

# Planning for [ESA 2016 in Ft. Lauderdale, FL](#)

(All calls would be submitted on behalf of the ESA Early Career Ecologist Section. We welcome collaboration with other sections at ESA or help writing the proposals from anyone willing to champion a topic. *Please feel free to add new topics, comment on existing topics, or add your name to a topic to indicate support or interest in helping to plan it. We may not be able to do all these things in 2016, but the more help we get, the more we can do!*)

## 2015-2016 Officers

- Chair, Sarah Supp, [sarah@weecology.org](mailto:sarah@weecology.org)
- Vice-Chair, Rob Salguero-Gomez, [r.salguero@uq.edu.au](mailto:r.salguero@uq.edu.au)
- Secretary, Matt Aiello-Lammens, [matt.lammens@gmail.com](mailto:matt.lammens@gmail.com)
- Blog Editor, Christel Kern, [cckern@fs.fed.us](mailto:cckern@fs.fed.us)
- Twitter Master, Jenni Geib, [geibjc@appstate.edu](mailto:geibjc@appstate.edu)
- Webmaster (looking for volunteers, currently a joint effort of officers)

## Deadlines

Session type	call open	submission deadline	acceptance	scheduling
symposia organized oral sessions organized poster sessions	mid July 2015	17 Sep 2015	10 Dec 2015	11 Feb 2016
Long Range planning grant	now	3 Nov 2015	December	starting Jan
ignite ESA workshops Special sessions field trips	now	19 Nov 2015	14 Jan 2016	11 Feb 2016

## Events At a Glance

Brief Name	Type	When	Proposed time	Leaders	Proposal Due	Funded
<a href="#">Early Career Mentoring Program</a>	Long Range Planning Grant	Spring 2016-ESA 2016	ongoing	Sarah Supp, Rob Salguero-Gomez, Julian Resasco, Caroline DeVan, Matt Lammens	November 3, <b>Submitted</b>	<b>YES</b>
<a href="#">Making a</a>	Organization	ESA	ongoing	Margaret	<b>Submitted,</b>	

<a href="#">Lactation Friendly Meeting</a>	/ Planning	2016 Planning		Kosmala, Sarah Supp, Kaitlin Rienzo-Stack, Ginger Allington	<b>positive feedback, continuing communication</b>	
<a href="#">Federal Agency Networking</a>	Workshop	ESA 2016	Monday lunch	Christel Kern, Daniel Stover, Alan Wilson	November 19, <b>Submitted</b>	<b>YES</b>
<a href="#">Navigating NSF</a>	Workshop	ESA 2016	Thursday lunch	Kim La Pierre, Sally Koerner, Cameron Douglass, Alan Wilson	November 19, <b>Submitted</b>	<b>YES</b>
<a href="#">Women in Science</a> <b>CANCELLED FOR 2016</b>	Workshop (brown bag lunch)	ESA 2016	Tuesday, August 9, lunch	Rachel Seman-Varner, Meghan O-Rourke, Ginger Allington	November 19, <b>Submitted</b>	<b>YES CANCELLED FOR 2016</b>
<a href="#">Challenges for early career professional/ personal development</a>	Special Session <b>now Ignite</b>	ESA 2016	Monday lunch	Jeff Atkins, Rosemary Malfi	November 19, <b>Submitted</b>	<b>YES</b>
<a href="#">Managing Early Years of Tenure Track</a>	Workshop <b>now Ignite</b>	ESA 2016	Weds, August 10, 8-9:30 am	Jenica Allen, Matt Lammens, Cameron Douglass, Jenni Geib	November 19, <b>Submitted</b>	<b>TENTATIVE YES</b>
<a href="#">Exploring Diverse Careers</a>	Workshop	ESA 2016	Sunday all-day workshop	Josh Scholl, Winslow Hansen, Richard Pouyat (Student Section), Ginger Allington	November 19, <b>Submitted</b>	<b>YES</b>
<a href="#">Ecologists in Policy</a> - Spanning the Boundary: Opportunities for Ecologists in the Science-Policy Nexus	Ignite Session	ESA 2016	?	Andrea Maguire	November 19, <b>Submitted</b>	<b>YES</b>
<a href="#">Mentoring Undergraduate Students in</a>	Workshop	ESA 2016	Wednesday lunch	Cameron Douglass Terry McGlynn	November 19, <b>Submitted</b>	<b>YES</b>

