



ENGAGEMENT OF EARLY CAREER MEMBERS BEYOND THE ANNUAL MEETING

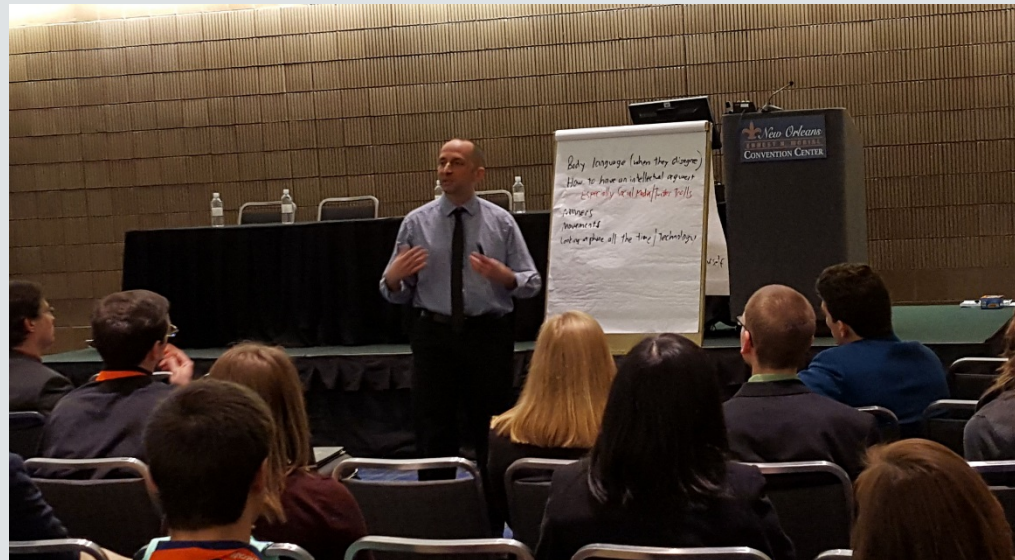
Christopher J. Schultz, Ph.D

American Meteorological Society's Board of Early Career Professionals, Chair

Why were we created?

- AMS Leadership noticed that there was a large decline in participation once students graduated
 - *Low number of students continuing on as professional members*
 - *Low participation in conferences.*
- AMS Leadership approved of the Board of Early Career Professionals in 2011
 - *12 Early Career Scientists to fall under the AMS Commission on Professional Affairs.*
 - *At least 4 people from the AMS Staff to support the various needs of the board (meetings, communication, connection to the AMS President and Executive Director).*
 - *This has resulted in various members now serving on other boards/committees and commissions and provided a pipeline of folks to aid AMS.*
- BECP main goal: *Determine the value proposition for Early Career Professionals within AMS to increase participation in the society from early career members.*

Early Efforts: A conference!



Focus not academic based:

- Interpersonal skills
- Salary negotiation
- Networking
- Career path road mapping
- PIE Model

However...

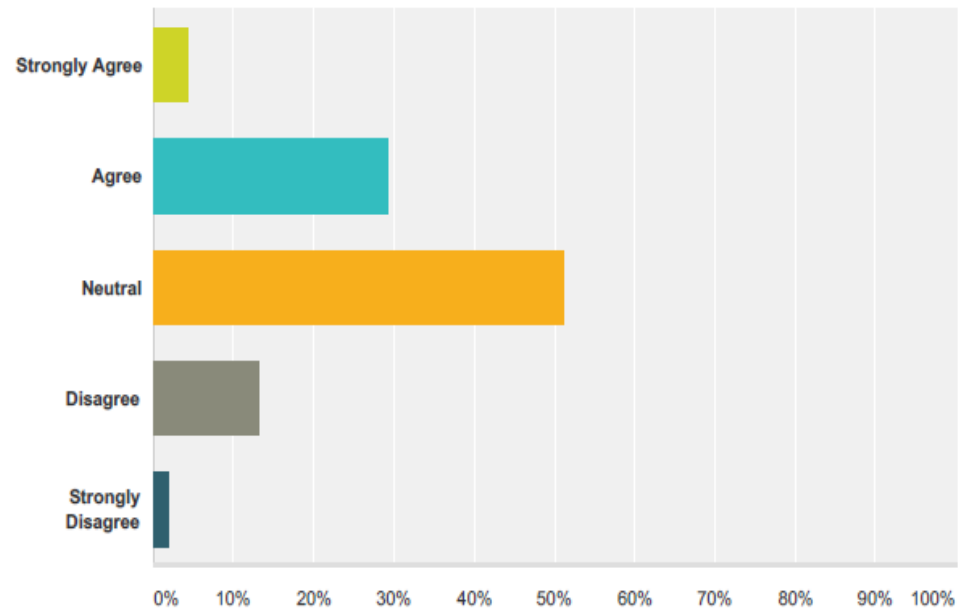
- Participation has been flat the last 4 years
 - *Many early career members simply cannot make the annual meeting.*
- In the last year we challenged ourselves to think beyond the conference for ways to engage early career members of the AMS.

