Solutions	Category
Mentorship Training	Lack of Communication/Knowledge
Advocacy Training	Lack of Communication/Knowledge
Training mandatory for new faculty for mentoring and leadership	Lack of Incentives/Accountability
Treat postdocs as employees of the institution and not just of individual labs	Lack of Representation/Shared Governance
Consider mentoring philosophy when hiring	Lack of Incentives/Accountability
Incorporating (or advocating) for mentoring included in accreditation	Lack of Incentives/Accountability
Expanding mentorship requirements in federal grants to influence other grant opportunities and universities by extension	Lack of Incentives/Accountability
Grant funding requires more concrete mentoring plan (moving in the right direction)	Lack of Incentives/Accountability
Dept takes responsibility of fostering supportive culture	Lack of Incentives/Accountability
Consequences for abusive mentors	Lack of Incentives/Accountability
Sympathetic PI who supports your life decisions	Lack of Role Model Diversity
Having conversations/meetings like these (awareness)	Lack of Knowledge/Communication
Broaden mentoring network/ seek mentors in different places	Lack of Role Model Diversity
Hierarchy of mentorship (helps with time constraints)	Stress/Pressure
Change the structure of academic mentoring - add a role for staff scientists (who are more available usually) as a co-mentor	Stress/Pressure
Lobby your funding organizations	Lack of Incentives/Accountability
Someone's job on review panel to look after mentorship	Lack of Incentives/Accountability
Use of data on mentoring to support "soft" evaluation on study sections and productivity	Lack of Incentives/Accountability

SUMMARY	
Category	**Counts**
Lack of Representation/Shared Governance	1
Lack of Incentives/Accountability	10
Lack of Role Model Diversity	2
Lack of Knowledge/Communication	1
Stress/Pressure	2
Total	16