<a href="#">Research</a>				Malia Fincher Jenni Geib		
Entrepreneurial Ecology	Workshop	ESA 2016	Thursday lunch	Josh Scholl (business + ecology)	November 19, <b>Submitted</b>	<b>YES</b>
<a href="#">Regular Blog Posts</a>	Blog	Yr-round	ongoing	Christel Kern	NA	
<a href="#">Early Career Mixer</a>	Informal Social	ESA 2016	lunch or evening	Itiya Aneece	NA	
Joint Mixer (networking across 13 sections)	Formal Social	ESA 2016	Evening (Tuesday?)	Robert Dyball, Sarah Supp	ECE contribute \$500 w/ <i>Agroecology, Applied, Asian, Early Career, Education, Human, Inclusive, International Affairs, Justice, Long-term Studies, Rangeland, TEK, and Urban Sections</i>	
<a href="#">Cheers! Drink Ticket Mixer</a> <b>CANCELLED FOR 2016</b>	Informal Social	ESA 2016	ongoing	Sarah Supp, Scott Collins	NA	
<a href="#">Inclusive and Accessible Ecology</a>	Handout, with options to turn into blog post and/or webinar	year-round and at ESA 2016	ongoing	Elita Baldrige, Itiya Aneece, Kaitlin Rienzo-Stack	NA	
<a href="#">Open Science Booth</a>	Handouts and discussion at booth	ESA 2016	ongoing	Andrew MacDonald, Margaret Kosmala, Naupaka Zimmerman, Sarah Supp, Jeff Atkins	Reserve booth by Feb 2016	
Early Career Booth	Shared w/ Student and RUI Sections	ESA 2016	ongoing	will need to staff with ECE members	Reserve booth by May 1, 2016	

Early Career Ecologist Section Business Meeting	Business Meeting	ESA 2016	Monday evening, Tuesday evening?	Sarah Supp, Rob Salguero-Gomez, Matt Lammens	Reserve by Feb 15, 2016	
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## Long Range Planning Grant: Early Career Mentoring Program

- **What:** A formalized mentoring program (initiated at ESA 2015) that pairs 10 early career mentees with 10 established ecologist mentors, and awards them \$200 towards registration/travel costs of attending ESA. Early Career participants must give an oral presentation and all participants must be present a minimum of 3 FULL days of ESA. We will add an informal breakfast to encourage networking among participants (they self-organized this year). We can request up to \$10,000, but most awards will be <\$5,000. We ran last year's program on \$2,000, but if we ask for \$3,000, we can fund 15 pairs and/or ask for extra funding for a more formal meet-and-greet or a related mentoring event, or to increase the award amount. Funds are for 2016, but there are avenues for requesting continuing funding for the future.
- **Who:** Sarah Supp will write [long-range planning grant](#) to get sustaining funds for this program, so it can be repeated annually. She may ask officers to read/edit the draft before it is sent. *(Related: Supp and others on planning team can compile post-assessment results and write a brief report for the winter edition of ESA Bulletin. Review and highlight participants in a short article, as well as need for effective mentoring in getting to the next career stage.)*
- **When:** Proposal due 3 November 2015. Advertised in winter/spring, mentees chosen by April, mentors notified by June, to take place throughout the week of ESA.
- **People interested in helping:**
  - Julian Resasco ([jresasco@colorado.edu](mailto:jresasco@colorado.edu))
  - Caroline DeVan ([cmd26@njit.edu](mailto:cmd26@njit.edu))
  - Roberto Salguero-Gomez ([drobcito@gmail.com](mailto:drobcito@gmail.com))
  - Matt Lammens (can help with final edits; [matt.lammens@gmail.com](mailto:matt.lammens@gmail.com))
- **Current stage:** **Submitted!**

## Early Career Mixer

- **What:** Plan a lunch or drinks for early career folks to meet. One important aspect of our section is to provide a sense of community.
- **Who:** Someone who can find a restaurant/bar that is unlikely to be insanely crowded.
- **When:** During ESA, we can do this on our own and save \$\$ of conference catering.

