one of our fellows in the room today hi Claire. And this year I also had a chance to work with Alzheimer's Research UK networks at UCL and in Scotland who created a fabulous mentoring scheme. And of course we also have to welcome things like the Wellcome Trusts work to generally look at research culture. And we also the inspirational examples being set like those in Black In Neuro also mentioned earlier and other movements around the world.

And Finally UK through Dementia Researcher at UCL with support from the NIHR, Alzheimer's Society, and Alzheimer's Research UK we provide a single point of entry for funding, jobs, events, and training, and bring, try to bring communities together from different fields to support each other and provide content we know that helps.

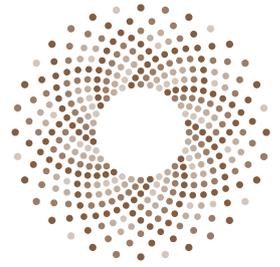
So, to finish, I feel sure I speak for all of us in saying that ECRs are incredibly important. And with this in mind, I ask how can we attract more people from different backgrounds, increase funding and change the way we think of the research careers to introduce more balance and address some of those bottlenecks we know that happen after PhD, and support people stuck up post-doc stage, because we need a better system in the long-term to keep the best people doing the best work in the best health. Thank you.

formats- I'd be curious about novel formats for virtual plus in person (presumably 'hybrid' formats) to enable some remote, but 'live' engagement? E.g. digital boards at conferences where people who aren't able to attend in person can leave comments on posters (or even submit questions to live talks) which can be responded to on line



Dr Heather Snyder

@Oz -- I don't know that those are as much a factor for some funding orgs (publications, etc) -- at least for our reviews, the training plans, the opportunities they have identified to take forward -- those are a bigger part of the review discussion for us. @Angela - what do you think about an additional component of an application that would raise some of



Professor Anja Leist

Associate Professor in Public Health and Ageing and Vice-Head of the Institute for Research on Socio-Economic Inequality at the University of Luxembourg

Thank you so much, Adam and Beth, and many very good questions raised for the discussion later. We now want to also hear from two people who are early career researchers themselves. Well it's the the second and the third now that Beth has already also already spoken about her experience. Firstly, I'm going to invite Dr. Riona Mc Ardle, who is at Newcastle university to share her perspective. She's going to offer reflections regarding her own early career research journey and how to navigate this successfully. Ri over to you.



Dr Riona Mc Ardle

NIHR Advanced Research Fellow at Newcastle University

Thank you very much, and thank you to the World Dementia Council for inviting me to speak today. So as Anja said, I just want to share some kind of personal reflections of my own early career researcher journey, and just talk a little bit about the activities and opportunities and advice that I found useful for myself, and I believe might be useful to other early career researchers on their journeys. So just briefly to tell you a little bit about who I am and why I think that these things are important. I've recently been awarded the NIHR advanced fellowship, and that's allowing me to be a research fellow at Newcastle University, carrying out research to better support dementia care. I completed my PhD at Newcastle in 2019, so I haven't moved. And my PhD research was really interesting in that it identified unique signatures of gait impairment, which could possibly support dementia diagnosis later on. Since then, I've worked as a Research Associate within the Brain and Movement research group, carrying out a range of different trials. I've carried out a secondment in Professor Louise Robinson's group, learning how to carry out mixed methods research.

I've been a Senior Research Associate within a global project called the EDoN Initiative, learning how we can better use digital technology to support diagnosis for people with dementia, which allowed me to work internationally with different groups, develop different research protocols and involve people with dementia, clinicians and carers within the design of this research. And what I can say so far in my early career research journey is that has been an absolute whirlwind and very fast paced. I would say that I've had a number of successes so far in my career. And I wouldn't say that all of these are due to the fact that I've published in high-impact journals or the fact that I've secured a small number of grants. I do believe that a lot of the opportunities that I've been given have come from more non-traditional activities that have benefited me. And I was really lucky because my supervisory team in my PhD, all the way up through to my fellowship have always supported me to take part in these kinds of "extracurricular activities" as they are seen, and I've also been awarded funding to pursue these activities. And today I just want to talk a little bit about what those activities are and why I think that maybe they shouldn't be so "extracurricular" for us, and they should be seen as part of an early career researcher's job within their actual working hours.

those issues? What could that be?



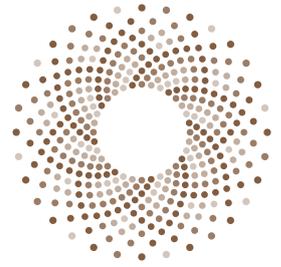
Dr Beth Shaaban

@Oz @Angela what about having ECRs on review boards for funding, publishing, promotion, etc. To overgeneralize, the sticking to the status quo comes from more advanced career folks and the desire to imagine a better way more often comes from ECRs. If we as ECRs had positions of real power in these panels, perhaps we would be more effective.



Dr Samuel Harris

Perhaps including ECRs to a greater extent in grant reviewing processes might help - these are likely to appreciate and expect these additional (non-traditional) metrics while also gaining first-hand experience of the process that is typically restricted to more senior



So right at the start of my PhD, my postgraduate coordinator advised me to become a 3D researcher. So that meant he was advising me not to be a researcher that just develops research protocols, does my data collection and then analyses the data. He wanted me to be really involved in the research and the community that I was working with. And one of the ways I did this was learning how to talk about my research to any audience. So I spoke about my research to people with dementia, to children, to clinicians, to other academics. And I learned how to talk about that research and using a variety of different platforms. I'm very active on Twitter. I learned how to blog, how to do presentations, how to speak with media. I took part in community teaching opportunities like the Brilliant Club in the UK. I went to lots of training and public engagement and science communication. And I learned how to make my research a digestible and simple topic to talk about. And really, I have to say that it was through talking and talking and talking about my work that I really began to make a bit of impact because I was able to get the conversation of gait as a marker for dementia on the radar for people with dementia, clinicians and their carers and this allowed me to continue to talk about the research through different events, but also to inform research criteria for prodromal Lewy body disease. So I could really see that my research was making an impact for the way that people are living with dementia now. It also gave me the opportunity to just have a more fun and wholesome experience. I got to speak on the radio and be on TV, and that just makes my job a lot more interesting as an early career researcher.

Key to all of this was the time that I was given to engage in networks outside of the university. So I am very involved in networks that support early career researchers, such as the World Young Leaders in Dementia and the Demon Network. And I've also been very supported by the Dementia Researcher Network within my own career, as well. Now all of these networks are available to all early career dementia researchers, and they give you the opportunity to meet other researchers and profile your work. And what I found was that by spending time and being involved in these networks, I could speak to people and learn how everyone's ideas are central to helping advance dementia research. And often I got the opportunity to speak to lots of different people from different disciplines. So by going to events that were hosted by those networks and reading the blogs and talking to their members, I learnt about areas outside of my work that I would never normally hear about. So things like how environmental design improves quality of life or how different kinds of drugs being used for other conditions might prevent dementia. And all of those things has allowed me to think outside the box and create new multidisciplinary ideas for my own work and collaborate globally.

One of the things that really supported me from both these global networks and also from people within my own Institute is the support that you can get from other early career researchers on your own journey. So I can't explain how many of my colleagues and collaborators have read my fellowship applications, have answered my questions, or helped me problem solve throughout my time as an early career researcher. I've had so many conversations over coffee that have sprung up new ideas and answered my burning questions and allowed me to develop a new collaboration. And it is really hard, as we know, to find time as an early career researcher, and so I think that these early career researchers, that we as early career researchers should be provided the opportunity to just speak to your colleagues and understand what they are doing and help them where you can.

academics.



