

## ECOLOGISTS IN CAREER OR EDUCATIONAL TRANSITION

Many individuals join the Society during or near the end of their time as students, in particular seeking experience in presenting and networking at the annual conference. There is concern that many or most of these individuals then move into post-student positions where they do not perceive an immediate value, and do not receive financial assistance, for retaining membership in the Society. Similar transitions (eg across employment sectors, or at the time of retirement) may affect others who have been members. Specific activities and support aimed at individuals in these transition points might improve their retention and renewal as members. Because we have evidence of considerable numbers of individuals being inconsistent in their membership, this is a useful group to target - perhaps it would be easier to retain these than to attract entirely new kinds of members.

Annual Meeting	Sections and Chapters	Journals	Committees and Volunteer Activities	Awards and Fellow Recognitions	Certification	Other
<p>Reduced registration for meeting, and/or reduced membership fees or continued student discount rate, for people within 1-3 years of receiving degree</p> <p>Provide mentoring or professional development workshops specifically aimed at one or more of these career transition points.</p> <p>Invite organizations that represent non-academic sectors related to ecology (e.g. restoration, mitigation, conservation, science communication). Focus on providing recruitment venues.</p> <p>Hold ESA events outside the ESA Meeting – more local or regional scale meetings, mixers, etc. as venues for interaction with private or public sector employers and colleagues.</p>	<p>Continue, extend activities of Student Section regarding professional development, outreach, networking, and community building.</p> <p>The Early Career Section is already targeting the student-to-professional transition; more attention to this Section's offerings, and more support for expanding services, could be useful.</p> <p>Use sections or chapters as organizers for more local or regional meetings, mixers, etc. – venues for interaction with private or public sector employers and colleagues.</p>	<p>Publicize the members' benefit in reduced page charges (especially useful for those who need to publish their graduate work)</p> <p>Publicize access to entire history of ESA journals as benefit for members who are moving out of academic settings into other professional or career settings</p>	<p>Different kinds of volunteer and leadership opportunities are appropriate for, and should be promoted to, people at different career stages. ESA could be more aggressive and intentional about encouraging members to take on specific service and volunteer roles in the Society.</p>	<p>Assess the career stages and settings of those nominated (and recognized) as Early Career Fellows thus far; possibly modify or broaden guidelines for this recognition.</p>	<p>Work with graduate programs to publicize the Professional Certification program and its benefits to their new graduates at both Ph.D. and Master's levels.</p>	<p>Provide webinars to members about career transitions or other subjects (e.g. making a resume for X industry, transferable skill sets)</p>