- **People interested in helping:**
  - Itiya Aneece ([itiya\\_aneece@virginia.edu](mailto:itiya_aneece@virginia.edu))

## Cheers! Drink ticket mixer for early career members

- **CANCELLED FOR 2016 - Too much on ESA's plate. RETRY FOR 2017??**
- **What:** This had mixed success in 2015, but we could try it again. Scott Collins has ideas for how to improve it and will talk to Michelle Horton (*retiring*) about setting it up so tickets could be purchased \*before\* ESA, during registration. We would have all the tickets at the beginning of ESA to hand out, and more time for early career folks to come get them and find their benefactor. With more members and better advertising, it might work next year. We should try it for 2-3 years before we give up on it.
  - NOTE: See member survey for feedback on how to make this more effective...
- **Who:** Sarah Supp, Scott Collins, others...
- **When:** Rolling event during ESA 2016 poster sessions, doesn't require a proposal.
- **People interested in helping:**

## Workshop & Brown Bag Lunch: Mentors for Women in Ecology

- **CANCELLED FOR 2016 - PLAN FOR 2017 MEETING INSTEAD??**
- **What:** A brown bag lunch so that early career women in science can meet with more established mentors. Could be just a lunch/mixer loosely scheduled sort of event, but or could be a bit more formal with a few mini talks + discussion
- **Who:** Rachel Seman-Varner approached Sarah about this. It would be co-organized by the Student Section and the Early Career Section (so anyone who wants to help plan this)
- **When:** Lunchtime the week of ESA. **Proposal due Nov 19**
- **People interested in helping:**
  - Rachel Seman-Varner ([rvarner3@vt.edu](mailto:rvarner3@vt.edu))
  - Megan O'Rourke ([megorust@vt.edu](mailto:megorust@vt.edu))
  - Erika Marin-Spiotta ([marinspiotta@wisc.edu](mailto:marinspiotta@wisc.edu)), can share successful experiences from Earth Science Women's Network at American Geophysical Union meetings
  - [@SWEET\\_ecoevo](#) (Symposium for Women Entering Ecology & Evolution Today) has done events at the Canadian Society for Ecology and Evolution
  - Ginger Allington ([gallingt@umich.edu](mailto:gallingt@umich.edu))
  - ESA Student Section (Winslow Hansen)
  - Past organizers of the "Women In Ecology: Unique Pathways" workshop?
    - Andrea S. Thorpe?
    - Eve-Lyn S. Hinckley?
  - Kelly Ramirez ran a v. successful Ignite session this year that brought together an amazing set of women microbial ecologists...

- Organizers for SWEET Women in Science events (Canadian)
  - Nadia Aubin-Horth ([Nadia.Aubin-Horth@bio.ulaval.ca](mailto:Nadia.Aubin-Horth@bio.ulaval.ca))
  - Dawn Bazely ([dbazely@yorku.ca](mailto:dbazely@yorku.ca))
  - Jana Vamosi ([jvamosi@ucalgary.ca](mailto:jvamosi@ucalgary.ca))
  - Aerin Jacob ([aerin.jacob@gmail.com](mailto:aerin.jacob@gmail.com))
- **Current Stage:** **Submitted!**

## Special Session: Challenges and Strategies for early career personal and professional development

- **What:** The session Dan Scholes planned this year was a big hit, and lots of folks want to see it again. We could probably make something like this a recurring event/theme that the Section does each year (and try to get PLOS or PeerJ to continue to cater it). Would need slightly new ideas and talks (so its not just a repeat). Topics could include new perspectives on work-life, leaving the academic track, science communication or social media for early career, open science for early career success, seeking positive work environments, setting healthy boundaries on work time
- **Who:** Officers in the section + insights from Dan Scholes?
- **When:** Lunch slot, hopefully. Don't want to overlap necessarily **Proposal due Nov 19**
- **People interested in helping:**
  - Jeff Atkins ([jwa5cz@virginia.edu](mailto:jwa5cz@virginia.edu))
  - Rosemary Malfi
  - Sarah Supp
- **Current Stage:** **Submitted!**

