

Barriers/Problems	Category
Lack of shared governance (postdoc association)	Lack of Representation/Shared Governance
Need for a Postdoc association	Lack of Representation/Shared Governance
A postdoc association at UMD	Lack of Representation/Shared Governance
No \$ pressure	Lack of Incentives/Accountability
\$\$	Lack of Incentives/Accountability
Lack of incentives	Lack of Incentives/Accountability
No incentives for advisors	Lack of Incentives/Accountability
Lack of accountability for mentors	Lack of Incentives/Accountability
Mentorship isn't rewarded (formally)	Lack of Incentives/Accountability
Minimal resources for mentees	Lack of Knowledge/Communication
Mentor bias	Lack of Role Model Diversity
Fear of saying that you don't know/understand something as a mentee	Lack of Knowledge/Communication
Not having senior women/minorities in the field (propagating male dominance)	Lack of Role Model Diversity
Difficulty finding mentors outside academia	Lack of Role Model Diversity
Not sure what you're looking for in a mentor	Lack of Knowledge/Communication
Time	Stress/Pressure
Actively creating time for professional development	Stress/Pressure
Hyper-competition	Stress/Pressure
Unforgiving academic pipeline	Stress/Pressure
Decreased success on grant funding (hard to invest in a trainee on a personal level if salary may not be there)	Lack of Incentives/Accountability
Mentor only knowing academic career path and only pushing you down track, even if you don't want to pursue an academic career	Lack of Role Model Diversity

Barriers/Problems	Category
Having enough time to spend on each student between meetings, committees, conferences, etc.	Stress/Pressure
Postdoc Recognition	Lack of Representation/Shared Governance
Department has no listserv for postdocs because they think it's too hard to track our comings and goings - sends larger message about how we belong	Lack of Representation/Shared Governance
PI is also junior and needs you to do their work, so you do b/c you don't want to be the reason they don't get tenure	Stress/Pressure
Ending an unproductive mentoring relationship	Lack of Knowledge/Communication
Approaching a potential new mentor that everyone wants	Lack of Knowledge/Communication
You're not on PI's funding so they have the last word on everything and the project really doesn't feel like yours (even if you like it ok)	Lack of Knowledge/Communication
You find out in your dept actively campaigning against raising postdoc salaries because it would cost too much	Lack of Representation/Shared Governance
Productivity-driven science (pressure of publishing. No time for empathy)	Stress/Pressure
PI view of postdocs = future faculty. But there are so many other professional paths! Postdocs are not prepared for these other options.	Lack of Role Model Diversity
You're thinking of leaving academia/are actively applying for jobs, so meetings get really weird about timelines and salary arrangements	Lack of Knowledge/Communication
The "old boys club" is still alive and well at some R01 institutes and it makes it difficult for anyone not a part of that club to succeed. Lack of awareness of privilege is also a barrier to mentoring	Lack of Role Model Diversity
Mentality that figuring things out by yourself is an important skill (careful balance)	Lack of Knowledge/Communication

Barriers/Problems	Category
No mobility for abused students/postdocs (especially foreign)	Lack of Incentives/Accountability
Burden of emotional labor	Stress/Pressure
My mentor doesn't care	Lack of Incentives/Accountability
No direct link to career progression	Lack of Incentives/Accountability
Everyone's training experience is different, so it can feel isolating and may lead to mentee not to seek help when needed	Lack of Knowledge/Communication
Publish or perish → doesn't promote good science and contributes to reproducibility crisis	Stress/Pressure
Creating a personal relationship that is also professional and effective in formal setting	Lack of Knowledge/Communication
Mentor not as flexible in mentee exploring diverse careers (or even teaching-focused academic careers)	Lack of Role Model Diversity
Unavailable/incompetent mentors	Lack of Knowledge/Communication
No training in mentoring	Lack of Knowledge/Communication
Mentorship/good management isn't taught	Lack of Knowledge/Communication
They are too busy with other commitments to mentor	Lack of Incentives/Accountability
SUMMARY	
Category	Counts
Lack of Representation/Shared Governance	6
Lack of Incentives/Accountability	11
Lack of Role Model Diversity	7
Lack of Knowledge/Communication	13
Stress/Pressure	9
<i>Total</i>	46