

John Beacom is the Director of the Center for Cosmology and Astroparticle Physics (CCAPP), which is a rich and supportive environment that encompasses students, postdocs and faculty researching a range of topics related to physics and astronomy. Over the last decade, CCAPP has become known throughout the academic community for its collaborative research atmosphere, which has facilitated the academic development of both postdocs and junior faculty. These successes are due, in very large part, to John's exceptional vision, conscientious leadership, and careful attention to detail.

Direct Research Mentorship - John's research program focuses primarily on neutrinos. However, his research expertise broadly encompasses the fields of astrophysics, particle physics, cosmology, and nuclear physics. In particular, John has put forth considerable effort to acquire a deep technical knowledge of each CCAPP postdocs' research program. He routinely provides the most detailed comments for nearly every paper produced within CCAPP, and regularly asks the most insightful questions at a variety of CCAPP seminars and meetings. Despite his busy administrative and teaching schedule, John makes sure to regularly check in on the progress of each postdoc and (as the last person out of the office nearly every single night), is regularly available to offer prompt advice regarding technical problems. John expertly tunes his mentorship to match each individuals' experience level, technical expertise, and future academic aspirations.

Establishing an inclusive atmosphere: In academic departments, there is a tendency for researchers to adopt a myopic focus on specific sub-fields while ignoring their colleagues' work. As CCAPP director, John actively encourages researchers to identify and exploit the interdisciplinary connections available within CCAPP. These efforts have resulted in several of CCAPP's most valuable scientific contributions: spanning from the development of the "All-Sky Automated Survey for Supernova" program to being a key driver in collaborations such as DES, WFIRST and ANITA. These programs benefit both from John's extremely broad technical expertise, as well as his deep insights into the future of the field. John is adept at finding opportunities to integrate each postdoctoral fellows technical expertise into a dynamic research group that is better than the sum of its parts.

In addition to fostering academic inclusivity, John is staunchly active in making CCAPP an inclusive community. He is a vocal and supportive advocate of women and minorities in academia. Over the past two years the gender ratio of postdocs has been nearly 50:50, and he actively encourages academic conferences and seminars both within CCAPP and throughout the field to pursue equal representation of women and minority speakers. He strongly supports the diversity journal club run by CCAPP faculty Laura Lopez, and is the faculty mentor for 2018 President Prize winner Anna Voelker, supporting her ambitious effort to increase scientific communication to those with disabilities.

Career Mentorship -- From the day a new postdoc arrives, John is engaged in assisting them to achieve the best possible career outcome, whether it be inside or outside academia. His approach is multifaceted, but several innovations stand out. John developed a postdoc mentoring system that pairs each fellow with a different faculty advisor each semester to discuss career progress and directions. These meetings provide postdocs with a wide variety of insights and foster both academic and social connections. John has also established, through a partnership with the Erdos Institute, a regular physics seminar called "Invitations to Industry", which highlights how skills learned in physics and astronomy research can be translated into industry success. This program has provided numerous ex-CCAPP students and postdocs with critical career advice that has lead to successful transitions into jobs at companies such as Ford and Lincoln Labs. Finally, John has been highly successful in promoting postdoctoral fellows to faculty positions within academia. Notably, more than half a dozen former CCAPP postdocs have obtained faculty jobs at research institutions over the last three years.

Signed: *Katie Auchettl, Ami Choi, Tim Linden, Tuguldur Sukhbold, Michael Troxel*