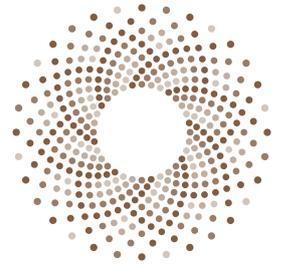
Dr Heather Snyder

Anyone that wants to be part of a review panel - send me an email! We're setting up our January committees now :-)) and aim to have ECRs, mid and more established researchers on these committees. my email hsnyder@alz.org



Dr Ozama Ismail

Thanks @Heather. It would be nice to see more funding orgs go beyond looking at the Biosketch. Contributions to science needs to look beyond how many papers and discoveries are made and needs to allow room for expanding on those extra curriculans. Also, there needs to be room to show the journey of the researcher such that it recognises why a certain researcher may not have been afforded certain



Within my research I've also been given funding opportunities to co-design work with people with dementia and carers. And that has allowed me to keep people with dementia at the heart of what I do. These funding opportunities have allowed me to develop research that prioritises the needs and wants of people with dementia, and ultimately allows me to create a more feasible and impactful research design. Working with people with dementia reminds me why I'm doing what I do and it spurs me on to achieve my own research goals and makes the experience much more rewarding for me. And those kinds of opportunities should be provided to all early career researchers to keep them motivated and to remind them what we're working towards.

Finally, I would advise the early career researchers learn to be resilient and that we teach them to be resilient. Often we forget when we see everyone else's success that everyone else is still being rejected from journals or being rejected from grant applications. And that that happens often and it's normal. The important thing is that we are developing the skills and tools that we need to pick ourselves back up to dust ourselves off and to learn and grow from the experience. And most importantly, it's really important that we celebrate the wins that people are having when they have them and understand that we are contributing in a unique way to improving the lives of people with dementia now and in the future. So really just to wrap up, I just feel that we need to make sure that early career researchers are encouraged to have the time and the opportunity to grow as researchers and also as people within their own fields. And that they're not just stuck to a desk, writing publications and grant applications. Thank you very much.



Professor Anja Leist

Associate Professor in Public Health and Ageing and Vice-Head of the Institute for Research on Socio-Economic Inequality at the University of Luxembourg

Thank you very much Rí. Finally, we will hear from Dr. Claudia Ramos, who will also offer the perspective of an early career researcher, but who is based in Colombia. Dr Ramos is a psychiatrist at the neuroscience group of Antioquia and Medellin and she's going to speak about socioeconomic disparities and Latin America focuses on experiences, often difficulties for early career researchers. So Claudia, over to you.

privileges and so were held back in their career.



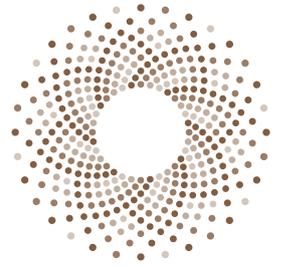
Dr Jennie Gabriel

To play devils advocate. Shifting away from publications may put further strain on work-life balance as ECRs are expected to spread themselves even more thinly to meet the extra-curricular expectations. How will we manage this to ensure that the bar doesn't become unattainably high?



Dr Sophie Sanford

To add to the discussion on hybrid/virtual conferencing: As a PhD student I found the online 'speed-dating' function at the British Neuroscience Association Conference hugely valuable - 15 minute Zoom Meeting slots which you could book with Group Leaders



Dr Claudia Ramos
Coordinator, Neuroscience Research Group, GNA

Socio-economic disparities in LA

- Latin America has increased the number of scientists and research institutions.
- There is an important gap between developed countries and LA.
- Contributing factors to low scientific productivity:
 - Limited access to grant opportunities.
 - Inadequate budgets.
 - Substandard levels of laboratory infrastructure and equipment.
 - High cost and limited supply of reagents.
 - Low salaries and personal insecurity of scientists.

Ciocca DR, Delgado G. The reality of scientific research in Latin America; and insider's perspective. Cell Stress and Chaperones, 2017. doi 10.1007/s12192-017-0815-8

(PIs)/Industry Professionals - with no prerequisites. It gave me an opportunity to speak one-to-one with several (female!) PIs about their careers, which might not have been possible at an in-person conference where PIs can be busy talking with other PIs.

Okay. Thank you for having me here today. I'm going to speak something about measures in Latin America This turns on pitfalls that we have so far.

Scientific production in LA: why so hard?

- There is a political and economic instability in some LA countries → lack of long – term goals essential to the development of science.
- Most equipment and supplies are imported.
- National industries are not given the incentives to produce these goods at home.
- Too many young researchers continue leaving LA for developed countries, where they are very successful.

Ciocca DR, Delgado G. The reality of scientific research in Latin America; and insider's perspective. Cell Stress and Chaperones, 2017. doi 10.1007/s12192-017-0815-8



Dr Heather Snyder

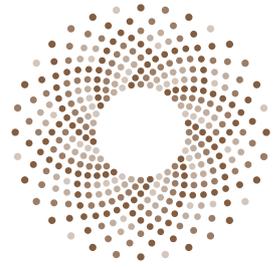
@Oz - love the idea, and would be open to ideas for how to bring that into the applications for the review panel.



Dr Inés Moreno

I think there is a need for training/re-training reviewers in grant panels, but also mentors, senior researchers. Increase the conversation between ERCs, PIs and institutions. It would be great that this become global, but when these options are not available locally,

Some of you could know Latin America is a place with some gaps between different countries here in Latin America compared to developed countries. But fortunately, we have increased the number of scientists and research institutions. The difficulties that we have so far to, for this scientific work are several things. For example, we have limited access to grant opportunities, and as some of my colleagues mentioned, we have inadequate budgets sometimes, and it makes difficult to publish our work in high impact journals. Also, the cost of the supplies of reagents are high here because we have a lot of products from high income countries. And now some of us have low salaries.



then it becomes more difficult.



Dr Riona McArdle

@Jennie I think the first thing to do is to make academic institutions understand that "extra-curricular" activities should not be regarded "extra-curricular". At the end of the day, every time we give a talk or write a blog, we are (hopefully) positively representing the University and the funder, and supporting their profiles - this should be rewarded, not regarded as an "add-on" some enthusiastic people choose to do.



