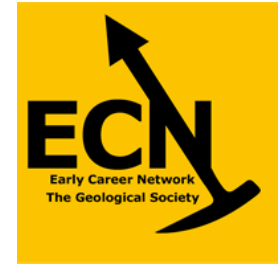


EARLY CAREER NETWORK

COMMITTEE MEETING MINUTES



Date: Tuesday 6th September 2022 (18:00)

Location: via Microsoft Teams

Present: Serdar, Matt S, Dan H, Ayesha LB, Simon G, Matthew J, Harriet W, Alex C
Apologies: Thomas S, Huw R

1. MINUTES OF THE LAST MEETING

AC – still haven't received bill for catering and figure remains unknown.

Any other actions - **ACTION DH to add AC to PRESENT list.**

2. COMMITTEE MEMBERS INTRODUCTIONS

MS – leads introductions of new members Harriet and Matthew with the existing committee.

3. APPOINTMENT OF OUTSTANDING COMMITTEE ROLES

Matthew and Harriet to co-run as Specialist Group Liaison with support from rest of committee where appropriate.

4. GSL COMMITTEE UPDATES

a. Science Committee (ALB) –

ALB: Changes to Geological Society mentorship programme to open to all career roles, not just those attempting chartership. Focus on those with disadvantaged backgrounds and fluctuating industries (e.g. Oil and Gas).

ALB: Asks COMMITTEE whether the previous mentorship programme was useful.

MS: States it was a “LinkedIn group with limited success” – difficulties matching mentors and mentees and maintaining communication.

MS: ECN happy to support revised mentorship programme. ECN previously did a ‘speed dating’ as part of careers days/workshops which may be a useful approach.

ALB: Determining a specific purpose of the revised mentorship programme would be important if diverting away from Chartership focus.

MS: Invite David Neave to next meeting?

ALB: ACTION to send PDF of mentorship programme changes to committee.

ALL: ACTION Feedback to Ayesha on mentorship PDF in advance of October.

ALB/MS: ACTION Invite David Neave to a discussion regarding mentorship programmes.

b. Professional and Chartership Committee (MS) – Next meeting 13th September MS to attend.

c. Regional Groups Committee Meeting (TBC) – Next meeting 7th November HW and MJ to attend.

- d. Specialist Groups informal drop-in (TBC) – 8th September
No ECN involvement specified.

5. DISCUSSION POINTS

- a. Committee terms and voting procedure (see Gantt chart)

MS: Displays GANTT chart showing overlaps between committee term lengths.

- i. ToR update volunteers

MS/ALB/AC: **ACTION Working group for updating ToR.**

AC: Checks what influence ECN has to change the ToR?

MS: Following a vote the Committee may adjust the ToR as seen fit.

- ii. Chair elect?

MS: Re-raises suggestion of a Chair-Elect to succeed MS in future.

AC: Suggests vice-chair and a Chair-Elect to be added as Roles. General agreement from committee.

HW: Work within another committee works off a 'succession' approach where roles progress upwards yearly to Chair and work on a mandatory commitment basis to assume 'senior' committee roles. General agreement from committee that this would also aid with staggered term lengths.

- iii. Staggered term lengths?

MS: Opens to ALL to discuss potential issue of losing several committee members.

ALB: Suggests limiting Committee terms to 2 or 3 terms each. General agreement from rest of committee, but doesn't solve the immediate problem of 2023 elections.

SG: Suggests a 'fudge factor' that Committee members elected in 2020 run for a further 1 year term.

ALB: Suggests anyone not planning to re-elect leave earlier than the AGM to allow a few months additional stagger.

MS: Asks how voting-in of Committee should take place in future.

SG: Comments the current committee has been forced to be 'broadcast' rather than 'responsive' during the Covid period. Committee openings is relatively closed to the committee and those actively following social media pages – discussion required to find alternatives.

- b. Does the ECN successfully represent the EC community within the GSL?

(Led by SG)

MJ: Need to promote physical 'membership' rather than just 'someone on a mailing list'.

MS: One of the remits from GeoSoc is to 'provide value to fellows' although ECN events typically open to the public. Perhaps dilutes the 'value' of membership.

MJ: Suggests ECN creates its own list of mentors spread across 'experienced' early career geolists as well as chartered geologists. Suggests targeting one or two universities to gauge complexity and interest.

- i. Members survey

SG: Huge discrepancy on costs from Students to Fellows to Non-Fellows.

SG: Following correspondence with GSL, discounts for groups maximum 30% - assuming groups of people applying in groups (e.g companies). Leaves individuals with a huge cost to front.

SG: GSL costs are comparable to other providers. GeoSoc will not change their pricing structure but would consider offering discounts to EC individuals for those who are in financial difficulty. Would also offer paying in instalments.

SG+MS: Is the ECN in a strong enough position to properly represent EC individuals? Specialist-Regional groups see the ECN as the Voice for EC members but the GSL itself does not seem to have the same viewpoint.

SG/DH/ALB: ECN could form it's own 'groups' or be assigned allocated spaces, but this would push a degree of admin on to the Committee.

SG/DH: ACTION Create a member's survey to determine proportions of those supported by employers for CPD activities.

6. FUTURE EVENTS

a. Early Career Award 2023 launch

Regional heats deadline:

Wildcard event:

EC Award & AGM:

b. Confirm 2022 event schedule

i. GIS course (ALB)

ALB: Nick to attempt to be certified on QGIS and can then issue certificates. £20 per person for a certificate – but acts as a qualification. Potentially early 2023. **ACTION: MS to check with GeoSoc regarding certification.**

ii. RocScience (DH) – slope stability – 17th November, 1pm. Can issue CPD certificates. **ACTION: DH to follow with Engineering Group and Rocscience and begin advertising.**

iii. Machine Learning Demo (TS)

iv. December webinar (AC?) – AC+HR webinar – Communications in Geoscience / Climate change – energy transition. In-person/hybrid depending on costs/finances.

v. MS: opens up to any other events?

MJ – proposes monitoring equipment webinar applied to geoscience.

7. ANY OTHER BUSINESS

HW – What is the ECN general strategy for Social Media/engagement?

Typically post as and when required but is a time consuming position.

HW – Keen to take on/assist with social media / marketing in the committee.

SA – Asks if budget for advertisements. AC – No, but will enquire with GeoSoc again.

ACTION: HW and MJ to create a small summary as with the ECN website.

ACTION: MS: Send GDrive passwords to HW and MJ.

8. DATE OF NEXT MEETING

1st November 2022, 6pm via Microsoft Teams