

Annual Meeting, Early Career Professional Working Group
TWS Annual Conference, Raleigh, NC
Tuesday, Oct 18 1:30-3:30 pm
RCC, 206

1. **Please sign in.** Welcome and introductions. Attendance: (at least 29 in attendance) Maggi Sliwinski, Mark McConnel, Matthew Moskwik, Mark Parsons, Erin Apple, Megan Cook, David Kalb, Kris Boyd, Sara Kennedy, Don Yasuda, Krysten Zummo, Erin Posthumus, Hanna Karevold, Lorelle Berkeley, Kelsey Pangman, Michala Palmersheim, Kenzie Alexander, Alix Pedraza, Ryan Southard, Casey Gray, Lauren Hildreth, Jazmin Rios, Emily Williams, Cynthia Perrine, Bruce Thompson, Tim Vandeelen, plus 3 on the phone.

2. **Projects completed**

- a. New membership structure
 - i. All “new professional” TWS members are automatically members
 - ii. \$1000 annually from TWS budget
 - iii. Weekly eWildlifer contribution for early career professionals
- b. Updated charter – reflects changes to membership structure as described above
- c. Elected new board members

Chair: Krysten Zummo

Past-chair (non-elected): Maggi Sliwinski

Co-chair: Mark McConnell

Secretary: Emily Williams

Treasurer: Kristin Shaw

At-large board members:

Jennifer Murrow

Lorelle Berkeley

Paul Di Salvo

Rachel Conley

Matthew Moskwik

Michelle Losee

Heather Shaw

- d. Essentials of Dispute Resolution workshop – highly successful, 22 participants, Johns Hopkins University Press wants to involve our group in a new published book on conflict resolution in the wildlife profession. Maggi talked with the editor and will pursue this on behalf of the working group.
- e. Annual Report to Council, Fall 2016
 - i. Requested follow ups to recommendations to Council
 - ii. Requested a “donate” button for TWS members who want to support our working group but do not want to be members.

3. **New project discussion**

- a. 2017 Plenary, Bruce Thompson: “Crossroads of Cultures”
 - i. Prepare a list of prospective topic areas (brief bullet phrase and a brief descriptive narrative) and transmit to Bruce by end of day on 1 November

2016

- ii. Anticipate working with your WG members to identify 1 or 2 prospective speakers that represent your WG interests with respect to selected topics and communicate such to B. Thompson by 5 December 2016.
- iii. Plenary discussion: bulleted list, brief description of topic area
 1. Topic areas:
 - a. different levels of early career folks
 - b. what facilitates better mixing of early professionals and regular professionals
 - c. younger professional - different skillsets they're bringing in, generational differences between cultures – can create novel challenges for our profession
 2. Difficulty in finding someone to talk about this
 - a. Recommendations for speakers?

4. Ongoing projects

- a. Scholarship for AWB/CWB to complete certification—Ryan Walrath
 - Developing a scholarship
 - Goal: provide \$500 to an individual who will apply for certification but could not get certified because they are missing one thing on their application. \$500 will help subsidize someone who may need to take a course to be eligible for the certification (for example).
 - Figure out how this will all work out, so drafted something for the review board to look over
 - Member of Review Board attended the meeting
 - **Emily's note:** ECP should draft in document eligibility for applying for scholarship, and guidelines for who can receive the award (i.e., are ECP board members allowed to apply? Or only members?)
 - info from Review Board on how many apply for certification each year, and how many people are rejected? Will give ECP an idea of what impact the scholarship may have: applications are in the hundreds, rejections for one credit is in the tens.
 - need people to help with this – signups/emails
 - People who are rejected by the review board have to pay to re-apply. Review board member thought we might also provide a scholarship to applicants, to reduce the cost there, rather than (or perhaps in addition to) the scholarship for rejected applicants.
 - At 2017 conference: Organize a half-day “workshop” with Certification Review Board to help people with certification. Record this workshop and post on our website. ALTERNATIVELY, organize and record a webinar that can be posted on our website. Cert. Board already offers 2-3 hour workshop during each annual conference, recommend we advertise this through ECPWG.
 - Another suggestion was to sponsor local workshops that local board members can attend and answer questions regarding certification (or perhaps just have those people highlighted in local conference agendas?).

- One person suggested reaching out to The 1000 or retired TWS members to set up an endowment for our scholarship.
- b. Collecting information on what each chapter and section does for ECPs and posting those details on the ECP webpage for distribution.
 - keeping info and posting on parent society website (ECP page)
 - ECP keeps a list of cool things members are doing, provide support stories to ECP members
 - write up blurbs to put on website that is helpful to new professionals
- c. Survey: state and national level to determine what ECPs need from TWS
 - Work on survey to figure out what new professionals need from the working group and the parent society
 - Focus in on a relevant topic at the time, perhaps a topic that will help us pursue something with Council, or provide the evidence needed to make a recommendation to Council that they can't ignore.
- d. Adding new things to our website on a regular basis and keeping Facebook page active
 - i. Members are welcome to submit news bits or articles for the website or Facebook page. We will need a newsletter editor for the eWildlifer!

5. Open Forum—open for any discussion items

- a. Lots of discussion about networking events and mentoring availability from TWS members. Complaints about the difficulty to actually network with established professionals at the networking events due to the structure of the events. Where do ECPs fit into these events?
- b. Possible story for eWildlifer: importance of using a personal professional email, rather than a school account, since school accounts will likely be deactivated and TWS will no longer be able to connect with you.
- c. Maggi attended the Sections/Chapters meeting to promote early career professional needs to those groups. Recommended they support ECPs through the free gift membership, and encourage them to attend local meetings (give them days off if needed, scholarships, reduced registration fees, etc.). Pointed them to our article on the Western Section's activities on our ECP page. Also promoted our workshops that they can "grab-and-go".