Dr Claire Sexton

@Sophie Thank you for sharing that - sounds great programming

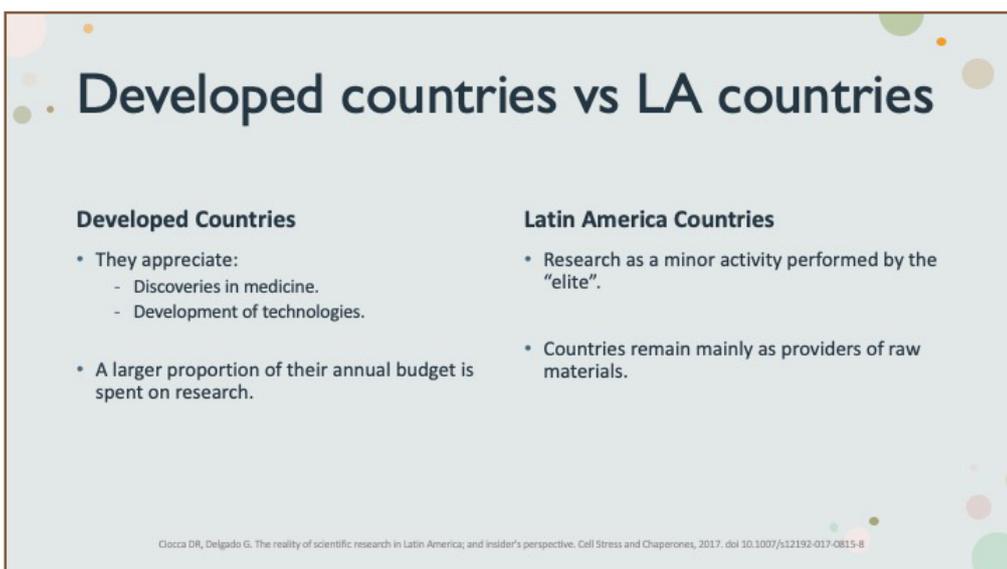


Dr Jennie Gabriel

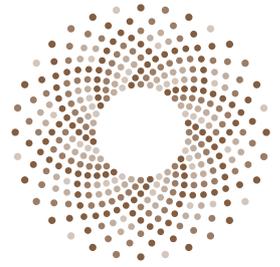
I agree! But I think there is a very delicate balance.



What part do research here in Latin America? There is a quality current economic study. The problem in some countries is that they don't have long-term research goals, essential to the development of science. For example, some people don't be aware of importance of diseases such as dementia, so they are not willing to invest on research on dementia. Also, as I mentioned most equipment and supplies are imported, so it makes very expensive to do research here, and Industry thinks that they don't have enough money to large scale production of goods at home. Therefore, they are not willing to produce those things that we would need to do research. And too many young researchers continue leaving Latin America for developed countries where they are very, very successful. Thus, the problem is not that we don't have people who are good doing research. The problem is that in older countries, for example, high income countries, we have a better opportunity and guarantees up to do a good work. So, for that reason, you can see a brain drain from here from countries as Colombia, for example.



This is my country, Colombia, and there are some others that I have had the opportunity to visit; they are wonderful, but unfortunately, several share the same difficulties, for example, we have political and economic instability, corruption, and as some of you



know Colombia has endured an internal war for more than 50 years. And we continue fighting against trafficking. Moreover, as I think my last colleague mentioned we fight discrimination. For example, it's sometimes harder to get some funding to do research if you are Indian or black. When we want to do research with them, it's harder to get funding for doing research with these communities. In developed countries they appreciate discoveries in medicine, and they are willing to invest on the development of technologies and a larger proportion of their annual budget is spent on research. But it's different here, for instance, in Colombia we spend just 0.23% of our gross domestic production on research. I mean, it's so hard to do good research with little money and other countries here in Latin America have the same situation as us.



Dr Angela Bradshaw

@Heather, there are sections on Fellowship forms for certain funding bodies (e.g. MRC in the UK) where you can reflect on your “productivity” in relation to your life circumstances, such as explaining about career breaks, parental leaves etc. I think it can be challenging for reviewers to know how to “handle” these types of sections, though, and more support and instruction would be helpful. It would also be important to move away from the culture of overwork, and provide space for researchers to openly talk about challenges they may experience due to caring responsibilities and other circumstances.



Dr Martina Bocchetta

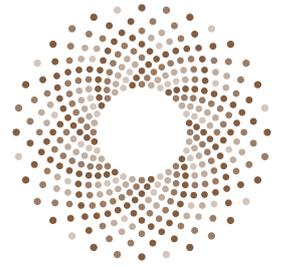
@Jennie - for your question: one option could be try and change the culture

Country	Population ^a	Inflation ^b	UR ^c	GDP (R + D) ^d	Researchers ^e
Argentina	41.45 M	28.3 (2014)	7.3 (2014)	0.58 (2017)	1121 (2010)
Brazil	200.4	9-11 (2015)	8.5 (2015)	1.24 (2013)	698 (2010)
Bolivia	11	3-4 (2015)	4 (2015)	0.16 (2009)	166 (2010)
Chile	17.62	4.4 (2015)	6.3 (2015)	0.36 (2012)	320 (2012)
Colombia	48.32	5-6 (2015)	8.9 (2015)	0.23 (2013)	193 (2010)
Costa Rica	4.87	-1 (2015)	9.7 (2014)	0.47 (2011)	1233 (2010)
Cuba	11.27	6 (2013)	NA	0.47 (2013)	NA
Ecuador	15.74	4 (2015)	5.4 (2015)	0.34 (2011)	141 (2010)
El Salvador	6.34	1 (2015)	7 (2014)	0.03 (2012)	NA
Guatemala	15.47	2-3 (2015)	NA	0.04 (2012)	25 (2010)
México	122.3	2.7 (2015)	4 (2015)	0.50 (2013)	312 (2010)
Panamá	3.86	0.3 (2015)	5.1 (2015)	0.18 (2011)	NA (2010)
Paraguay	6.8	3.1 (2015)	5.8 (2015)	0.09 (2012)	NA
Peru	30.9	3-4 (2015)	6.5 (2015)	0.15 (2014)	NA
Puerto Rico	3.54	-1 (2015)	14 (2014)	0.44 (2013)	NA
Trinidad and Tobago	1.34	1-4 (2015)	3.4 (2015)	0.05 (2012)	NA
Uruguay	3.40	8-9 (2015)	7.5 (2015)	0.32 (2013)	549 (2010)
Venezuela	30	140 (2015)	6.8 (2015)	0.2-0.5 (2006)	200 (2010)
Developed countries (added for comparative purposes)					
USA	316	3.29 (2015)	5.5 (2015)	2.73 (2013)	3867 (2010)
China	1357	1.44 (2015)	3.1 (2016)	2.01 (2013)	903 (2010)
Japan	127	0.80 (2015)	4.1 (2015)	3.47 (2013)	5153 (2010)

Some countries are not mentioned because we were unable to locate their GDP for R + D
 NA not available
^a Population for the year 2013, expressed in millions (M)
^b Annual inflation and UR; unemployment rate from <http://www.focuss-economics.com/regions/latin-america>
^c Percentage of the GDP assigned to Research and Development. From <http://datos.bancomundial.org/indicador/GY.XPD.RSDV.GD.ZS>
^e Per million people. Data from: <http://data.worldbank.org/indicador/SP.POPSCIE.RD.P6>

What happens with particularities of some overwhelming diseases, such as dementia? Latin-American has a high and increasing prevalence of dementia. Now we have a 7.1% to 11.5% of people older than 65 years old who are enduring dementia. It presents risk factors as heterogeneity of genetics and social determinants of health, very interesting to study, but clinical trials and nonpharmacological interventions are limited. Also, biomarker research is scarce.

For that reason, I think is important time to start and continuing working as a team with organizations as Alzheimer’s Association, or the GBHI which supported the onset of the Latin American Caribbean Consortium on dementia. This consortium that I am part of it is compounded by 250 experts, and now they are trying to invest a lot of resources for us. The research of risk factors is significantly important here for people in Latin America, and also research on non-pharmacological trials for our race trying to cure or at least to improve the situation of people who have dementia.



Dementia in LA

- LA → high and increasing prevalence of dementia
 - 7.1% - 11.5% among individuals ≥65 y.o.
 - Europe and U.S.A have a lower, stable or decreased prevalence of dementia.
- It presents risk factors as heterogeneity of genetics and social determinants of health (SDH).
- Nevertheless:
 - Regional clinical trials and nonpharmacological interventions are limited.
 - Biomarker research is scarce.

