

Annual Meeting, Early Career Professional Working Group

TWS Annual Conference, Albuquerque, NM

26 September 2017 12:00-2:00 pm

1. **Call to Order.** Welcome and introductions. Attendance: (at least 29 in attendance)
Krysten Zummo-Strong (Chair) , Mark McConnell (Co-Chair), Kristin Shaw (Treasurer), Lorelle Berkeley (Board), Paul DiSalvo (Board), Emily Williams (Secretary), Pam Moore, Christian Owens, Jennifer Nicolyn-Martin, Amanda Fox, Micah Bingaman, Mariya Osipchuck, Laura Baumann, Jesse McCarty, Valerie Holland, Hannah Clipp, Julie Jarvey, James Eddy, Austin Klais, Jacob Newbill, Mitchell Gritts, Kristina Boyd, Kristi Confortin, Bruce Thompson (TWS President), Jonathan Kearney, Don Yasuda, Susan Rupp, Ryan Walrath, Maria MasiMejia

2. **Treasurer's Report**
 - a. Current account balance: ECPWG has \$2518.95 as of 8/30/17
 - i. Expenses:
 1. "Managing Wildlife Conservation and Management Conflicts through Formalized Conservation Action Planning" Workshop
 2. Speaker Fees: \$1500.00
 3. Materials: \$166.28
 - ii. Income:
 1. "Managing Wildlife Conservation and Management Conflicts through Formalized Conservation Action Planning" Workshop
 2. Registration: \$2425 (17 professionals, 18 students)
 3. **Estimating \$750 was made from workshop
 - b. b. Estimated balance after expenses and income: ~\$3277.67

3. **Old Business**
 - 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. Certification Scholarship Update
 - i. ECPWG will provide members scholarship up to \$500 to aid in supporting costs for gaps in coursework needed for AWB certification
 - ii. Members need to go through certification process to determine gaps, then will complete scholarship application detailing which course is needed to satisfy certification
 1. CRB will send potential applicants to ECPWG
 2. Application will include letter of recommendation, university and course desired, and why they are applying for AWB
 3. Awardee will register at university and provide proof of registration to ECPWG
 4. ECPWG will get in touch with University to pay for course

5. Awardee will provide proof of successful course completion
- c. Workshop update: “Managing Wildlife and Conservation Management Conflicts through Formalized Conservation Action Planning”
 - i. Great success, 35 in attendance split between professionals and students
 - ii. Rob Sutter facilitated the workshop and presented on how to conduct open standards and resolve conflict between stakeholders when doing conservation planning
 - d. Generation Gap Panel - "The Generation Gap: Opportunities for five generations to work in harmony" –
 - i. Highly successful, >30 in attendance. Thoughtful discussion on the challenges multiple generations face and how can all work together in the wildlife profession.
 - e. “Crossroads of Cultures” plenary
 - i. ECPWG, along with 2 other working groups, helped organize 26 September 2017 plenary with guest speakers. Co-Chair Mark McConnell moderated the plenary. President Bruce Thompson thanked ECPWG’s role with planning for this year’s meeting.
 - f. Spring Report to Council Outcomes
 - i. Proposal approved: Provides 3-year extension, beyond current 10 year allocation, for AWB’s to obtain 5 years *professional* experience in order to apply for CWB
 1. AWBs must apply for extension and prove that they have remained committed to the profession
 - ii. Proposal for mentoring program: Council requested more detail
 - g. Fall Report to Council Outcomes (draft):
 - i. Mentoring Action Items and Status
 1. Received council approval to add an optional mentorship category to both the CWB recertification application and the Professional Development certificate
 2. Mentorship workbook will be developed – will include information on how to be a good mentor/mentee, provide resources for mentorship
 3. Plans for the future
 - a. The hope is that this will become a wider mentorship program. Ad-hoc committees may be formed to expand mentorship program
 - b. Proposal for mentorship award sent to Awards Committee of TWS Council for further discussion and consideration
 - c. Currently, TWS member portal allows members to select whether they want to be a mentor/be a mentee
 - h. Survey of ECP needs and current organization unit activities
 - i. ECPWG is working on a survey to determine what ECPs need, what is currently being provided, and how we can close gaps in ECP needs
 - ii. Partnering with Human Dimension Working Group to develop survey questions
 - iii. May involve social scientists to develop survey

4. **New Business**

- a. 2018 Conference – Cleveland, OH
 - i. Communications Workshop – partnering with President Bruce Thompson
 - 1. Planning on holding a “science communication” workshop
 - a. attendants come in with pre-prepared presentation, have critiques, and then re-do presentation
 - b. Do improv games to learn effectively communicate through empathy
 - c. Record interview to visualize how you communicate and learn ways to improve to relate to audience
 - d. Looking to have well-known science communicators facilitate (Alan Alda SciComm Center, Randy Olson, Sara ElShafie, etc.)
 - ii. Other proposal ideas
 - 1. Symposium on what it means to be an early-career professional. There are many “non-traditional” ECPs that had mid-career change into wildlife profession. Discussion of how to pursue wildlife field at any stage of life and be successful
 - iii. Send ideas/proposal drafts to ECPWG board members
 - ii. Other proposal ideas
- b. Budgeting
 - i. ECPWG to develop \$500 grant for ECPs to pursue professional development opportunities – workshops, trainings, etc.
- c. Communications
 - i. ECPWG will have bi-annual newsletter
 - 1. Mark McConnell will be Editor
 - 2. Send newsletter ideas to Mark/ECPWG officers
 - 3. Potential article themes: group activities/news, member profiles, etc.
 - a. Wildlife on the poverty line – budgeting for your career
 - b. What govt benefits do you qualify for, etc.
 - c. How to negotiate your salary
 - d. Professional development
 - e. Dental/medical benefits, what is a 401K, how to adult
 - f. Highlighting nontraditional paths
 - ii. ECPWG brochure to be updated
 - iii. eWildlifer information and website updates
 - 1. send updates, ideas, tips and tricks to ECPWG board to have featured in eWildlifer or website
- d. Elections reminder
 - i. Announcement for elections will occur in mid-summer 2018
 - ii. New board elected by October TWS meeting