

## **Arctic in Rapid Transition Executive Committee (ART EC) Strategic Planning Workshop**

Dates: Feb. 26 – 28, 2018; Amsterdam, NL

**Attendees:** Alexey Pavlov, Allyson Tessin, Nathalie Morata, and Allison Fong

### **Agenda**

#### **Sun. Feb. 25 Arrivals, dinner together**

#### **Mon. Feb. 26**

- 9:30 Introductions and outline of workshop objectives and goals
- 10 - 11 Revisiting the ART Strategic Plan and accomplishments; discussion of successes/missed opportunities
- 11 - 11:30 Coffee break
- 11: 30 - 13 Outlining a new ART Strategic Plan - shared vision for future achievements
- 13 - 14 Lunch break
- 14 - 17 Road map to milestones, key initiatives, discussion of work thru ARICE

#### **Tues. Feb. 27**

- 9:30 Teleconference with ART EC members – share progress from Monday
- 11 Incorporate suggestions into working documents
- 13 – 14 Lunch
- 14 – 17 Create task lists, draft new Strategic Plan outline and text; goals for POLAR2018

#### **Wed. Feb. 28**

- 8 – 10 Breakfast brainstorm: Next steps, tasks, preparations for POLAR2018
- 10 Final discussions

### Background:

The Arctic in Rapid Transition(ART) network was created in October 2009 by early career scientists. ART is a multi-disciplinary network led by early career scientists from fields across polar and social sciences. Our aim is to synthesize existing knowledge about the Arctic, use this information to propose new initiatives, and promote the engagement of early career scientists in the development and execution of interdisciplinary polar science. ART has been endorsed by the Marine Working Group of IASC (formerly the Arctic Ocean Sciences Board) since its inception, and aims to retain close connections with the IASC and the MWG and its initiatives.

### Motivation for workshop:

The ART Executive Committee of ART is responsible for developing the vision and strategy of ART for both short- and long-term initiatives. Members of the ART EC are replaced every 4 years, and with a new cohort of EC members as of summer 2016, we are currently in a transition period and working on devising ART's future direction. As ART is an international

entity and one that strives to bring together those working across the Arctic, we require occasional intensive, in-person meetings to effectively communicate and collectively chart our path forward. In light of the newest composition of the ART EC, and our need to revisit previous strategic plans, and formulate a new 5-year strategic plan, we requested travel support from the MWG to bring together the ART EC. Our objective of this in-person meeting is to work on our team-building, develop a 5-year strategic plan, and further develop the concept of an ART-sponsored workshop on 1) observations and modeling of under-ice ecosystems, 2) coastal erosion and impacts on Arctic communities, and 3) defining Arctic ecosystem services.

In order to create a better synergy between the members, improve collaborations, and refine the goals of ART, we sought 7000€ for a 2.5-day workshop. We were granted 6000€. Funds supported the travel costs of four ART EC members to attend this workshop. We also sought additional support from French research entities, which could provide meeting facilities at little to no cost, but logistically, we saved more funds by meeting in Amsterdam, NL.

At this moment, ART's ability to meet the challenges of the future, and to train a new generation of polar science leaders requires careful planning, insightful discussion, and energy for common goals. We intend to use our time together to make significant advances in understanding and formulating what role ART will play in shaping the science and knowledge we share about an Arctic in rapid transition.

#### Outcomes:

- Assessment of ART network and its partnerships
- Draft of ART Strategic Plan 2018 – 2022
- Identification of short, mid-, and long-term activities to be led by ART
- Reorganization of leadership structure, action plan for recruitment into network
- Creation of operating procedures to achieve both scientific and professional objectives

#### Unexpected outcome - Highlight:

During our ART EC workshop, we identified an omni-present pitfall in the career pipeline for researchers no longer considered ECS, but not in permanent and/or tenure-track positions. This is a critical transition stage, but with little to no dedicated resources for bridging this stage with the next steps, which are likely to be counter to "traditional" academic and/or research tracks. The new normal we are seeing in the basic sciences, is that academic/research positions are the exception, not the rule. So where are those highly skilled, very well educated and trained professionals going, and how are their years of training and networking being utilized to advance polar science, policy, and civic service? This became a long discussion among us, and I think probably one that is happening within many groups. Unlike APECS, which is truly pivotal in early career training at the graduate and early postgraduate stages, the ART network may aim to facilitate building stronger connections between later transitional phases, helping to ensure continuity for individuals, among projects, and most importantly across Arctic initiatives.