Parra et al. Dementia in Latin America: Paving the way toward a regional action plan. *Alzheimer's & Dementia*, 2020; 1-19. doi:10.1002/alz.12202

Countries as Argentina, Brazil, Chile, Colombia, Cuba, Ecuador, Mexico, Peru, and Uruguay are part of the LAC Consortium, and their long-term goal LAC-CD is to create a regional task force in Latin American Canadians focusing on research as well as capacity building and implementation science.

LA, dementia and networking

- Coordinated networking and translational research → effective handling of existing and future challenges, as those imposed by SARS-CoV-2 pandemic.
- Knowledge to Action Framework, KtAF:
 - Strategy led by the Latin American and Caribbean Consortium on Dementia (LAC-CD)
 - Supported by the AA and the GBHI.
 - 250 experts.
 - Areas of priority: 1) **risk factors** for dementia and **nonpharmacological** interventions; 2) **epidemiological** and **genetic** studies; 3) **biomarkers** for dementia; 4) **clinical trials**; and 5) **networking** and **translational** research.
- Argentina, Brazil, Chile, Colombia, Cuba, Ecuador, Mexico, Peru, and Uruguay.

Parra et al. Dementia in Latin America: Paving the way toward a regional action plan. *Alzheimer's & Dementia*, 2020; 1-19. doi:10.1002/alz.12202

Lastly the important thing that we need to continue working on as my last colleague mentioned is in the social appropriation of knowledge. The older people need to understand why it is important to know about science, about dementia and how they can push the government to work on it? In Colombia, two years ago, we have started to work through Public Policy of Social Appropriation of knowledge into the framework of Science, Technology, and Innovation. Now I'm doing my PhD and I must study a topic that is called social appropriation of knowledge is so important because if people must know that we all of us can do science, we are more willing to do science as a community, you know, not just the researchers, but all the communities. So as conclusions, Latin America has many young researchers who wish to make a career in science as me here, I'm very proud of my country. I would want to work for this beautiful country. It's my

by considering that soft skills and extra-curricular activities are no longer “extra”, but they are integral part of being a researcher.



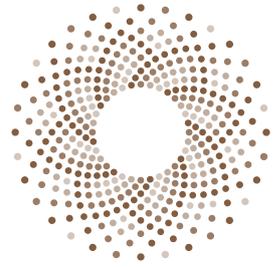
Dr Ozama Ismail

Agree with @Riona. Also, not every ECR will be able to afford the time and money to do anything that is deemed "extra curricular". If it becomes part of the job and there are resources, time and money put into it by the lab / funder, it starts to become more inclusive as well.



Dr Riona McArdle

@Adam I've been in that loop where I would have a six month contract - immediately get a letter of redundancy on the day I got my new contract (6 month redundancy notice) - would be asked by HR what I would do to get funding to keep my post, but couldn't



home. Senior scientists must guide and stimulate younger scientists to contribute to the improvement of science in their own countries. LA must invests in long-term research goals. And finally, it is important to work on social appropriation of knowledge to generate closeness between citizens and scientists and build science together for everyone in our region. I want to wrap it up with a quote by Daniels R Ciocca and Gabriela Delgado that says “We work, we must all work together to advance the future of science, Latin America, to create a productive environment for future generations”. Thank you so much.

apply for funding as I didn't have a long enough contract...



Professor Anja Leist

Associate Professor in Public Health and Ageing and Vice-Head of the Institute for Research on Socio-Economic Inequality at the University of Luxembourg



Dr Jennie Gabriel

@Martina I think there is already the expectation that these are an integral part of being a researcher. I certainly experienced that.

Thank you so much Dr Ramos for giving us your insights on being a ECR in a Latin American country. And I'm now going to turn the meeting over to my co-chair Professor Caramelli to take up the discussion part of the meeting. Thank you.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)



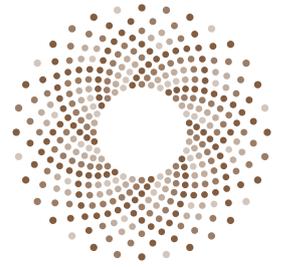
Dr Keir Yong

It is great that offering networking and peer to peer exchanges for ECRs is a big theme of this dialogue especially given these have heavily restriction owing to Covid. To be deliberately provocative- I feel very privileged to be part of international networks outside individual Universities- e.g. ISTAART, WFN. In the best case, this is an opportunity to lead international efforts, develop consensus around challenging topics and translate findings. In the

I would like to thank very much Professor Anja Leist and also Lenny Shallcross and Josh Newlove from the World Dementia Council for the excellent work they are doing and for the invitation to co-chair this important meeting with Anja Leist. I also add my thanks to the opening speakers for their interesting perspectives, and my welcome to you all for joining the global dialogue today.

As Lenny said at the outset of this meeting this is the part of the global dialogue where we want to hear from you. At the top Professor Leist offered some opening thoughts about the topic from the perspective of someone who is based in Europe a high-income country. You heard from our opening speakers both the perspective of funders and the perspective of people working as an ECR about the challenges in low- and middle-income countries.

I want to briefly add my own perspective from academia of someone who works in a middle-income country, in this case Brazil. What about early career researchers working in environments like ours? Claudia Ramos just mentioned about Colombia and offering some perspectives about Latin America, which may be similar to other lower- and middle-income countries, where about 58% of people with dementia currently live and where 68% of them will live by 2050. This information is very important and we always need to remind it. As you know, there are very few opportunities of scholarships for early career researchers in low- and middle-income countries. In Brazil and in many other countries these scholarships usually have low values, which demand early career researchers to seek for other sources of financial support for their living. So differently from what we usually see in high-income countries, in low-income countries these young investigators commonly need to seek for other sources, either from clinical activities or sometimes to activities completely out from their academic or professional



activities. For example, I know one student who had to work as Uber driver since the scholarship was not sufficient to pay for the monthly expenses.

There is also a limited number of academic positions, especially in good universities. In Brazil, for example, the best universities are public and positions are very scarce. Last week I received an invitation from my university, which is the largest federal university in Brazil in terms of number of students to be member of a jury for an application for assistant professor, with 56 candidates. The situation is particularly more challenging for women, as Professor Leist alluded to in her opening comments. Finally, we have also the brain drains and Dr. Ramos made a comment about this. In Brazil, during the last year, due to political and economic problems, as well by the Covid-19 pandemic, we have seen more and more brilliant people being invited to go to Europe, Canada or to the United States, i.e., countries with a better economic situation. Of course, this makes the situation very worrisome for our countries, either in the present and in the future. These are just some general thoughts from someone who work in a middle-income country as a senior investigator. I am always trying to do my best to support early career researchers, but of course this means very little in terms of the needs of our countries.

I would now like to open this Dialogue for questions. I see that there are already some questions in the chat. Anja, do you want me to go first with the questions?

worst case, this can be another source of unpaid labour for ECRs- e.g. doing lots of heavy lifting in a big consortium but ending up buried in the middle of a list of authors. Any thoughts (perhaps from Heather or Claire) regarding how networks might protect or prioritise ECR contributions and appropriately acknowledge these within large initiatives?



Professor Anja Leist

Associate Professor in Public Health and Ageing and Vice-Head of the Institute for Research on Socio-Economic Inequality at the University of Luxembourg

Yeah, maybe we can take up some of the comments that have already been made and let people explain.