Step 1: Survey

138 Early Career Members

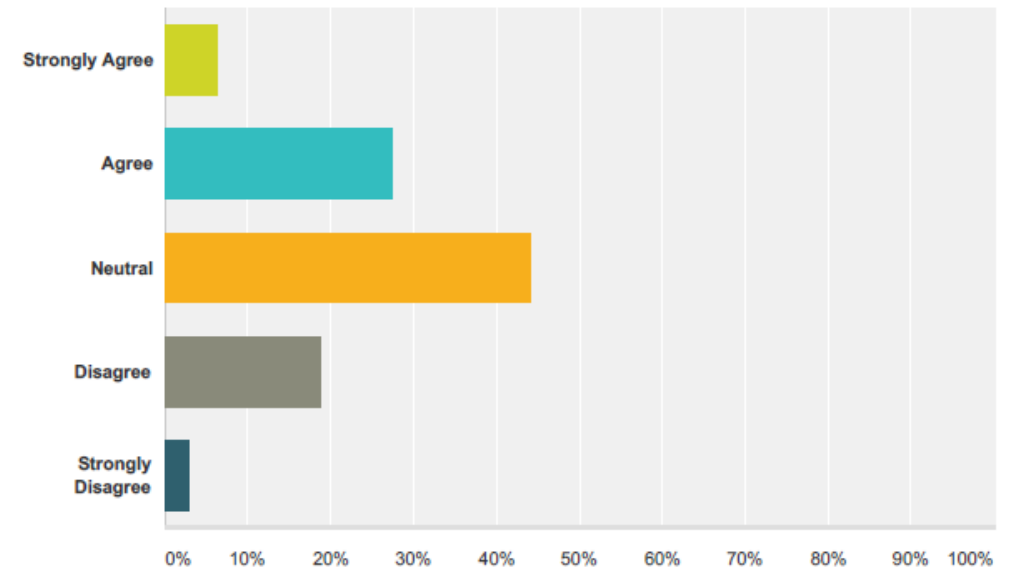
Q8 I feel valued by AMS as a member.

Answered: 137 Skipped: 1



Q9 AMS membership is good value for the money.

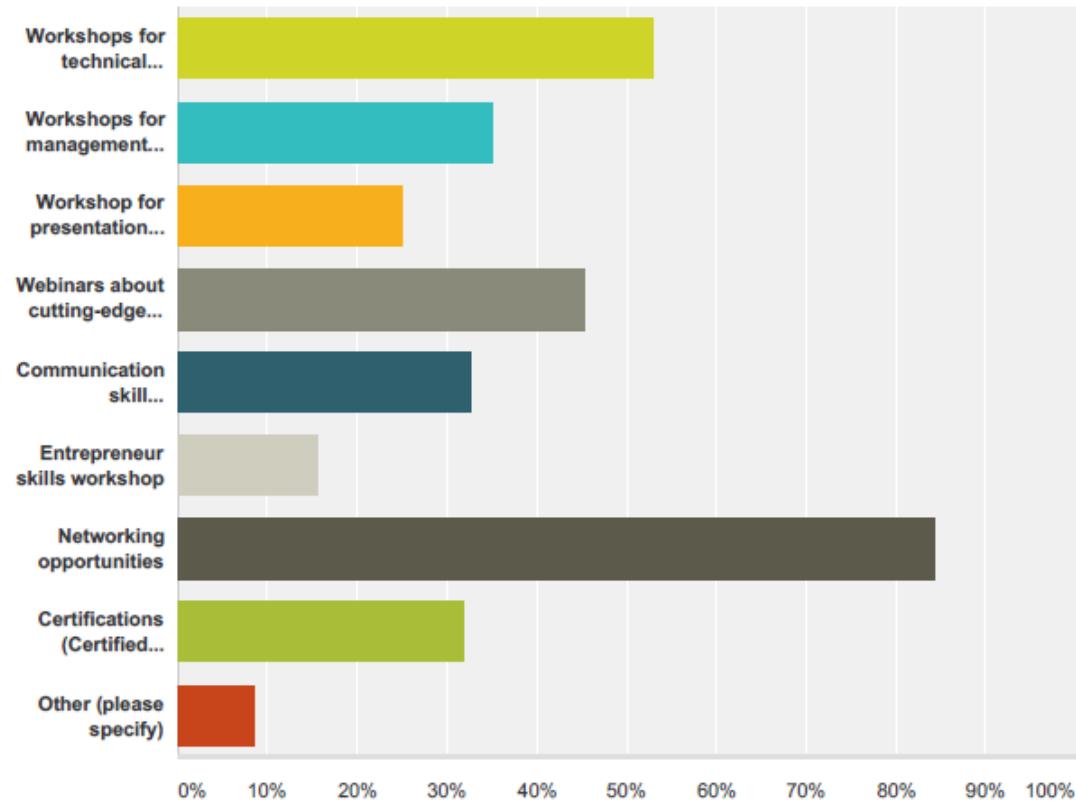
Answered: 138 Skipped: 0



Survey: What opportunities do you want to see?