## Workshop: Navigating NSF: who, what, and when of the National Science Foundation

- **What:** Many early career ecologists don't have a strong understanding of the structure of the NSF. Someone from NSF, or who has a long history of working with NSF could go over the basics of the organization, different grant opportunities, application process, etc. Specific Qs: what are the different divisions, what are the different programs/grants, who leads what, who are the program officers, what is the difference between a rotating officer and a permanent officer, and how much influence do each of these people have over each division/program/etc?
- **Who:** Kim La Pierre and Sally Koerner
- **When:** Could be an ESA session or a Webinar. **Proposal due Nov 19**
- **People interested in helping:**
  - Kim La Pierre
  - Sally Koerner
  - RUI Section as co-sponsor, Cameron Douglass ([cameron.douglass@trincoll.edu](mailto:cameron.douglass@trincoll.edu))
  - Alan Wilson as NSF contact

- **Current Stage:** **Submitted!**

## Special Session: Managing early years of tenure track

- **What:** special session on first years of TT job. Topics could include: teaching your first class, putting together your lab, managing your startup, saying NO to more things, building your tenure package, managing work-life, negotiating initial job offer, how to be a good mentor, tenure-track at PUI. We could do this as long talks, or ignite-style talks with more time for discussion and Q & A.
- **Who:** Early Career Section
- **When:** At ESA 2016. **Proposal due Nov 19**
- **People interested in helping:**
  - Jenica Allen ([jenicaa@eco.umass.edu](mailto:jenicaa@eco.umass.edu))
  - RUI Section as co-sponsor, Cameron Douglass ([cameron.douglass@trincoll.edu](mailto:cameron.douglass@trincoll.edu))
  - Matt Aiello-Lammens (ECE Secretary)
  - Jenni Geib (ECE Tweeter)
- **Current Stage:** **Submitted!**

## Workshop: “[Exploring Diverse Careers](#)”

- **What:** This session has run at ESA for the past 4 years, and the Student Section has taken over the major planning for it.
  - Ecology provides the foundation for a broad array of career pathways in academic, government, non-profit, and private sectors. However, graduate training in ecology is, by definition, an academic endeavor. This can lead to an inherent limitation in which graduate students are not provided the skills needed for success outside of academia or lack opportunities and models for career advancement. Participants will hear about the experiences of ecologists who have taken diverse career paths, and engage in discussions that will address the challenges of taking non-traditional pathways while also maintaining scientific relevance. In addition, we propose to include a session on what jobs (academia, private, public, etc.) are presently available and what search engines/websites students and early career scientists can use to find them. Combination of presentation, discussion, and break-out groups.
- **Who:** Co-sponsor with Student Section (contact Joshua P. Scholl, Winslow Hansen)
- **When:** ESA 2016, **Proposal due Nov 19**
  - planning meeting will be mid-October to discuss changes from this year's workshop for next year's meeting..
- **People interested in helping:**
  - Josh Scholl, Student Section member ([scholl@email.arizona.edu](mailto:scholl@email.arizona.edu))
  - Winslow Hansen, Student Section member, Chair ([whansen3@wisc.edu](mailto:whansen3@wisc.edu))
  - Rich Pouyat ([rpouyat@fs.fed.us](mailto:rpouyat@fs.fed.us)), Federal Agency

- Sarah Supp ([sarah@weecology.org](mailto:sarah@weecology.org))
- Ginger Allington ([gallingt@umich.edu](mailto:gallingt@umich.edu))
  - in academia now but have work in conservation non-profits & agencies on and off as well and am definitely interested in sharing experiences from the other side of the aisle.
- **Current Stage:** **Submitted!**

## Special Session: “[Federal Agency networking session](#)”

- **What:** Info and networking for federal careers for ecologists. This needs to remain part of what our section does. Organizers for federal session were: Alan Wilson, Henry Gholz, and Daniel B. Stover, with representation from DOD, DOE, EPA, NASA, NOAA, NSF, SESYNC, USDA, USFS, USGS, and the Smithsonian Institution. Include information on federal agency funding/grants (or make a separate session?)
- **Who:** co-sponsor with NSF? (contact person Alan Tessier, Paula Mabee)
- **When:** ESA 2016, **Proposal due Nov 19**
- **People interested in helping:**
  - Christel Kern, Early Career Section\*
  - Alan Wilson (NSF, [AEWILSON@nsf.gov](mailto:AEWILSON@nsf.gov))\*
  - Daniel Stover (NSF, [Daniel.Stover@science.doe.gov](mailto:Daniel.Stover@science.doe.gov))\*
  - Alan Tessier (NSF, [atessier@nsf.gov](mailto:atessier@nsf.gov))\*
  - Paula Mabee (NSF, [PMABEE@nsf.gov](mailto:PMABEE@nsf.gov))
  - Henry Gholz (NSF, [hgholz@nsf.gov](mailto:hgholz@nsf.gov))
- **Current Stage:** **Submitted**