Dr Riona McArdle

@Oz agreed - make it part of our work life. @Jennie - think it depends on the academic culture - I have colleagues in other labs who are advised against engagement opportunities as it takes away time from writing papers and distracts them - not considered as important as getting traditional output.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

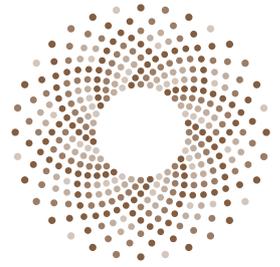
Yeah. So I think Heather Snyder, Dr. Snyder already made some comments or questions. Heather, would you like to read them yourself or one is to



Dr Heather Snyder

VP of Medical and Scientific Relations at the Alzheimer's Association

Yeah, I have to scroll all the way back. I was asking Beth about some of the strategies that you'd recommend in terms of managing that work-life balance or that harmonization in, terms of thinking about how to build that network and how to build some of those things that Riona to you then talked a little bit about them. So then I also was wondering, well, thinking about those networks and those types of opportunities if you're at an institution where those might exist, or if you're in a community for your advisor, how do you link in a broader audience? How do we get the word out to a



broader audience of researchers about those types of networks and about the types of opportunities when they may not exist in your backyard, or even down the street, but, how do we link in on that way and thinking about it, a set of kits that we could develop or something that you, you could, have some sort of broader distribution, what does that look like?



Dr Riona Mc Ardle

NIHR Advanced Research Fellow at Newcastle University

I think one of the things that really important things that I found from working in the World Young Leaders in Dementia is the ability to have regional representation as part of your community. So having people who are really involved in dementia, it doesn't have to be research, but any area of dementia who are willing to advocate for your network and are willing to broaden that, you can email and, you know, talk to people from around that region and try to promote that. So we, we do have that with our Latin American representative, Fernando, and we find that in World Young Leaders In Dementia, we do get quite a lot of uptake from Latin America. And we equally get a lot of uptake from Singapore because we have a regional representation of that. And not really, you know, those are the people to talk to, because for example, I can go and email every UK university here, but I don't know who to email it in, in universities in other places. So that's where I would say opening it up. But I think you always come up with that, the problem where it is hard you find the regional representative, and who's got enough time to take on that role for you.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Thank you. Beth would you like to add something?



Dr Beth Shaaban

Visiting Assistant Professor of Epidemiology at the University of Pittsburgh Graduate School of Public Health

I'm happy to just give a quick, quick summary of what I mentioned, and anybody feel free to ask if there are questions. I think having multiple mentors is really important. So I've had to find role models for who's living their life the way that I want in terms of work-life balance. There are many bad examples and I had to seek out a good example. Being clear with boundaries is important. Learning to say no is important. And having people who will support you in that and give you advice about how to do that is really important; because you're in a lower power position as an early career researcher, it feels very scary to do that. Enjoy your family, your time off, have hobbies, and for me the COVID epidemic and then some caregiving experiences in my family that I've had have made it really clear to me what's the most important, which is my family. And so have confidence in those decisions when you make decisions about how to spend your time.



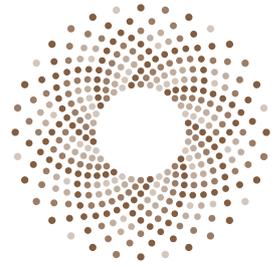
Dr Josie Fullerton

It would be great if ECRs could get more recognition for the outreach activities we do, this would encourage more ECRs to join panels, committees but also for more of us engage with the public - which needs to improve. This would then take away the focus of papers/publications/ impact factors, which are often things that ECRs cannot control. But again, this needs to come from the top down!



Dr Heather Snyder

@Keir - some of that goes to leadership; I've been a part of discussions where we openly say that if all things being equal, lets make the ECR first author so that they get recognition. It goes a bit to Beth's comments of knowing who you are working with and seeking that out.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Thank you, Beth. We have a question/comment by Martina Bocchetta and then Keir Yong.



Dr Martina Bocchetta

Senior Research Fellow, Dementia Research Centre, UCL

Thank you. It was just a comment just saying that I really agree with what Riona was saying about that, you know, we just don't need to run experiments while being isolated, but we should receive training or just pass the message that, you know, learning how to be involved in the community or being exposed to the community is really important. And from my experience and speaking to other early researchers is sometimes difficult, as sometimes institutions or senior PIs don't allow us to take that time needed in order to be involved with the community or learn how to be involved with the community. So I think that's important to bear in mind.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Thank you. Keir. Nice to see you.



Dr Keir Yong

Neuropsychologist at the UCL Dementia Research Centre, Alzheimer's Society Fellow and Etherington Senior Research Fellow

Good to see you also in slightly different circumstances. Yeah. And just to piggyback on points that Riona and Martina I've already raised, I'm really reassured as an ECR, the funding bodies, at least the UK, such as the NIHR and Alzheimer's Society. I think support both Rena Marta Martinez fellowships as understand that really promote engagement of the communities of people affected by dementia. So my question really hopefully straddles this issue regarding both low and high income countries and perhaps to an extent also mitigate in this brain drain phenomenon. So it's really about conducting multicentre studies that feature groups, not just say from, you know, north America and Europe. So I'm aware of ECRs and attendance here, like Riona having collaboration with, for example, groups, New Zealand. And in the past personally myself and others have worked with centres in the US kind of the space of France to better understand the (indistinct)syndrome. And we're very privileged to be part of these efforts. But I took part in the UK Brazil workshop, which actually Paulo organized, and I met Brazilian researchers that I would really like to collaborate and share data with, but it sometimes seems that the practicalities of setting up a new collaboration act as a



Dr Claire Sexton

@Keir You've raised a very important point - for our conferences, we try and provide committee members with options, e.g. if you would like to join awards judging, or if you would like to review papers, you can. Rather than there being requirements to do all.

@Keir and agree with Heather that it's important to create culture that is supportive and recognises and rewards work. Once that ethos and generosity is established, it's easier to continue



Adam Smith

Great point Claire



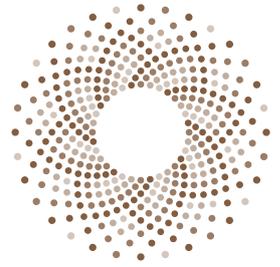
Dr Josie Fullerton

completely agree Claire!



Dr Claudia Ramos

Completely agree!



disincentive, especially with two-to-three-year contracts. So the last award that I sat on, and this is between the UK and the US took a year to set up. So this has maybe touched on in the World, Dementia Council, previous meeting on data sharing. But are there any mechanisms for support, funding resources to help with data transfer and storage and to an extent you know, wrangling with ethics. Now I know that most of this is going to rest with individual centers and their own local and national governance, and also the regulatory environment, which is, you know, a changing beast. But my question is, is there any additional support and the others might be able to provide.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Anyone would like to comment or to answer? Anja, do have any thoughts?



Professor Anja Leist

Associate Professor in Public Health and Ageing and Vice-Head of the Institute for Research on Socio-Economic Inequality at the University of Luxembourg

I unfortunately share the experiences here. So if this is the part that's taking the longest, it's really terribly complicated at the moment. Lenny, you had the workshop on data sharing, and the World Dementia council is hoping to create some momentum here, right?



Lenny Shallcross

Executive director, World Dementia Council

Yeah. There are things going on. And as Heather said, she'll pick it up separately with Keir offline.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Heather, please go ahead.



