



Spring Report March 2018 NCB Executive Committee

TO: ESA NCB Executive Committee

FROM: *Ad Hoc North Central Branch Early Career Professionals (NCB-ECP) Committee*

Dr. Ben Jaffe, NCB Local Arrangements Committee

Dr. Amy Morey, Past NCB ECP Representative

Dr. Rob Morrison, ECP Chair

Dr. Hannah Penn, NCB ECP Representative

Dr. Ana Vélez, NCB Executive Committee Member-at-Large and Past ECP Chair

DATE: March 16, 2018

SUBJECT: 2018 NCB-ECP Committee Proposal

Background:

Student-Transition and Early Professional members transitioning to full ESA membership represent the future of our professional society and field. The Early Career Professionals (ECP) Committee at the national level aims to represent the perspectives and experiences of these two transitional membership groups (referred to as “ECP” herein) and to provide relevant programs to help develop and retain the next generation of ESA leaders.

The national ECP Committee has been very busy in the last years. Below is a brief outline of the programs and services for ECPs that the Committee provided last year:

1. Program and workshops at Entomology 2017 in Denver, CO:
 - a. Program symposium entitled: *“Igniting the Spark: Science Communication by the Next Generation of Entomologists”*.
 - b. Sunrise Session: *“Achieving Success as a Mentor through Implementation of Effective Mentoring Strategies”*.
 - c. Lunch and Learn: *“Science Policy 101 for Entomologists”*, co-organized with the ESA Science Policy Fellows.
 - d. Workshop: *“Making the Switch: A Beginner’s Guide to R for Those Familiar with Other Packages”*, co-organized with ESA’s Annual Meeting Program Committee.
2. Created a *Committee Statement of Purpose and Volunteer Description* that is now available on the [ESA Website](#).
3. Participated in the 2017 Summer Planning Meeting Strategy Day.
4. Developed awards recognizing ECP Early Career members within multiple Branches.

5. Generated an [online FAQ document](#) to clarify the criteria of each Early Career Professional award.
6. Developed four ECP *e-Newsletters* to highlight deadlines, activities, and news of importance to ECPs, in an effort to regularly connect ECPs to the functions of ESA. Copies of the four ECP *e-Newsletters* can be found online here:
 - December - <http://www.entsoc.org/sites/default/files/files/ECP-Newsletters/ECP-Newsletter-Dec-2016.pdf>
 - January - <http://www.entsoc.org/sites/default/files/files/ECP-Newsletters/ECP-Newsletter-Jan-2017.pdf>
 - April - <http://www.entsoc.org/sites/default/files/files/ECP-Newsletter-April-2017.pdf>
 - May - <http://www.entsoc.org/sites/default/files/files/ECP-Newsletters/ECP-Newsletter-May-2017.pdf>
7. Organized a webinars series on interviewing skills.
8. Submitted the selected nomination for the Founders Memorial Award, Dr. Carol Anelli. Dr. Anelli presented The Founders' Memorial Lecture to honor Anna Botsford Comstock at the 2017 meeting in Denver; this was the first time in the ESA's history that a female honored another female for this award.

Proposal to create a North Central Branch Early Career Professionals Committee (NCB-ECP) and establish an ECP Representative to the NCB Executive Committee:

Rationale for Proposed Committee:

Given the vitality and contributions of the ECP Committee at the national level, NCB President Ruberson requested the ECP Committee discuss the idea of creating a branch-level ECP Committee for the NCB and designating an ECP representative on the NCB Executive Committee. In response, the ECP Committee enthusiastically voiced their full support of the idea, noting particularly that such a structure will significantly bolster the number and diversity of volunteering opportunities (and, therefore, engagement) at the Branch level. Frequently, many more people volunteer to be on the national ECP Committee than there are spots available. However, instead of losing this engagement and excitement, ESA can harness it by redirecting efforts to Branch-level participation to develop the next generation of leaders and increase retention of ECPs. In addition, many ECPs have a desire to serve for elected positions in the Society, but because they are competing against others who are more established and better known within ESA, it is harder for them to be voted into positions. An ECP representative on the NCB Executive Committee would allow for the perspectives and needs of ECPs to be given a voice in Branch-level deliberations.

President Ruberson's request has subsequently inspired the national ECP Committee to initiate dialogue with the leadership of other Branches in ESA to follow the proposed NCB model, adapting it to meet the needs of each Branch. Successful implementation of such a plan in the NCB will undoubtedly bode well for the success of proposals in other Branches.

