

# Early Career Professionals (ECP) Committee Statement of Purpose and Volunteer Description 2017

## Committee History and Mission

The Early Career Professionals (ECP) Committee was initially established as the Student and Young Professionals Committee (SYP) in 2007 in order to promote meeting attendance and participation in ESA's annual meeting by Student Transition (ST) and Early Professional (EP) members. The Committee was created in response to strategic planning discussions which identified these segments of membership as being extremely important to the long-term success of the Society, and where ESA lacked programs and services necessary to serve and engage them. Over the past decade, the Committee has gone through a series of name changes (SYP, STEP, now ECP) and committee member composition has changed, resulting in a considerably expanded capacity for activities.

The primary members being served by the Committee's work are early career professionals, defined as any member within five years of having received their terminal degree. Because there is often an extended period of time between when a student graduates with their terminal degree and when they gain full-time employment, ESA offers discounted membership dues and important benefits (such as networking, awards, and career services) for its ST and EP members (ECPs) to help those individuals maintain their ESA membership.

The ECP Committee's new mission is to promote the work of and retention of ECPs by providing value-added opportunities and to help develop the next generation of ESA leaders. The Committee is currently an ESA Governing Board (GB)-appointed committee with a term that runs through November 2020.

## Committee Activities

This committee is extremely active and engaged. In recent years, the Committee has been involved in many important projects, including:

- The development of four new national [ECP Awards](#), launched in 2015. Since then, the Committee helped create an ECP Branch award for each Branch recognizing the exceptional contributions of ECPs on a regional level.
- Developing a new series of webinars each year featuring topics of interest and professional development support for ECPs and other ESA members.
- Organizing and moderating symposiums, lunch and learns, and workshops during the Annual Meetings. In 2017, the Committee organized or helped organize the following events that will be held during the ESA Annual Meeting in Denver:
  - Symposium: *"Igniting the Spark: Science Communication by the Next Generation of Entomologists"* followed by an ECP Reception

- Sunrise Session: *“Achieving Success as a Mentor through Implementation of Effective Mentoring Strategies.”*
- Lunch and Learn: *“Science Policy 101 for Entomologists.”*
- Workshop: *“Making the Switch: A Beginner’s Guide to R for Those Familiar with Other Packages.”*
- Organizing travel grants to ESA meetings
- Compiling articles for a quarterly newsletter pertinent to ECPs
- Submitting a successful nomination for the 2017 Founders’ Memorial Award,
- Generally broadening awareness and increasing visibility of ECPs within ESA

Committee members also typically participate in ESA’s annual Summer Meeting Strategy Day where they share their diverse perspectives and viewpoints during important strategic discussions and continue to build support among the ESA leadership for this important segment of the ESA membership.

## **Committee Composition, Terms, and Member Time Commitments**

The ECP Committee is composed of one Student Transition or Early Professional member representative from each ESA Branch and Section, who serve for two years. Terms are staggered so that approximately half of the committee members rotate off each year. The Committee also includes the Student Representative to the ESA Governing Board.

The ECP Committee Chair serves for one year, and the Vice Chair serves for one year then steps up to be the Chair for the following year, providing continuity in the Committee. The Chair and Vice-chair positions are elected by current ECP Committee members.

Typically, regular committee members spend between 2 to 3 hours a month on committee work and participating in conference calls, while the Vice Chair spends up to 5 hours a month and the Chair up to 10 hours a month. See details below for specific roles and responsibilities for these positions. Incoming members roll onto and outgoing members roll off of the Committee during its in-person meeting at the ESA Annual Meeting each November.

The Committee usually has monthly conference calls, lasting no more than an hour, to make sure that the charges set forth by the president of the Society in the current year are being accomplished successfully. Additionally, two in-person meetings are typically held: one during the Summer Strategy Meeting where the committee has the opportunity to meet with other ESA leadership, and a second one-hour meeting held during the ESA Annual Meeting in November.

There is great momentum to support ECPs in the Society, and the Committee is welcoming to new ideas and energy!

## **Committee Member Appointment Details**

As vacancies arise on the Committee, Student Transition or Early Professional member representatives are either appointed by ESA Branch and Section leaders or the Branch or Section holds an election to fill their position. Typically, open positions are filled in September/October each year. Interested individuals should contact their Branch and Section leaders for current information using the online ESA member directory.

## **Benefits and Positive Outcomes of Serving on the ECP Committee**

Serving on the ECP Committee provides an opportunity for ECPs to influence the direction of the Society by providing an early career perspective to ESA leadership. Furthermore, serving allows Committee members to learn the inner workings of ESA governance, develop leadership and teamwork skills, build their CV, and network with and promote themselves to other ESA leaders and the ESA membership as a whole. Committee members often go on to serve on other ESA committees and in leadership positions. Current and former ECP members are now part of other ESA committees and special projects including:

- Executive Committees of Sections or Branches,
- the Annual Meeting Program Committee,
- the Diversity & Inclusion Committee,
- the Education & Outreach Committee,
- the Publications Council,
- the Awards Task Force, and
- the Volunteer Culture Task Force.

Another positive outcome for ECP Committee members is the opportunity to create professional development activities, such as webinars or symposia that directly benefit themselves and their peers. It is always rewarding to hear comments from other ECPs indicating the value of Webinars or workshops developed by the Committee.