Dr Heather Snyder

VP of Medical and Scientific Relations at the Alzheimer's Association

Keir, we can take it offline on your specific instance and talk that through, but I guess I would just add in don't hesitate to reach out to a funding organization wherever you might be is I think there is a recognition of the importance of this and, and we fund



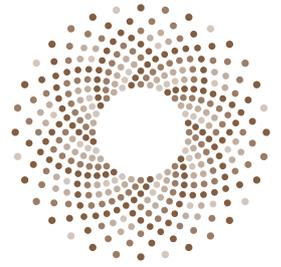
Dr Angela Bradshaw

This is perhaps not directly linked to the theme of this dialogue, ie retention of ECRs - but I would also like to see a move away from the narrative of failure as a researcher for those who don't progress through fellowships to tenure. Academic research is a fantastic preparation for many different careers, and research takes place in many different settings. I was a research fellow, then lecturer at a russell group university in the UK, and am now a project officer at a dementia NGO. Both career tracks have been equally rewarding (so far!).



Dr Beth Shaaban

Yes. Advanced career researchers using their social capital and privilege to being champions for ECRs to highlight their work is very helpful.



globally. For wherever you are, don't hesitate to reach out to us. This is a huge issue. It is incredibly complicated. GDPR has added a whole layer of complications, even between European countries of how things are shared. There is a lot of work that's going on and there are people that have worked this through. There are others that are working on it, but I, it is also, there's a true cost to it, not just the time, but there is a true cost to it.

And I think many, not all, but many funding organizations recognize that we have funded numerous groups to help with this. We think about what are the types of opportunities that wouldn't necessarily just fund or support this researcher, but would fund or would allow or enable a broader community, and what does that look like? And so I think there are there are those types of things. I mean, we certainly are not able to do all of that, but there are other groups that do it too. And so, having those dialogues and having those conversations is always really important. I think it is actually a little bit of what Beth said of be your own advocate and how do you reach out and have that conversation be comfortable with those conversations. And sometimes they're not always the easiest, but to have that linkage and to have that connection is, is at least a first step.



Dr Keir Yong

Neuropsychologist at the UCL Dementia Research Centre, Alzheimer's Society Fellow and Etherington Senior Research Fellow

Thank you for your response. I'd hope, you know, in the best case, it might mean that you still have ECRs who can stay in respective countries or they can visit, you know, other collaborative centres as, and when needed, but we're slightly mitigating that kind of centric approach of having, you know, these hubs based in very well-resourced centres where people have to take six months, you know, 24 months out of their time to visit and develop expertise, which of course penalized people with caregiving, responsibilities people who can't make those sacrifices.



Dr Heather Snyder

VP of Medical and Scientific Relations at the Alzheimer's Association

Yeah. And that just, isn't how it should be.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Thank you, Keir. Thank you, Heather. Oz, please go ahead and maybe people could simply raise their hands if they want to comment or make questions. Comments are very welcome. And this will make things easiest to the to the chairs here. Oz, go ahead please.



Dr Heather Snyder

@Angela - YES! Agree wholeheartedly.



Professor Paulo Caramelli

Thank you all very much!!



Dr Beth Shaaban

Agree @Angela



Professor Paulo Caramelli

Great discussion!



Dr Beth Shaaban

Thanks everyone!



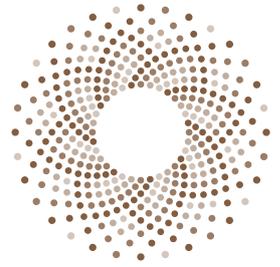
Dr Sophie Sanford

thank you !



Adam Smith

Yes, we have also discussed this lots recently - reframing PhD as training, and stop referring to other followups as 'alternatives'



Dr Ozama Ismail
Postdoctoral researcher, Oregon Health & Science University

Thank you Paulo I think you're doing a great job! I wanted to speak a little bit about what Angela touched on in the chat, regarding the soft skills and extracurricular activities, in the context of making things more inclusive when we're trying to measure success of an early career researcher. It's something I spend a lot of time thinking about myself. The way in which the academy is set, still only values metrics like "how much you publish" and "what journals you publish in", and the same could be said about employment. When you look at job descriptions, it sometimes asks for so much, in terms of experience, publications and extracurricular activities. But it's easy to forget that many opportunities are only afforded to certain groups. A lot of people can be excluded from opportunities for various reasons: be it wealth, race and ethnicity, sex and gender, personal circumstances, etc. But the way grant applications, job applications, or even the way labs are set up, still follows a mould or expectation that we all should come with these experiences or activities in order to demonstrate success. So, I just want to pose the question, generally, on how we break that mould? I would like to hear from PIs, funders and early career researchers as well, about their views on this. In particular, what do they think about moving away from this system of measuring academic worth purely based on how much they have published early on? I ask because what the metric does, is ignore a lot of the background stuff that may be personal or systemic that may have held individuals back. There might be reasons why some are late in the game. There might be reasons why they haven't published as much. What then, can labs do to tailor their academic experience? Instead of saying, "here is the model of a successful research scientist, built on a white male perspective, that you need to fit", how do we change the mould? And how do labs adapt to facilitate individuals to succeed within this system?



Dr Heather Snyder

Thank you Paulo and Anja!



Dr Riona McArdle

thanks all!



Dr Keir Yong

Thanks all!



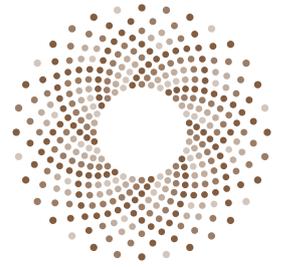
Professor Paulo Caramelli
Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Angela, would you like to open?



Dr Angela Bradshaw
Project Officer, Alzheimer Europe

I completely agree with everything the last speaker said it's, it's tricky because there are systemic problems that stem from an over-reliance in the past and currently on fairly one-dimensional metrics, such as publications and grants. In the UK anyway, which is where I've had my experience as an ECR in academia, these are embedded and reinforced through systems such as the research excellence framework. And there's a reason why people need metrics, because they are things that are measurable, but as, as everyone here has noted, they're not wholistic enough. And I think there are very laudable initiatives to change the framework and change the framing, but it needs to be a top-



down directive really. There's a lot of energy coming from the grassroots, coming from ECRs, a lot of willingness and hard work that's happening.

But I think my feeling is that we need to see more movement from the funding bodies, more understanding from the whole scientific and academic community that when people fill in their grant application, they're spending six months pouring themselves into these things. And they're doing that with two children in the background with elderly parents to look after. And I think a lot of the time there are sections now in grants, application forms where you can talk about these things, but a lot of the time, these aren't always read and that might be due to issues with the peer review process and how people who review these grant applications have a huge amount to do. I'm doing what I don't like doing, which is just talking about problems without providing solutions. But what I would really like to see is some more initiatives coming from funding bodies and funding boards, telling reviewers what and how they need to be reviewing and highlighting the importance of some of those sections that maybe aren't read as much as they should be. We, as ECRs have a very important role to play in raising our voices and making sure they're heard, but we need to make sure there is listening on the other side and changes in response to what we're saying. Thank you very much.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

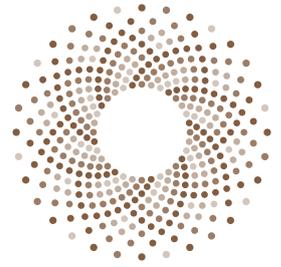
Thank you, Angela. Anja, would you like to comment?