Q3 What kinds of opportunities appeal to you as an AMS member? (Check all that apply)

Answered: 128 Skipped: 10



Local networking opportunities

- Networking events at smaller conferences
 - *AMS Hurricane Conference – April 2016 – 70 attendees*
 - *AMS Severe Local Storms Conference – November 2016 – 40 attendees*
 - *AMS Conference on Applied Climate – June 2017*
 - *AMS Broadcast and Weather Workshop – June 2017*
- Reaching out to local chapters and other AMS Boards to facilitate early career involvement
 - *June 2016 - Pub crawl for early career members near Chicago*

Social Media Engagement

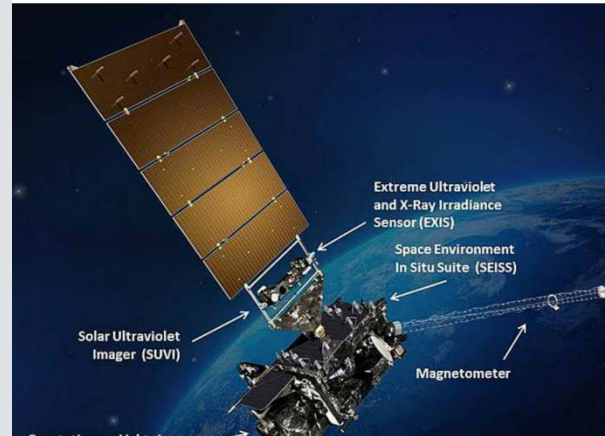
- **Early Career Profiles: Highlight members in various sectors of meteorology to show what they're doing.**
 - Gives the early career member exposure
 - Shows other early career members what their peers are doing in the field.
 - Most shares and RT's on social media
- **Webinars for professional development**
- **Periscope posters and keynote talks at conferences.**
 - Helps those not able to attend still be part of the conference.

Twitter: @AMSEarlyCareer Facebook: AMS Early Career Professionals

Attention Broadcast Met Early Careers

The GOES-R Workshop for Broadcast Meteorologists will take place on Tuesday, November 15th from 1pm to 8pm EST! This is a good opportunity to learn more about the next generation satellite, along with receiving credit for the AMS Seal. More information is below:

Presented by StormCenter Communications, Inc., ...
[Continue Reading](#)



AMS Early Career Professionals

JUL 13, 2016 AT 9:45AM • ⚙

The AMS Board for Early Career Professionals wants to highlight members of the weather, water and climate enterprise who exemplify the AMS Mission just a few years into their career. Our "Perspectives from Early Career Professionals" segment aims to highlight early career achievements in multiple sectors of meteorology, including academic, governme... [Continue Reading](#)



The Board for Private Sector Meteorologists invites you to participate via Webex in an upcoming Webinar that will explore the topic of "Harnessing the Power of Social Media in Atmospheric Science". Our group of panelists includes leading scientists in both the private sector and academia, who will share their ideas and experiences on various aspec... [Continue Reading](#)

WEBINAR: Harnessing the Power of Social Media in the Atmospheric Sciences

Join our Panelists via Webex
Wednesday, Nov 16 6:30 pm EST



Michael Ventrice
Operational Scientist
The Weather Company,
an IBM Business
Boston, MA



Josh Darr
Senior Vice President
Lead Meteorologist
JLT Re
Chicago, IL



Jason Furtado
Assistant Professor of
Meteorology
University of Oklahoma
School of Meteorology
Norman, OK



Matt Rogers
President
Commodity Weather Group
Chicago, IL



Kelly Hereid
Assistant Vice President
Senior Research Scientist
Chubb Tempest Re
New Haven, CT



Scott Mackaro
Product Manager at Rens, Inc. -
ClearAg
Erie, CO

Connect them with main initiatives within the org and show benefit.

- This way members have buy in to maintain their membership.
- Early Career Highlights in main AMS publication all members receive.
- Develop roadmaps for certification.
 - *Pair potential candidates for these certifications with members who have completed the certification.*



Early Career Achievement Award

- The 3 awards AMS provided that were “geared toward early career” were very specific areas of the field. This award recognizes achievement in all areas of atmospheric science.
 - *Receive 6-9 nominees per year.*
- In its 3rd year. Working to elevate this award to society level award for 2018.



Challenges

- Viewed as “students” by our peers, including those who are early career.
 - *Relates back to the value proposition.*
- Keeping pace with other initiatives within AMS that aren’t led by BECP
 - *Several additional boards and committees have started their own “early career” efforts.*
- We still haven’t “solved” the drop off from students to early career
 - *Current numbers: 1555 student members, 497 Early Career members.*