

REPORT TO COUNCIL

DATE: 4 March 2013

REPORT TO: TWS Council

FROM: Kristina Boyd, Interim-Chair, Early Career Professional Working Group

SUBJECT: Mid-Year Report of the Early Career Professional Working Group

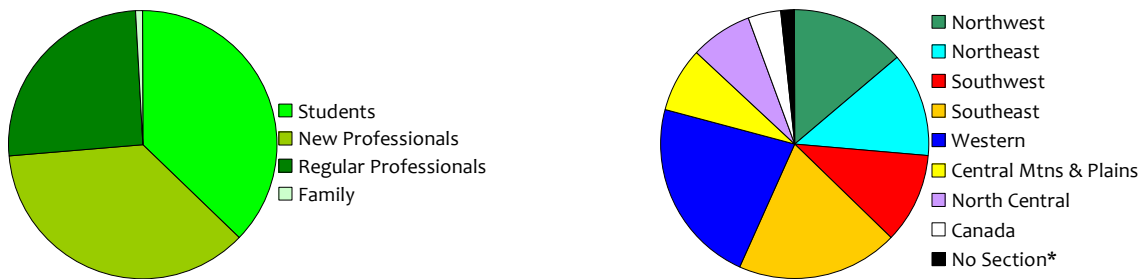
THERE ARE NO RECOMMENDATION(S) TO COUNCIL AT THIS TIME

We would like this report to be approved by Council.

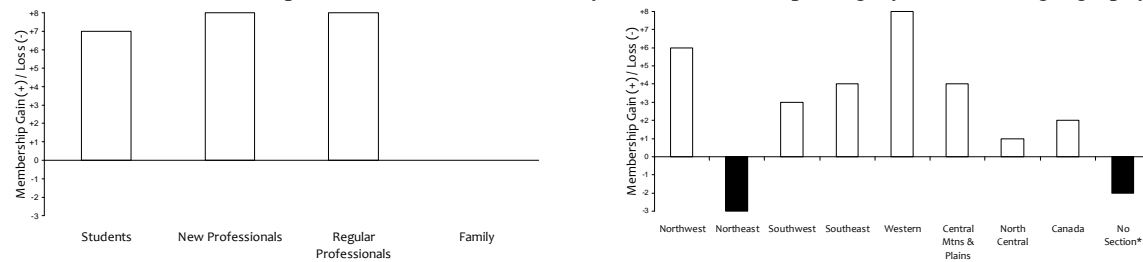
MEMBERSHIP

Membership during our first mid-year report in 2012 was 106, and has increased by 23 members to date, for a current membership of 129. However, over the past year our numbers and composition have varied greatly. From mid-year 2012 to mid-year 2013 we have gained 101 new members, lost 77 members, and maintained 28 members. Our membership peaked at 145 in mid-January 2013. It is unclear whether this membership turn-over is due to gains or losses of National TWS subscriptions by early career professionals (ECPs) or a time lag in membership renewals, whether this is typical variation in working group membership, or if it is a result of working group administration. We will continue to monitor our membership, and we hope to explore sources of turn-over in the future.

Current membership composition by TWS membership category and section geography



Gain or loss in membership count from 2012 to 2013 by TWS membership category and section geography



BOARD ACTIVITIES and ACTIONS

Our executive board has begun to ramp up activities for membership engagement. A Facebook page for the working group was initiated in January 2012 and is currently our primary mode of communication with membership, through which we distribute board activity information, promote discussion topics of interest, and recruit committee members. We have also emailed several newsletters directly to our membership, the latest being in early February 2013. We will re-formulate our outreach to membership once the TWS-sponsored website is functional.

We have worked on building capacity for committee activities and currently have 6 standing committees: 1) National Meeting Activities, 2) Media & Communications, 3) Section and Chapter Outreach, 4) Mentoring & Career Development, 5) Elections, and 6) Audit. Committees are in the early stages, and the heads have held one formal meeting to establish roles and responsibilities, and to initiate the information-gathering phases of these committees. Because ECPs are generally not able to participate in national conference activities, our ultimate goal is to develop a presence advocating and enabling programs for ECPs at a section and chapter level as well as the national level. The logistical groundwork for this type of involvement is

being fleshed out, and on-the-ground activities at local levels are not expected to take place this year.

Activity by the working group to date has been primarily at the national level.

Completed activities in the past year include:

- A final draft charter that will be voted on by membership this March.
- An article submitted to The Wildlife Professional on early career professional topics and the working group.
- A letter to all working groups, state chapters, and regional sections will be sent out this March. It thanks these groups for their current efforts to involve early career professionals in TWS and encourages them to expand their program in cost-effective ways.
- 2012 national TWS conference sponsorships and activities:
 - 1) Workshop - Behind the Scenes of Scientific Publication and Critical Review (co-sponsored by the Student Development working group (SD WG))
 - 2) Symposium - Early Federal Career Opportunities (co-sponsored by the SD WG)
 - 3) Associated Meeting - ECP WG Annual meeting
 - 4) Associated Meeting - SD WG Annual meeting
 - 5) ECP off-campus mixer

As noted above, activity by the working group in the coming year is also expected to remain at the national level. In-progress activities for the current year include:

- 2013 national TWS conference sponsorships and activities:
 - 1) Workshop - Behind the Scenes of Scientific Publication and Critical Review (co-sponsored by the Student Development working group)
 - 2) Workshop - Resume & Interview Strategies for the Early Career Professional
 - 3) Symposium - Early Federal Career Opportunities (co-sponsored by the Student Professional Development working group)
 - 4) Symposium - Professional Development within The Wildlife Society: Are We Doing Enough? (co-sponsored by the Student Development & the College and University Wildlife Education working groups)
 - 5) Associated Meeting - ECP WG Annual Meeting
 - 6) Associated Meeting - SD WG Annual Meeting
 - 7) Associated Meeting - National Working Group Executive Board Summit
 - 8) ECP off- or on-campus mixer
- 2013 working group membership activities:
 - 1) Elections (to be held in September)
 - 2) Mid-year membership meeting and charter vote (to be held in March)
 - 3) Popular writing contest (co-sponsored by the Wildlife and Habitat Restoration working group)
 - 4) Logistical support for a job board compilation website - www.pherkad.com
 - 5) Photo contest for a fundraising calendar
 - 6) Logo contest