

**Early Career Professional Working Group
Annual Members' Meeting
TWS Conference in Cleveland
10 October 2018
8:10 – 9:50 am EST**

1. **Call to Order.** Please Sign in. (18 in attendance; Emily Williams (new Chair), Krysten Zummo (Past Chair), Kristi Confortin (Co-Chair), Anna Butler (At-large board member), John Vanek (At-large board member), Katelin Goebel, Annie Hawkinson, Kaitlin Will, Bram Verheijen, Jackie Gehrt, Kris Boyd, Jackson Davis, Haley Holmes, Tara Fisher, Krisha Faw, Colleen Piper, Kristin Szabo, Garrett Savory, Micah Bingaman)
2. **Introductions** – round robin around the room
3. **What is the ECPWG?**
 - a. explanation of goals of working group
 - b. We are the demographic that falls through the cracks of the profession
 - c. As a working group, we offer training, symposiums, and professional development opportunities
 - d. If you select the “new professional membership” when signing up to be a TWS member, you are automatically a new member of the ECPWG – no dues associated with being a part of the working group
 - e. Our group is financially constrained, so we lobbied to have no membership dues and wanted to have broader reach
 - f. Any new professional in the society is an automatic member of the ECPWG
 - g. also done for student members of the society (of no dues); if a student member, automatically a member of SDWG

Old Business

4. **Council Report**
 - a. Every year, we have to do reports to council – biannual report: right before council meets in the spring, but also right before fall meeting (held at national conference)
 - b. Past requests & outcomes in report:
 - i. We appealed to Council that they create an annual grant at the Council level – to provide \$ to any working group – to put together a professional development grant that a group wouldn't otherwise have \$ for; create a grant that is more broad (not specific to ECPWG) – but that we as a WG can apply for to provide prof development opportunities
 - ii. Council only allocates \$ in the Spring – on the docket for fall council meeting
 - iii. \$1000 budget we receive each yr from council
 - iv. TWS takes an administrative fee off of funds gained from workshop/overhead fee; we were in the red last yr bc we didn't realize the fee; TWS waived that fee for our working group moving forward – got approved by Council; so we are now exempt from fees in the future; will make it easier for us to balance our budget

5. Mentorship Proposal

- a. Paul DiSalvo (at-large board member) put up proposal – for a formal mentorship program and for a committee created to facilitate connections between mentors and mentees
- b. Put forth a motion to Council to create a subcommittee towards creating a mentor program; was approved at fall Council meeting

6. Treasurer's Report

- a. \$2489.15 – checking; \$900.76 – savings

7. Changes to bylaws

- a. Added Communications Coordinator position
- b. Removed reference to the “parent society”
- c. Added ability for executive board to remove an inactive board member

8. New Professional Development (PD) Grant

- a. Grant created for any professional development opportunity – travel grant, training/workshop, going to section or state meeting. Broad grant with flexibility
- b. Amount up to \$500.
- c. First recipient Jackie Gehrt
- d. Anyone can apply for it and we often float it through the eWildlifer, website, facebook, twitter accounts. Application materials on the website.

9. Certification scholarship

- a. AWB/CWB – Offer a \$500 scholarship, not flexible like the PD grant, but is geared towards those who are missing classwork.
- b. Planning to announce soon with information
- c. New proposal to work on getting training and documents provided to advisors or universities so that they can assist students in applying for the application for AWB

10. All Sizes Fit None Symposium – 2018 meeting

- a. This was an all-day symposium where each speaker represented someone who came into wildlife from a different career, or who shifted to another career after being in the wildlife profession.
 - i. Focus was on how the skills gained from different careers can be transferable to wildlife or vice versa.
 - ii. Suggestion: Is there a way to have TWS place all of the social-related symposiums on a specific time or specific day so that they are not competing with the traditional science talks? This may help to prevent people from having to choose between their personal/social concerns and training/collaborative opportunities?

New Business

11. Open Discussion

- a. Discussion of other future talks and symposia: we plan to create a survey that polls ECPWG members what topics they are interested in. Discover what ECPs need and what they would like to happen in future years
- b. Have the WG fill the role of mentor in walking people through the process of certification, finding jobs, etc.

12. 2019 joint AFS-TWS Meeting in Reno, NV

- a. Planning a science communication workshop for joint AFS-TWS 2019 meeting
- b. If you have an idea for other trainings (workshops/symposia/etc.) let us know so we can work on something
- c. Please send an email to the WG if you are interested in being involved in planning or want to be more involved in the WG

13. Policy priorities

- a. Suggestion: is there a way to bring up a discussion to Council on minimum wage protections for wildlife professionals? There was a recent paper on how we ask professionals to work for free or small wages, people with degrees are still being asked to work for free or even to pay to work. Can we ask TWS to create a statement addressing this concern? **Can we share the paper again on our facebook page – Auriel Fournier's paper. Ethnic and gender diversity WG may also support a proposal?

14. Suggestions for WG

- a. The WG wants to encourage people to take on tasks that they find important in order to make a change, even if you aren't a board member
- b. Give Back Monday – Gather a list of people interested in getting a TWS membership through the give-back program so those looking to give that benefit but cannot find anyone have a list to work from
- c. Create a list of tasks the WG wants to accomplish and post to facebook/twitter so people know what we need help with