



# Association of State Wetland Managers Hot Topics Webinar Series



## Mentoring the Next Generation of Wetland Professionals: A Collaborative Initiative of ASWM and SWS

October 6, 2021

3:00pm-4:30pm EDT



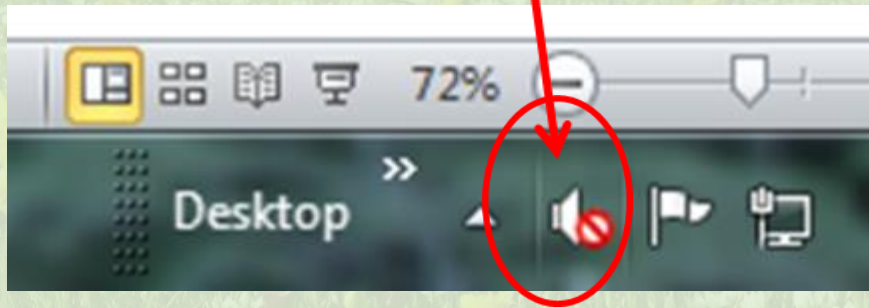
# **Welcome!**

**If you have any technical difficulties  
during the webinar  
you can send us a question  
in the webinar question box  
or call Laura at (207) 892-3399.**

# Webinar Tech Tips



If you are using the telephone to listen to the webinar, please mute both your computer's microphone and speakers or it will cause feedback.



## