

Summary of FECS 2019 Executive meetings

April 13Th 2019 Saturday Present: Jason Gardner, Maria Longobardi, Sara Clements, Kevin Ludwick

April 16Th 2019 Tuesday Present: Jason Gardner, Maria Longobardi, Mark Owkes, Yuseong Nam

Maria Longobardi gave highlights of the FECS achievements in 2018. Membership has grown tremendously, great work all, from 162 members in 2017 and 2960 in 2018 at the beginning of 2019, we had 4013. We currently have 4215 members, after the March Meeting 2019. We have over 7% of APS members in our forum, and if we maintain this percentage for one more year, we can have a dedicated councilor for our forum.

Maria also reported on the FECS involvement in March and April Meeting activities and Mark Owkes reported on FECS work at the DFD divisional meeting in Atlanta.

1) **Comments from the Chair**

Jason thanked Maria for a nice report of the past activities and gave a general overview of what is on the agenda 2019 followed by a discussion on ENGAGE platform (the new software for communication and archiving within the APS).

2) **FECS Business**

a) FECS Identity/brand

Ideas: Should we do surveys via Survey Monkey/Google Docs or via ENGAGE to see what FECS members want out of FECS? A survey could ask things like, "Do you normally attend APS meetings? Would you attend a networking reception at an APS meeting? Would you attend a FECS session?" "What types of sessions would you like FECS to hold?". An independent survey on international activities was also discussed.

Jason felt it was time that APS members got a better idea of what FECS does.

We discussed making up professional looking posters that can be reused at each meeting, even used as a backdrop to our own booth at the next March and/or April meetings.

b) Membership drive

Our membership numbers are excellent, but it is realized that the early career scientist group has a high turnover as many student members move aboard or outside academia and do not renew their APS membership.

The need to be actively recruiting was discussed (scanning badges of people interested in joining FECS at APS meetings, handing out flyers at meetings and to your physics department, manning the registration desk for periods of time to solicit membership, co-hosting a table with another unit, etc).

Discussion was had about web presence: Facebook? Twitter? A website? There was discussion as to whether social media presence should be expanded to include Instagram. Monthly bios could be done on some social media platform featuring different members of FECS to give a face and voice to the membership.

We discussed the need to recruit senior, mid-career and early career scientists as each plays a critical roll in the unit.

Jason mentioned that we should always be looking for potential executive members, July nominations are just around the corner. When looking for executives we should think about diversity amongst the meetings and maybe divisions.

c) More executives

FECS would like to add new titled positions to the executive committee in order to have more working hands. Potential positions include an international officer, a newsletter editor, a programs officer (for organizing sessions, receptions, and other APS meeting activities), and a communications officer. Communications would include reaching out to newsletter article writers, polling FECS members, social media presence, and promotional materials. Communications could be split into internal and external, or Paper and IT.

Doing more executive committee meetings via video chat (monthly or bimonthly) was discussed. As a result of touching base more often, executive committee meetings would be more focused.

The possibility of having an executive committee meeting at LaGrange College (where Kevin is) or someone's university was discussed. The meeting could potentially be combined with doing a physics panel session or outreach talks at the institution.

d) FECS Identity

Returning to the discussion of what FECS does for members, its identity and name recognition were discussed, including :

i) CV/Resume advice

Consideration was given to a "speed dating" review of CVs in which professionals representing academia, industry, and national labs would conduct 5-minute reviews of students' CVs. We would also plan to have international representation among the professionals as partial fulfilment of the Strategic Plan of the APS. This could be a stand-alone event, or it could be a follow-up to a reception that attracts students to stay for the "Speed Dating". The reviewing professionals could be taken out for dinner/drinks afterward as compensation. Mark Owkes reported that the Division of Fluid Dynamics does something like this and he would find out more and report back. (THIS email has been received and attached to the end of these minutes)

ii) FECS sessions at annual meetings: Over the past two years we have cosponsored two sessions at each annual meeting in an attempt to get our name out there. Our work with FIAP and FIP has been very successful with well-attended sessions. Even our other sessions, shared with other Units, have had a reasonable attendance. However, these are arranged on an annual basis and, although FECS tries to angle the sessions towards the early career scientists' community, is not clear that we are getting a brand across.

Another issue with the March Meeting is the APS is moving to an algorithm to divide up the sessions and if FECS continues to cosponsor its one session its not clear how much credit we will get. At the same time, we would like to add a second session to our March calendar so we can reach a wider community.

FECS-only session to make our name stand out as opposed to sharing a session with another unit was discussed. These could then carry a theme that continues year after year. For example, a session with invited speakers who are early in their careers speaking on different fields of physics, maybe switching the field topic at each APS meeting? Using a catchy title like "30 under 30" to represent the 30 minutes of the talk and the maximum age of the speaker could catch the eye the participants. Making the age limit a bit higher was suggested. We discussed focusing more on the needs of the FECS members as a whole and not some special individuals. Instead of FECS scientists getting highlighted, having sessions on issues for FECS members (Jobs, CV, mobility, diversity) might be better. It was suggested we ask Early/Mid-career scientists to speak, but not on their current research but how they got where they are. Jason said we could mandate that the speaker takes 10-15 mins of their 30 mins to do that, but many will only accept talks if they can highlight their most recent work. This would still give them a longer science talk than the contributed talks, but will also give the young audience a chance to see how careers are developed.

Increasing the number of March Sessions through the algorithm means another huge membership drive, excellent participation in the sessions over 5 years and some other criteria to be decided soon. However, it has been noted that the number of abstracts received also plays a big role. Since FECS does not have a contributed session, we receive no abstracts, and to make our 1 session a contributed session with 15, 10 minute talks would mean a lot are rejected. One suggestion is FECS has a poster session and to encourage participation create a competition for postdocs. This will also help with name recognition and helps the heart and soul of the FECS community. The abstracts submitted for this competition counts in the algorithm for sessions in the coming years. All entrants must be FECS members. A first prize of \$500 would catch the eye of many postdocs and if we get many entries some smaller runner up prizes could be generated. The winner should at least write something for the newsletter.

3) Budget report

Kevin gave a brief report on the budget. It was stressed that FECS needs to stay below a total of \$50,000 in the budget on ANY given day in order to ensure we receive the \$20,000 from the APS membership dues for the next year. For the past two years we have spent approximately \$12,000/year of FECS activities. This means we have saved up a considerable amount for future year, but FECS is still below the \$50,000 threshold. It was estimated that roughly \$6000 was spent on the March Meeting 2019 meeting and \$5500 on the April Meeting, including the executive meeting. For executive committee meetings, funding can be provided for those who are travelling solely to be present at the meeting. It is assumed that those who go to the APS meeting apart from the FECS executive meeting will have institutional funding. If the executive meeting forces someone to have to stay an extra night beyond what is needed for the APS meeting, FECS funding can be provided for lodging for that night.

With the "savings" account standing at about \$28,000 it is time to add to our expenses by with at least one more activity for the membership.

During the discussion after Kevin's presentation it was noted that on average every new executive will cost \$1000. We have no estimates for the activities mentioned above (CV, Poster competition)

Current activities that impact the budget include:

Energy Workshop (\$1000)

FECS at DFD (< \$1500)

2 Receptions at the March Meeting (\$2000)

Speaker expenses/registration (~\$1000)

Executive travel (~\$5000)

Executive meetings (~\$2000)

Distinguished Student Travel Awards (\$2000)

Special to Saturday

4) Amy Flatten and International Engagement

Amy discussed new Strategic Plan of the APS, and, according to that, there should be an international officer in each unit, whether officially voted on or not. The officer should be a creative thinker with regard to international activities. Amy Flatten's international office may offer financial and can help with networking in and outside of the USA. Suggested actions are highlighted in the appendix (page 19) of the Strategic Plan. FECS could do webinars that are internationally themed, international exchange programs, etc. Amy discussed the possibility of international engagement with the careers group of APS and specifically international networking at U.S. conferences. Partnerships and brainstorming with international groups that we've engaged with in FIP receptions at the past March Meeting was discussed. FECS could also invite International

speakers and article writers. Abeshak Kumar from FIP was mentioned as an asset for science communication and Indian engagement. Before FECS contacts **ANY** international group, including Young Minds of the European Physical Society, it should go through Amy Flatten. The prospect of having some international professors at the “Speed Dating” CVs session to help students who want to apply for jobs internationally, webinars that could be recorded and shared with other communities and recorded interviews on international topics were discussed.

Special to Tuesday

5) Matthew Salter and APS publishing

Matthew came to the executive meeting. He gave an excellent historical overview of APS publishing and where they see themselves going as the world of science communication changes. He talked about the importance of the APS journals to the community and the Society. We then had a very dynamic discussion about how young scientists can help maintain and improve the society and the journals, their role and how they get involved and how FECS and Physical Review might partner up in activities to disseminate these possibilities and to help our member write better papers, reviews and cover letters.

Appendix 1

Mark's Email about CV reviewing at DFD

Jesse Capecelatro, the chair of the DFD Education & Outreach Committee on the CV help desk.

Below are comments from previous years CV help desk efforts. My experience from last year is that the main questions were how they should be formatted for industry vs. academia.

We will include a review of research and teaching statements in addition to CVs. It would be great to set up an online portal for students to share their materials before the meeting. We would also like to extend review periods to windows during August and February outside of the annual meeting. In addition to committee members, volunteers will be solicited from the fluids google list. Laura can work on putting together a google survey and folder for junior members to submit materials and for volunteers to organize reviews.