Based on this feedback and support, President Ruberson created an *ad-hoc* committee to develop a draft proposal (below) for the structure and function of ECPs within the NCB, including the appointment of an ECP representative to the NCB Executive Committee. The *ad-hoc* committee is made up of Ben Jaffe (NCB Local Arrangements Committee), Amy Morey (past NCB ECP rep), Rob Morrison (ECP Chair), Hannah Penn (NCB ECP rep) and Ana Vélez (NCB Executive Committee Member at Large and past ECP Chair).

Proposed NCB ECP Committee Composition and Responsibilities:

Structure:

The *ad-hoc* committee agreed that the NCB ECP Committee should be composed of four individuals. However, this number might change over time depending on responsibilities. The four members and tentative responsibilities will include:

1. NCB ECP Committee Chair: Coordinate overall activities of the Committee. This includes leading monthly teleconferences, leading in-person meetings at the NCB meetings, developing agendas and minutes, and assisting NCB ECP activities. Overall, the Chair will try to ensure that the Committee stays on track in meetings and yearly activities/charges set by the NCB President. The Chair is also responsible for helping prepare the Vice Chair for their ultimate role as Chair. The Chair serves a one-year term in addition to the year as Vice-Chair.
2. NCB ECP Committee 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, helping to draft Committee documents, and assisting NCB ECP activities. 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. The Vice-Chair serves a one-year term in addition to the subsequent year as Chair.
3. The NCB Representative to the national ECP Committee. This member is the current NCB representative to the national ECP Committee. They will attend NCB ECP Committee meetings and will have voting privileges, but will not have official responsibilities in the NCB ECP Committee. The role of this member will be to maintain communication between the ECP Committee at the national level and the NCB ECP Committee. They serve for the full term that they remain on the national ECP Committee.
4. ECP Representative to the NCB Executive Committee: the *ad-hoc* committee suggests making one of the NCB Executive Committee Members at Large an ECP member, and then to have this person also serve on the NCB ECP Committee. The role of this member will be to maintain contact and provide updates between the NCB Executive

Committee and the NCB-ECP Committee, as well as assisting NCB ECP activities. This position serves a two-year term.

The Chair and Vice-Chair members will serve a total of two years on the Committee, staggered relative to each other so that they overlap for one year. These positions are short to allow for more leadership opportunities for a greater number of ECP members in the NCB.

Elections:

The *ad-hoc* committee suggests that the Branch leadership decide how they want to conduct the election of the Chair (#1) and Vice-Chair (#2). The Executive Committee Member-at-Large (#4) and NCB ECP Representative (#3) are currently elected by the NCB Membership by a majority of votes.

Currently, the *ad-hoc* committee is composed of 5 members. We suggest that after next year, Rob Morrison (current Chair of the national ECP Committee) and Amy Morey (past ECP NCB Representative) step down, Ben Jaffe will be the Chair (#1), Hannah Penn will remain as the NCB Representative to the national ECP Committee (#3), Ana Vélez will remain as the ECP Representative to the NCB Committee (#4), and a Vice-Chair (#2) will be elected by NCB Branch members.

Responsibilities:

- Develop programming targeted towards the needs and interests of ECPs within the NCB (e.g., symposia, workshop, networking events, etc.). The Committee will regularly assess those needs through surveys and other communication with the NCB ECP membership.
- Serve as the line of communication between the national ECP Committee, the NCB Executive Committee, and the NCB ECP membership.

ECP Representative to the NCB Executive Committee:

As stated above, the *ad-hoc* committee suggests making one of the Executive Members-at-Large an ECP member, rather than creating a new position. The role of this member will be to maintain contact and provide updates to the NCB Executive Committee and the NCB-ECP Committee.

Possible Concerns:

The term for a Member-at-Large is three years. ECP membership is five years, so it is a possibility that the Executive Committee member might no longer be an ECP during part of their term. However, this concern could be allayed by specifying that an ECP being nominated for this position be within two years from having earned their terminal degree or by changing the ECP Member-at-Large to a two-year term. Another concern is that since ECPs are usually in the process of looking for a permanent position, there is a possibility that committee member changes Branch.

NCB-ECP Networking at the 2018 North Central Branch Meeting

As a way to increase engagement with NCB ECPs, the *ad-hoc* committee decided to organize a networking event for ECPs at the 2018 NCB Meeting in Madison, WI. Spearheaded by Ben Jaffe, the event will start at 7:30 pm on Monday (March 19). ECP members are invited to informal dinner and drinks at the Free House Pub in Middleton (<http://freehousepub.com>). A room has been reserved, and the restaurant will be offering happy hour prices for everyone's first beverage. Interested parties can either walk from the hotel (10-15 minutes one way) or ride the complimentary Middleton Trolley.