

2016 Meeting Minutes
Council of Entomology Department Administrators
Annual Meeting Minutes 2016

September 24, 2016
 3:00-6:00 PM
 Rosen Centre Hotel, Orlando

- Chair: Bill Ravlin, Michigan State University
- Chair-elect/Secretary: Susan Paskewitz, University of Wisconsin

Attendees

NAME	INSTITUTION
Bill Ravlin	Michigan State University
Susan Paskewitz	University of Wisconsin
Helen Spafford	University of Hawaii Manoa
Leslie Pick	University of Maryland
Kris Braman	University of Georgia
Charles Fox (for Reddy Palli)	University of Kentucky
Rick Redak	University of California-Riverside
Sujayo Rao	Oregon State University
Stephen Cameron	Purdue University
Heather McAuslane	University of Florida
John Guyton for Jeff Dean	Mississippi State University
Sue Blodgett	Iowa State University
Phil Mulder	Oklahoma State University
David Ragsdale	Texas A&M University
Rob Currie	University of Manitoba
Pat Zungoli	Clemson University
David Gammel	ESA
Andy Michel	ESA
May Berenbaum	University of Illinois
Carol Anelli	Ohio State University
DeWayne Shoemaker	University of Tennessee
Mike Parella	UC Davis (Idaho)
Debi Sutton	ESA

Minutes

1. Approval of Minutes
 Correct Mulder's name from "Muldar"
 Moved May Berenbaum; Rick Redak seconded
 Motion Passed; approved with minor modifications

2. General Announcements
 Chair Bill Ravlin has none; defer to state reports at end

3. ESA update-May Berenbaum

- Governing Board Meeting summary: Important achievements of the year, exceeding 7000 in membership, first time since mid 90s. Critical mass; largest ent soc in world. However, we are down to 6200, dip in membership now. Membership fee waived for ICE meeting, so many did not renew because they do it for the meeting.
- Are there ways ESA could help departments promote joining the society as grad student or faculty?
- Hosting ICE for 3rd time in more than 100 years. We are first 3-peat. First time in 1928. 102 countries represented. Budget targets for this meeting have been met (not all international conferences are profitable).
- ESA Strategic principals:
 - 1) social responsibility and diversity inclusion statement;
 - 2) improve recognition and representation of early career members (pre permanent position);
 - 3) increase influence. Now have science policy fellows program-they have 22 unique visits to house and 22 to senate offices, all branches have visited with both sides of aisle. This is key to federal support as visible advocates for scientific policy making, statements on pollinators, collections, tick-borne disease. One example this year: ESA sent letter with many others when NSF put the collections support on hiatus and they reversed decision (quoted our letter in Nature).
 - 4) Science communications is new initiative with top leadership of ESA, focus on developing skills to communicate with general public better. Branches can propose science communication efforts in meetings and funds will be available.
 - 5) Science of ento is global: 1) Grand challenge agenda: summit on *Aedes aegypti* in March, ESA was invited to participate in White House Symposium; 2) Integrated Tick Management; 3) grand challenge summit at ICE on Wednesday.

4. ESA Career Center-Chris Stelzig

- SEE SLIDES: Contracted with Consultant to look at career center: two ways to do this-through job seekers and through employers to find out what's working. Two major career center venues: Onsite career at exhibit hall and online career center.
- Subjective opinions were that employer market at corporate level is not using these tools so perhaps onsite career center was less important.
- People find openings through the online job boards. They don't use webinars or onsite career centers much. USA jobs or university-specific board most used.
- Lots of competition (e.g. Monster.com)
- Employer research: strong mix of advertisers, CEDA, exhibitors and sustainers (corporate)
- Less money is spent on job ads than ESA thought (current is \$500/year). Few entomology jobs that are listed that don't show up at ESA site.

- Subscription job model where advertisers could post as many jobs as wanted per year. Might not work because cost of each job is \$400 (but market research suggests only \$500 is spent annually). They might try a pilot model but given current market forces-not clear.
- Discussion: many times you get a grant and have short frame to hire and ability to post quickly would be useful. Entomo-I and other listserves do have postdoc ads; CEDA group also shares ads. Currently, the ESA service generates 60K annually so is it useful to keep trying to build this? Competing with free options is a limitation to growth. What's the value-add of ESA site compared with these other free things? Are the quality of applicants and outcomes better with ESA ads? Job listings for insect scientists at other smaller private liberal arts institutions don't show up at ESA.

Responses: standardization of the ESA site in terms of timing in putting the ads out is better than free options. ESA is the home of entomology and the convener of all the bodies; ESA has new website that provides opportunity to highlight new position ads in different ways-mobile friendly for example. The value is the Home for the discipline. They were charged with not jeopardizing current revenue but capture more of the market. Career center is one of the highest ranked sites on the ESA webpage. Advertisements in the Chronicle never generated any applications while ESA did. For some positions, it is a requirement to advertise broadly and inclusively and list serves don't do that while ESA does. May be able to develop push app where jobs get out to the interested. However, email addresses are protected so it can be hard to target particular networks or groups. An opt-in option might get around this. Please share lists of small colleges or if you see add for job that should be at ESA.

5. USDA update

- NIFA rep; reports are on their website.
- AFRI RFAs were behind because of the congressionally mandated commodity board directed research. They get to help prioritize but then they put half the money in escrow.
- Some programs underutilized including CARE and Critical Issues.

6. Entomology salary survey-David Ragsdale

- Summary slides provided (see slides); 29 standalone Entomology departments. 677.5 faculty, 31 institutions; 22 faculty size; 54 new hires
- Number of retirements might be high
- 2/3 PHD 1/3 MS
- 14 schools have entomology major
- Survey will be repeated in 2017. Ragsdale will also include work on gender diversity of faculty and GS; surveying for GS membership in ESA.
- Seven schools didn't answer and were in CEDA at one point. Try to capture information from places like CalPomona, San Luis Obispo, Fresno to better position our students. Opportunities for careers and for building ESA membership.

- Information will be kept confidential but summary will be public on the CEDA website (anonymous and aggregated data).

7. CAST membership-Gary Brewer

- David Gammel from ESA said that ESA will pick up cost of the membership; representation will be worked out
- Discussion of this item largely moot because of that. CEDA won't be the member anymore.

8. CEDA website review-Bill Ravlin

- ESA took over and responded rapidly. Site is now pared to essentials
- Debi Sutton: ESA refreshed the website recently and CEDA can now be searched. Agenda posted, minutes, list of members. Old position papers came down. Have a place to archive information.
- Redak: ok for Teresa at Texas to continue to post information for us?
- Ragsdale: yes for now

9. CEDA finances-Wes Watson

- Ravlin summarized Watson's report. Balance of \$1284.33. CAST dues were main expenditures.
- Dues will not be collected for 2017.

10. Department Updates

11. New Business

Election of Secretary-chair elect for 2017

Sujaya Rao Oregon State University, unanimous