## Ignite session on Ecologists in Policy - Fellowship Opportunities

- **What:** An ignite session on opportunities for ecologists to get involved in policy. The idea would be to focus largely on student, post-masters and post-doc policy fellowships (AAAS, PMF, ORISE, etc.,) but we hope to also have some early-career examples for current faculty. We envision having folks involved in these programs talk about the opportunities and their experiences, and give tips on how to apply, followed by some discussion time. I would also like to put together a webpage with more information.
- **Who:** Co-sponsor with ESA Policy Section (contact Andrea Maguire, [maquire.andrea@gmail.com](mailto:maquire.andrea@gmail.com))
- **When:** During ESA 2016, **Proposal due Nov 19**
- **People interested in giving a talk:**
  - Alison Mize: ESA Graduate Student Policy Award opportunity
  - Ryan Bixenmann
- **Current Stage:** **Submitted!**



## Workshop: mentoring undergraduate students in research

- **What:** A session on mentoring undergraduate students in research
- **Who:** Co-sponsor with ESA RUI Section (contact Cameron Douglass, [cameron.douglass@trincoll.edu](mailto:cameron.douglass@trincoll.edu))
- **When:** During ESA 2016, **Proposal due Nov 19**
- **People interested in helping:**
  - Cameron Douglass, RUI member
  - Jenni Geib, ECE member
- **Current Stage:** **Submitted!**

## Booth Handout/Webinar: Methods for making your lab/classroom inclusive and accessible to all

- **What:** How to make your lab and your classroom inclusive and accessible to all (e.g. physical disability, chronic illness, invisible illness). We can do a webinar sometime during the year, and then make a short handout to put in the Early Career Booth at ESA 2016. Post a summary of the topic on the blog (*contact* Christel Kern to post)
  - Could be some insights here from a recent CIRTl webcast on “Inclusivity and STEM mentoring”, recording here: <http://www.cirtl.net/LastWeekCIRTl-10052015>
- **Who:** co-sponsored with Inclusive Ecology Section
- **When:** Webinar during spring 2016, handout at ESA 2016 booth. Guest blog on this topic for ECE website, please? **No proposal needed.**
- **People interested in helping:**
  - Elita Baldridge, Inclusive Ecology member ([elita.baldridge@weecology.org](mailto:elita.baldridge@weecology.org))
  - Itiya Aneece ([itiya\\_aneece@virginia.edu](mailto:itiya_aneece@virginia.edu))
  - Kaitlin Stack Whitney ([whitney3@wisc.edu](mailto:whitney3@wisc.edu)) -
    - Esp. D/HH inclusion topics and resources, including language access, captioning resources, etc.

## Open Science Booth: Open Science and early career success, co-sponsor w/ new Open Science Section

- **What:** Ignite or special session on open science (social media, blogging, github, preprints, etc.) and how to keep track of altmetrics, esp. for early career folks concerned about tracking measures of success for postdoc/tenure packet, worried about sharing too much, or curious about how to approach new labs/advisors about degree of openness that is OK with the new group.
- **Who:** Co-sponsor with Open Science Section (contact Andrew MacDonald, [a.a.m.macdonald@gmail.com](mailto:a.a.m.macdonald@gmail.com))

- **Open Science Section** Planning doc:  
<https://docs.google.com/document/d/17WBGKUhc4MAE0j0HvG-GWzR-JGMq3kfUMKXhQf8Kxvg/edit?usp=sharing>
- **When:** During ESA 2016, **No proposal needed.**
- **People interested in helping:**
  - Margaret Kosmala ([kosmala@fas.harvard.edu](mailto:kosmala@fas.harvard.edu))
  - Naupaka Zimmerman ([naupaka@gmail.com](mailto:naupaka@gmail.com))
  - Jeff Atkins ([jwa5cz@virginia.edu](mailto:jwa5cz@virginia.edu))
  - Sarah Supp ([sarah@weecology.org](mailto:sarah@weecology.org))

## Live job market

- **What:** ESA usually has a job board posted somewhere. Maybe we could request a board next to it for people to post their cv or info as “looking”.
- **Who:** Probably would need to contact Michelle Horton, Katherine McCarter, or Monica Turner?
- **When:** At ESA 2016, **No proposal needed.**
- **People interested in helping:**
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## Meeting swag

- **What:** “On the job market” ribbons or stickers for nametags. Generic, Early Career Section stickers. Could give out at booth.
- **Who:** Someone who wants to design stickers.
- **When:** At ESA booth, **No proposal needed.**
- **People interested in helping:**
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## Making a lactation-friendly meeting (2 parts)

### 1. Ensure nursing mothers room(s)

- **What:** Coordination with local event staff to ensure that one or more appropriate rooms is properly designated for nursing mothers to nurse or breast pump. Will need to include comfortable and appropriate places to sit, table-like surface, electrical outlets, and refrigerator. (Such facilities have been lacking from the ESA conferences, even when requested in advance by at least one attendee.).

## 2. Ensure that family members and caregivers can get in FREE to ESA to hand off babies who need to nurse

- **What:** Apparently, it's pretty common for family members who are bringing a baby to an ESA attendee mom to nurse to be turned away from the convention center because they don't have a badge! Note that these adults are \*only\* there to facilitate the attendance of the lactating mom -- they're not going to social functions or seeing talks or anything. In a brief email on the matter, ESA indicated that though they were willing to consider the matter, they thought the \$45 guest fee was a reasonable fee for these caregivers. But this is not a family-friendly policy at all. A solution is needed to allow caregivers to enter the convention center for free to facilitate nursing. Whether this is a separate category, an exemption to the "guest" rule or whatever can be left up to discussion. ESA's initial email, though, suggests that we may need a petition in this particular case.
- **Who:** Margaret Kosmala ([kosmala@fas.harvard.edu](mailto:kosmala@fas.harvard.edu))
- **When:** Contact Monica Turner and ESA leadership this fall.
- **People helping:**
  - Sarah Supp
  - Kaitlin Rienzo-Stack
  - Ginger Allington ([gallingt@umich.edu](mailto:gallingt@umich.edu))
  - cosigned by Rob Salguero-Gomez and Matt Lammens
- **Current Stage:** Letter submitted, with positive feedback via email and in-person discussion with ESA Staff and Leadership. We will remain in contact throughout the year to help guide and support setup of rooms and advertisement of accommodations.

## Things the Early Career Section can do to support early career ecologists throughout the year and in ESA more generally

### Elect remaining officers

- **What:** Webmaster
- **Who:** Anyone who is interested, planning to attend ESA 2016, and willing to be in touch throughout the year.
- **When:** As soon as possible.
- **People interested in Webmaster position:**
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## Communication on key topics via quarterly webinar

- **What:** Choose timely topics throughout the year (e.g. job applications, interview process, non-ac jobs, social media, highs and lows of a postdoc, how to make the postdoc a positive experience, etc). and plan a 1-hr webinar that can be livestreamed, w/ Q&A, notes on etherpad, and recording saved for later viewing/listening.
- **Who:** We will need to learn how to set up webinars, close caption them, save notes, and record them to be shared on our website (will need to make a new webpage for this). If we get funding, we can do this using a service, such as Webinars OnAir.
- **When:** Let's just try to start with 1-3 during the year. If we get a system that works, and a backlog of topics, we can try doing more in future years.
- **People interested in helping:**
  - If Long Range Planning Grant is approved, we will have funding to support year-round webinars. Webinars could be recaps or in prep for supported special sessions at ESA, they could be on unique topics, and would mainly have to be run/organized by ECE volunteers (we would have very limited \$\$ to pay organizers an honorarium). We could also use invited webinars as ways to conduct orientation for events such as the early career mentoring program (if funded).
- **Topics of interest?**
  - Inclusive Ecology
  - What makes a good mentor?
  - Interviewing and negotiation strategies
  - Learn how to guide your mentor: Individual Development Plans

## Communication on key topics via a listserv

- **What:** Set up a listserv for members to communicate on key topics of concern.
- **Who:** Naupaka Zimmerman set us up! Listserv is now up and running!