## **Personal Experiences**

“The ECP committee has been important to me personally, as well as professionally. I have made contacts outside my ESA Section that have become a network of friends, and also have broadened my perspective of how ESA functions as a whole. The ability to participate in the strategic planning day in the summer is probably the most important opportunity to me. During

these sessions, leaders from ESA work together to improve the Society, and the ECPs are valued as an important part of that. There are networking opportunities, and being involved you feel like you are making a difference in how the Society functions. I would highly recommend becoming involved with the ECP committee, and not just as part of the committee but as part of the membership as well.” - ETM

“The ECP Committee has been an invaluable opportunity for me to become further engaged in the wonderful work that ESA is doing for its members. I feel more connected to others in my profession through the ample networking opportunities, and I feel like I have an inside perspective on the issues that are driving the field of entomology forward. Moreover, being involved on this committee has helped to further build my CV. Over my short time on the committee, I have helped: to organize four symposia, one of which was a program symposium; create national and branch-based awards for ECPs (there were previously none); successfully nominate the first woman to honor a woman for the Founders’ Memorial Lecture Series at the ESA annual meeting; and help with too many other topics to mention here. Serving on this committee has opened doors for me professionally, and expanded my network beyond my immediate research area. I would highly recommend serving on the ECP Committee for anyone who has a passion for improving the Society for its younger members, is passionate about increasing the diversity of ESA, wants to meaningfully grapple with pressing entomological issues, or simply wants to broaden their network and build their CV. You can’t go wrong by deciding to serve.” - WRM

“As an ECP committee member representing the ESA-Pacific Branch, I enjoy the opportunity to improve my professional development, at the same time serving the Entomological Society of America as a voice of the early career scientists. As an ECP member, I reached out to the PB ESA leadership and Student Representative and co-organized [‘student and early career professional employment symposium and fair’](#) during the PB-ESA 2017. I also had an opportunity to present and disseminate the ECP activities especially the ECP awards during the opening business meeting at the Branch meeting. Similarly, through ECP committee, I was able to attend the ECP meeting during the ESA Annual Planning meeting and discuss several aspects of ECP activities and plans for the ESA annual meeting in November. During that meeting, I also had the opportunity to interact with ESA leadership and to participate in their activities via individual and group discussions about ESA volunteering culture, diversity and inclusion in the ESA and other topics. I will be participating/volunteering in ECP organized symposia and other programs during the 2017 annual meeting in Denver. I feel that the abovementioned activities encourage me to participate more in ECP and ESA organized activities and further improve my leadership and professional competence.” - JR

“The ECP Committee has been an exceptional opportunity to get involved with ESA and further develop professional and leadership skills. Serving on the ECP Committee, I have acquired a deeper understanding of the structure and function of different committees and ESA

leadership. I also had the opportunity to observe the commitment that the Society has to its membership and the global impact of entomology. ESA leadership is always finding ways to improve, and it was encouraging to realize that everyone's voice is heard and taken into consideration, no matter their educational or seniority. The ECP Committee is an excellent platform to network and engage with entomologists in other expertise areas that I wouldn't meet otherwise; I gained new friends, colleagues, and mentors. However, I will say that the two most rewarding experiences were to successfully submit the first female honoring a female for the Founders Memorial and to develop multiple opportunities for ECPs to be recognized and develop their skills. We have received multiple positive comments from ESA members about our work and is always good to know that small contributions can have a meaningful impact.” - AMV

## **Specific Roles on the Committee**

### **Chair**

The Committee Chair is in charge of organizing the overall activities of the committee and for coordinating these activities with the ESA HQ liaison. This includes leading the monthly teleconferences, leading in-person committee meetings at ESA’s Summer Leadership Meeting and Annual Meeting. Before meetings, the Chair is responsible for creating meeting agendas and distributing them to members; (s)he takes minutes during meetings; and (s)he types them up and distributes them afterward for approval by committee members in subsequent meetings. In addition, the Chair coordinates the development of quarterly ECP newsletters, writes a Spring and Fall report for the ESA Governing Board, develops the committee’s budget request for the following year, and submits these items to the ESA staff liaison. The Chair is also responsible for helping to prepare the Vice Chair for their ultimate role of Chair. Overall, the Chair tries to ensure that the committee stays on track in meeting the yearly charges set forth by the ESA President, and keeps the HQ liaison apprised of activities.

### **Vice Chair**

The Vice Chair is intended to support the Chair with any subcommittee work or extra items that may require attention to ensure the orderly functioning of the Committee. This includes, but is not limited to: reviewing the agenda and minutes created by the Chair prior to distribution to other members for input, leading subcommittees as needed, and helping to draft Committee documents. The Vice Chair works with the Chair to make sure (s)he understands the responsibilities of the Chair position so that (s)he can effectively serve in that role during the following year.

### **Regular Members**

Every representative on the ECP Committee member starts their term as a regular member. Regular members are required to participate in monthly conference calls and to attend the two

in-person meetings of the ECP Committee. There are a myriad of volunteer opportunities to serve the Committee with tasks, projects, and subcommittees that are available to committee members depending on the planned activities and charges of the Committee, as well as the interest, willingness, and ability of individual members. Regular members are strongly encouraged to volunteer for these opportunities as often as they are able and also encouraged to consider the Vice Chair position.

**ESA HQ Liaison**

Debi Sutton