Professor Anja Leist

Associate Professor in Public Health and Ageing and Vice-Head of the Institute for Research on Socio-Economic Inequality at the University of Luxembourg

So in Luxembourg, the national research funder has also recently “forced” us all to write narrative CVs, to get rid of some of the metrics. And I saw some of the, the reluctance of the older PI's because of course that's something where people were trained to follow for maybe three decades of their lives to, to publish in the high ranking journals. I mean, there's a reason for these metrics, right? When we look at the journal Alzheimer's and Dementia, we know this is high quality research when we go there. So this is also a bit of a reassurance for us as researchers to trust those metrics to some extent. But I think Riona has mentioned several initiatives that would really look good and such narrative CV and would really show the passion and the dedication to, to the field and would be valued in, in the framework of the research assessment. So I can encourage you to, to speak with your supervisors to get more of these extracurricular activities.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Thank you, Anja. There's a question from Keir to Claire. Claire, you pointed on learning from remote conference formats. I'd be curious about novel formats for events (e.g., hybrid) to enable some remote, but live engagement, digital boards at conferences where people weren't able to attend in person can leave comments on posters or even submit questions to live talks, which can be responded online. Would you like to comment Claire, please?



Dr Claire Sexton

Director of Scientific Programs & Outreach at the Alzheimer's Association

Yeah, very happy to. So we're seeing different approaches by different conferences for how they do a hybrid conference. So at AAIC last year then we had our first go at it and it was kind of trying to get as integrated as possible. So that you'd have a session and you'd have the live audience, you'd have the virtual audience, and you'd have questions come in from both audiences being addressed by the presenters. And also then having not only in-person posters, but virtual posters as well, so that everyone could be commenting on those sessions, those virtual posters. And then SfN and others have been also been trying like small group meetups for the virtual posters as well, to try and recreate some of the in-person experience of where you're chatting to the poster next to you. Other conferences that we're seeing have been doing hybrid conferences, but having it kind of an in-person meeting that's recorded, and then those recordings are made available afterwards. You know, this has advantages, you know, from a technical standpoint.

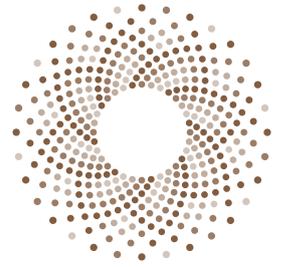
But then it doesn't offer the people who are attending remotely that same type of engagement. And then also we're seeing other conferences have, you know an in-person conference over certain days and then a virtual conference over other days. So again you know, you can see reasons for doing this. You're not, you know, overburdening and you're giving other opportunities for people to be going to both meetings if they want. But it will be kind of careful to see that there shouldn't be that kind of dichotomy between the people who can afford to go to an in-person conference and then the people who have to attend remotely. So trying to make it as integrated as possible is something that, you know, we're keeping thinking about at the Association and we're always open to ideas. So if you see anything that works well at other conferences for engagement please do reach out and let us know.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Thank you, Claire. I would like to ask if Rosa Sancho, from Alzheimer's Research UK, would like to make some comments or share or thoughts – Rosa?



Dr Rosa Sancho

Head of Research at Alzheimer's Research UK

Are we going back to the more holistic assessment of researchers? We are very aware of this issue. We have, years ago, adopted an ECR career framework that we provide to both applicants and reviewers where we outline the skills and experience that we would expect from an early career researcher. And that goes beyond their work in research, it also talks about leadership, influencing their own fields, public engagement, collaborations, etc. It's a very concerted effort not to focus just on publications and grants that they've received. We also became DORA signatories and we're thinking about adopting the narrative CV. We're recruiting early career researchers and reviewers to help us define what a narrative CV looks like and how we should review it.

I do think though that this is a huge change in culture. I see that, at Review Board level, a lot of the board members we have that have been early career researchers recently are very open to talking about these wider outputs as well as the research proposal, while others don't, but I think the culture will change. It's a matter of time. And I think most funding bodies are moving in that direction. Funding bodies do not typically employ researchers though, so we need research organisations, who employ researchers funded by us, to align to the same principles. Speaking from personal experience, some research organisations still focus on publication and grant metrics for employment or for promotions to tenure or tenure track positions. Although funding bodies have a lot of influence, we also need to be influencing universities to keep the pace. I don't have great solutions, but those are my thoughts.

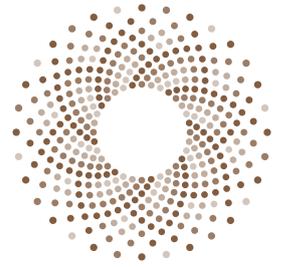


Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Thank you, Rosa. I think you made a good point on how important is to involve academic institutions into this conversation, because although we can improve funding programmes to support more early career researchers, an early career researcher is not an early career researcher forever and at some point the person needs to have a tenured position. This is an important point.

I see that there are some comments from Beth Shaaban and also Sam Harris. Sam, would you like to comment about including ECRs in reviewing panels? Heather Snyder already answered that the Alzheimer's Association is setting committees with the participation of early career researchers. Sam would you like to comment?



Dr Samuel Harris

Research Fellow, UK Dementia Research Institute, UCL

Yes, I think I just pressed the button, just after I added her comment. That just seems that I'm having some more kind of contributions by ECRs too on funding panels. We're just, I mean, these are the people like ourselves that are looking out for these kinds of things, expect these kinds of things to be in the grant application, and potentially that might help to kind of foster kind of a slight change in culture as well and raise these issues in a way that maybe senior academics due to their culture in many ways might not.



Dr Beth Shaaban

Visiting Assistant Professor of Epidemiology at the University of Pittsburgh Graduate School of Public Health

Can I just add briefly, I agree with Rosa saying that, you know, it's really the academic institutions too, who need to change because these metrics are what gets looked at for promotion. In fact, I just had a training as a new faculty yesterday that was saying, look, here's all the things you need to do to get promoted and to get tenure, and that's what my institution is telling me. And so I wonder if giving ECRs real power on the committees that they sit on and adding them to committees for promotion and funding and so on, would help improve the situation. For example, for promotion and tenure, I don't know how it works at other institutions around the world but for me, the only people who can review your packet are people who are a step ahead of you. So I'm an assistant professor. When I go apply to be promoted to associate professor, I can only be reviewed by associate or full professors. And so there is no input from ECRs on promotion and tenure.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

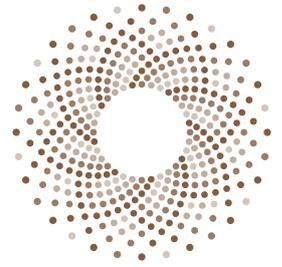
Thank you Beth. Someone would like to add.



Adam Smith

Programme Director at University College London, within the Queen Square Biomedical Research Centre

I was just going to add that I think we can't also underplay the element of the institutions have been promoting people who've raised money for their own research. I think money plays a significant role in this, and having generated enough income to cover yourself is, is something that we know is, is looked at, particularly at certain institutions. But I was talking to somebody last week who was in this perpetual loop, where they could only apply for a grant if it was as long as you had a contract for yourself, but you only actually had the 12 month contract. So you couldn't then apply for the



grant. So you couldn't raise funding because you didn't have a contract long enough to cover the funding period. So the funders needed to change to be willing, to give grants to people, even if they did only have nine months left on the contract and take that risk, because you just knew that if they raise the funding, their contract would be extended, but it won't be if they don't raise the funding.

