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.

- Strongly Agree: 1%
- Agree: 30%
- Neutral: 50%
- Disagree: 19%
- Strongly Disagree: 9%

Q9: AMS membership is good value for the money.

- Strongly Agree: 1%
- Agree: 40%
- Neutral: 43%
- Disagree: 18%
- Strongly Disagree: 8%
Survey: What opportunities do you want to see?

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

- Workshops for technical...
- Workshops for management...
- Workshop for presentation...
- Webinars about cutting-edge...
- Communication skill...
- Entrepreneur skills workshop
- Networking opportunities
- Certifications (Certified...)
- Other (please specify)
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
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.

2. Emulate enthusiasms, In the private sector, en-"pi-vor em-pies are fre-quently look-ing for high en-er-gy per-formers who bring a lot of excit-ment to the ta-dle, so do your best to bring some. Be ener-getic and inter-ested in what the inter-viewer is try-ing to tell you and also when you engage in the question- ing. Make sure you get enough sleep the night before to avoid any awk-ward yawns sup-press-sion mo-ments. Usually, the ex-pec-tation of an inter-view is suffi-cient moti-va-tion to push a bet-ter en-er-gy level, but don’t let it over-whelm you, other. Nervousness in the other ex-treme, so find ways to re-lax, which could in-clude slowing your breath-ing, tak-ing a mo-ment to en-courage gos-tions (don’t rush responses), and prac-ticing some stand-ar-d ques-tions with friends or even in the car on the way to the in-terview. I some-times get ner-vous with tele-vision inter-views and find that practicing potential ques-tions improves my per-formance.

3. Stay on ta-go. Don’t let your an-swers drift too far away from the goals of the inter-view. Sometime- targets can be help-ful to find com-mon ground with your inter-view-er(s), but don’t take it too far and even when they want you to divert (“Tell me about your hobbies”), try to find a way to bring mean-ing back to the behav-iors or hand-le (e.g., “Be-hav-iors which is why I would really enjoy see-ing commu-nica-tion responsibil-i-ites on your team”). Al-ways do every-thing you can to bring your an-swers back to the job that you want and have it all work in the ad-vantage of your emplo-ee to be.

4. Under-promise and over-deliver. The old adage “Take it until you make it” doesn’t always work they rich. It’s much bet-ter to be honest about your cap-abil-i-ies. If you’re chal-lenged by some-thing or your Na-ba-doe, the bet-ter route is to let them know that you are hun-gry to learn. You can dis-tinguish your ex-peri-ences of other times when you have need to learn some-thing new. This is impor-tant, be-cause both sides need a true understand-ing of what the are getting into when and if a job offer is made. Our sell-ing leads to dis-turb (and some-times inter-viewers don’t), and then a tough 60-day re-view period.

5. Keep an open mind. When I started look-ing for a job, I knew I wanted to be someplace I loved the chal-lenge of it and wanted a career where I could feel
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