

ENGAGEMENT OF EARLY CAREER MEMBERS BEYOND THE ANNUAL MEETING

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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:

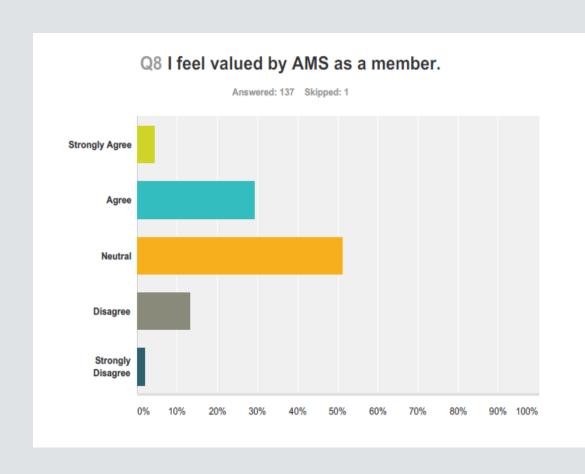
- Interpersonal skills
- Salary negotiation
- Networking
- Career path road mapping
- PIE Model

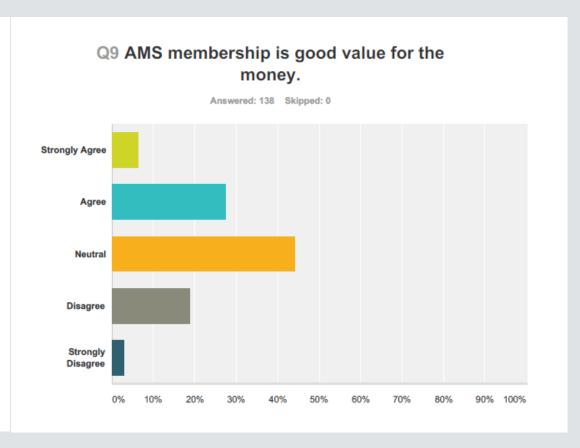
However...

- Participation has been flat the last 4 years
 - Many early career members simply cannot make the annual meeting.

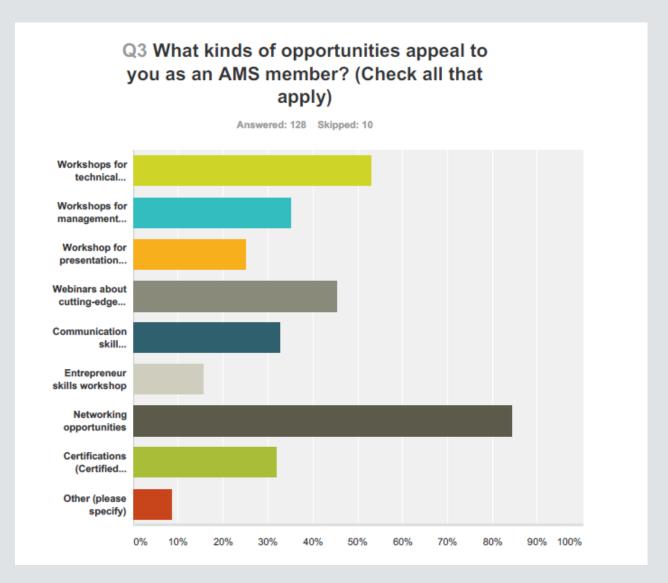
■ In the last year we challenged ourselves to think beyond the conference for ways to engage early career members of the AMS.

Step 1: Survey 138 Early Career Members





Survey: What opportunities do you want to see?



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

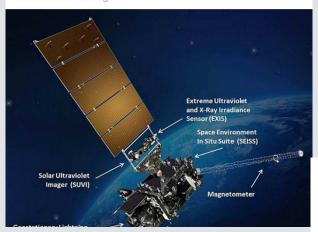
Social Media Engagement

- **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.

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





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













Twitter: @AMSEarlyCareer Facebook: AMS Early Career Professionals

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.

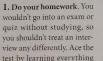
FARLY-CAREER HIGHLIGHTS

Five Tips When Interviewing for a New Job in Meteorology

jobs for about 20 years now, and while the general quality of candidates is much better than what we found in the 1990s, there are still frequent missteps

that cost applicants serious consideration. Preparation is still the best way to improve your odds.

Here are five rules of thumb to assist you when going through an interview experience:



you can about the company, including the main officers, the type of work they do, and anything else of interest you find when searching out the company on the web. If information is lacking, talk to your friends and colleagues. Fortunately, meteorology is small enough that you can usually find a route through your social network to learn more about the company. Not only do you get a firm understanding of the company, which earns the respect of your interviewer, but you also gain ideas on what



- have interviewed meteorologists for private sector 2. Exude enthusiasm. In the private sector, employers are frequently looking for high-energy performers who bring a lot of excitement to the table, so do your best to bring some. Be energetic and interested in what the interviewers have to tell you and also when you engage in the questioning. Make sure you get enough sleep the night before to avoid any awkward yawn-suppression moments. Usually, the excitement of an interview is sufficient motivation to spark a better energy level, but don't let it overwhelm you, either. Nervousness is the other extreme, so find ways to relax, which could include slowing your breathing, taking a moment to answer questions (don't rush responses), and practicing some standard questions with friends/ family or even in the car on the way to the interview. I sometimes get nervous with televisio interviews and find that practicing potentia responses improves my performance.
 - 3. Stay on target. Don't let your answers drift too fa away from the goals of the interview. Sometime tangents can be helpful to find common ground with your interviewer(s), but don't take it too far and even when they want you to divert ("tell u about your hobbies"), try to find a way to boo merang it back to the business at hand (e.g., "I lov writing, which is why I would really enjoy writte communication responsibilities on your team" Always do everything you can to bring your ar swers back to the job that you want and how it wi all work to the advantage of your employer-to-be
 - 4. Under-promise and over-deliver. The old adage "fake it until you make it," doesn't always work the nicely. It's much better to be honest about your capa bilities. If you are challenged by something outside your wheelhouse, the better route is to let the know that you are hungry to learn. You can share experiences of other times when you have neede to learn something new. This is important, becauboth sides need a firm understanding of what the are getting into when and if a job offer is made. Over selling leads to distrust (and sometimes interviews can tell), and then a tough 90-day review period.
 - 5. Keep an open mind. When I started looking work, I knew I wanted to forecast. I loved the ch lenge of it and wanted a career where I could follow

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.

Twitter: @AMSEarlyCareer Facebook: AMS Early Career Professionals