So they're stuck in this catch 22 and this person was now on their fourth, two year postdoc position, and didn't even really care about becoming a Professor to be quite honest. They just wanted a, a job that was a permanent position. They didn't mind if it didn't come with the £80,000 a year, Professor salary, they just, you know, a reasonable salary in return for a permanent position. And, and they would then have that stability to apply for grants and do their own research.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Thank you, Adam. I would like to pass the word to Wagner Brum, who like me is also from Brazil. He's an early career researcher and Beth Shabaan mentioned about the participation of Wagner in their survey. Wagner, would you like to share your thoughts and experience?

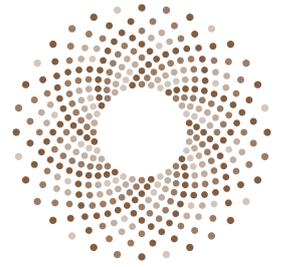


Wagner Brum

Joint MD-PhD candidate between the Neuroimaging Laboratory (UFRGS, Brazil) and the Clinical Neurochemistry Laboratory (University of Gothenburg, Sweden)

Hello everyone. It's a great pleasure to be here with everyone today, discussing the scenario that we face as early career researchers in dementia science. To connect to some of the things that were said in the beginning, I'd like to share my experience on the topic of research in Latin America and what we can do to include ECRs from developing countries in the research community. What I'm doing right now is basically just happening because I engaged in this different networking and extra curricular activities. I'm a PhD student from Brazil, where I started my PhD, and in total I've been doing research in the dementia field for three years now. My supervisor in Brasil had just come back from his PhD abroad. Since the beginning of the lab's activities, he incentivized us to seek out these opportunities to connect with the field, and I think a gamechanger for my engagement in dementia research was getting an AAIC19 travel fellowship, which is the type of initiative that makes all the difference for us in developing countries.

When conferences provide us with this travel scholarships, like the ones organized by the Alzheimer's Association, we can actually include them in our calendars and plan to attend. Unfortunately, there are other important conferences that we usually do not participate as much because they don't offer travel scholarships. For me, attending an in-person conference with the travel fellowship made all the difference to start getting involved with the field. In the next year to this first conference, I participated as an ISTAART volunteer, which led to the opportunity to present a journal club webinar. I selected a paper here from the biomarker group in Gothenburg and, because of that



journal club, professors Blennow and Karikari got in touch with me and invited me to come here. Now I'm doing part of my PhD here in Gothenburg, and later I will go back to Brazil to finish my PhD there. I think it's just a very solid example of how something as simple as a travel fellowship had such positive downstream events in my participation in the field. Conferences have money, lots of funders, and this is a really, really this is something simple that helps in making us, ECRs outside Europe and North America, to feel a part of the community. So this is just an example of how these extracurricular activities open doors and can be a very simple way just to try to get everyone onboard and in the same page.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Thank you Wagner, very nice.



Professor Anja Leist

Associate Professor in Public Health and Ageing and Vice-Head of the Institute for Research on Socio-Economic Inequality at the University of Luxembourg

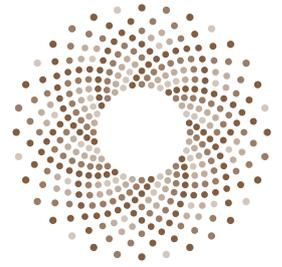
I just wanted to jump in because we are going near the end of the meeting and I wanted to, well, firstly also wanted to thank Wagner for sharing his experiences, then go to the point that Keir made. And I wanted to bring that up because we haven't been speaking about recognition of ECRs in the sense of writing, maybe the grant proposals for the PIs or doing much of the work, and then being in the middle of a long list of others together with other people who may only have marginally contributed. And I wanted to say that at least me as a PI, I very closely read the contributions that are stated narratively below the publications. So if you explain what you did in the application, for example, we will notice that, and I would encourage you to also mention grants where you're contributed to the writing of the proposal, even if you weren't a PI. I see Claire raising her hand quite some time already. Sorry, please go.



Dr Claire Durrant

Race Against Dementia (RAD) Dyson Fellow

It's been really interesting hearing everyone's input. The fact that some people have to work as Uber drivers to make ends meet as a post-doc, it's just absolutely horrendous. Makes you realise the kind challenges people face in science across the world. One of the points I wanted to raise is that we talk a lot about how we assess ECRs and that the idea that now we've got a very publication based metric of success and we should be shifting to a different metric, but I very much feel that there's not a one size fits all perfect scientist, right? So at an institution level, using any rigid metrics to hire the "best" sort of person, no matter what metrics we use to assess that person, will not provide diversity of thought or diversity of scientific research. Shouldn't it instead be that we have some people who are publication superstars, other people who are public



engagement superstars, people who can really bring in funding and other people who are fantastic mentors or teachers. We have an amazing network of individuals with different skills that we should be supporting rather than aiming for a cookie cutter mould of everyone fitting the same thing. Given that you would never expect a Scientific Research Institute to hire four scientists all working on the same protein in Alzheimer's disease, why should they potentially hire four ECRs who have the same core skillset? Maybe diversity is really what we want to be striving for.



Professor Paulo Caramelli

Professor of Neurology at the Faculty of Medicine of the Federal University of Minas Gerais (UFMG)

Thank you, Claire. I think we are approaching the time limit. I'll hand over to Anja for some final thoughts and then she'll hand over to Lenny to closure. Anja, please go ahead.



Professor Anja Leist

Associate Professor in Public Health and Ageing and Vice-Head of the Institute for Research on Socio-Economic Inequality at the University of Luxembourg

Thank you, Paulo. And thank you everyone who contributed with the opening talks and also contributed to the discussion, and we will certainly have a handful of essays going deeper into some of the topics and hopefully all of the topics that you mentioned. We had a rich set of experiences and perspectives today on early career researchers in dementia. I think there were some general insights that have emerged as a lack of sustainability, a lack of predictability in the careers of ECRs around the globe, which ultimately is a barrier to scientific progress because we lose people in this process. There are strong inequities in researcher careers across the globe. And thankfully there are a lot of funding initiatives already to try and tackle some of these inequalities, but there needs to be done more. And I hope this discussion will create some momentum to support ECRs in dementia, so targeted longer term funding, and also reducing some of the global inequalities. I wanted to finally come back to the point of increasing personal resilience that Riona mentioned, and I would like to thank everyone for sharing their experiences so openly on work-life balance on finding mentors, finding role models, because at least for me, when I was in the early career researcher stage, that was really important for me to just become aware of others being in the same situation and facing the same issues. So I will now hand over to Lenny for the closure of the meeting.

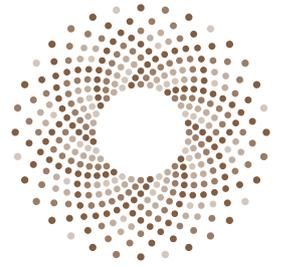


Lenny Shallcross

Executive director, World Dementia Council

Right. So just to say very briefly from me, thank you very much for taking part, thank you to everyone who spoke and to our co-chairs for running the meeting so well and testing Paulo you're flipping between different platforms. But you did very well, as Oz said. And so we will come back to you with a transcript of this meeting. If you spoke live in the meeting, we'll be checking the transcript with you, and as Anja said, we'll be

publishing a series of essays to take forward the conversation. So it only remains to say thanks for taking part and wherever you are in the world, whatever time of day this is to say, good morning, afternoon, evening, have a very good day. Thank you all.



The World Dementia Council (WDC) is an international charity. It consists of senior experts and leaders drawn from research, academia, industry, governments and NGOs in both high-income and low- and middle-income countries, including two leaders with a personal dementia diagnosis. The WDC has an executive team based in London, UK.

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