## Semi-regular Blog posts

- **What:** Timely updates on early career, esa, and section topics. Perhaps a post recapping early career events held at ESA 2015 soon?
- **Who:** Officers, or any member who feels motivated to blog. Or we can ask for guest posts.
- **When:** year-round.
- **People interested in helping:** Christel Kern will help as Blog Editor
- **Topics:**
  - 1st year on the tenure track
  - How federal job search is different from academic job search
  - Open Science as early career researcher (pros/cons)

- Women in Science
- Getting into science policy
- Science Communication and Early career goals
- Positives and negatives of a postdoc
- Starting a family during early career
- Finding appropriate mentoring/learning to be a mentor
- Leaving academics for private sector career
- Finding a non-profit career
- Financial planning resources for early career researchers (retirement, savings, taxes, childcare...?)
- interviews/negotiation/marketing skills for early career
- How to make your lab and your classroom inclusive and accessible to all (e.g. physical disability, chronic illness, invisible illness) - Kaitlin Stack Whitney, Elita Baldrige, both potentially interested in this topic.

## Connections with Early Career sections/chapters/events at other meetings

- **What:** Connections and meetups for other key meetings (e.g. BES, INTECOL, Evolution, SCB, IALE, AGU, etc.)
- **Who:**
  - Iain Stott represents BES.
  - Naupaka Zimmerman & Rob Salguero-Gomez are on the INNGE gov. board.
  - AGU - Fiona Soper, Simon Goring, others?
  - other meetings?
- **When:** year-round.
- **People going to other large meetings, interested in helping:**
  -

## Other items

- Request ESA leadership to have an intermediate attendance rate for X number of years post degree (some other societies do this - examples??) Or alternate could be a flexible rate that could be given to early career folks upon request, or if demonstrated unemployed/between jobs?
  - Sarah will address at ESA GB meeting Nov 5-6
- identify cross-membership with other sections and ask for liaisons (esp. with student section, sci comm, open science, inclusive ecology, science committee, policy, RUI [c. douglass]; but others would be great too).

- **People interested in helping:**
  - Naupaka Zimmerman (Open Science section + INNGE)
  - **ADD YOUR NAME HERE**
- We have the opportunity to help shape ESA. The society wants to know what early career members want, and what motivates them to be ESA members and to read/publish ESA journals. Lets try to take advantage of this. **What are your ideas?**
  - Naupaka: This is from a discussion on the ESA Open Sci section list (<http://list.innge.net/pipermail/esa-open-science-section/2015-August/000003.html>), but I think longer term, it could bring a big increase in ESA membership if there was a switch to a PeerJ type model (if you and your coauthors subscribe at one level you can publish one article a year, and at a higher level, then as many articles as you want) for publishing in (some/all/at least Ecosphere) ESA journals. That would incentivize more people to become ESA members, and also publishing in ESA journals, since the initial fee would be a sunk cost. I'm not sure on the numbers exactly, and obviously this is long-term, in light of the new deal just inked with Wiley, but I think it might work well.... and at least is food for thought.
  - Naupaka: I also really think ESA could sponsor/facilitate/help further legitimize the job wikis that are put up every year (two that I know of for this year):
    - [https://docs.google.com/spreadsheets/d/1ub9cA2jOR3QX\\_qn\\_K9g0zgoBVC2A7RxigaZcdDmVn4U/edit#gid=169647778](https://docs.google.com/spreadsheets/d/1ub9cA2jOR3QX_qn_K9g0zgoBVC2A7RxigaZcdDmVn4U/edit#gid=169647778)
    - <https://sites.google.com/site/wikibiologypostings/home/2015-2016-wiki-biology-jobs>
    - Not to mention Rob Jackson's (Physiological Ecology section) list: <http://sites.biology.duke.edu/jackson/ecophys/faculty.html>
- ***Please add ideas for early career needs/role in ESA generally***
  - **Get representatives (2) on ESA Early Career Selection Committees:**
    - ESA started last year the ESA early career fellow program (<http://www.esa.org/esa/about/esa-awards/esa-awards/esa-early-career-fellows-program/esa-early-career-fellows-program/>). Selection is made by two committees - ESA Awards Committee and Fellows Selection Committee. I (Rob Salguero-Gomez) would argue/suggest that ESA Early Career Section should at least have a representative in \*both\* committees.
    - Bylaws of who serves on this committee prevent us from being on it. But we can nominate early career folks for awards!
    - We DO have representation at the Governing Board meetings (Sarah will attend Nov 4-6).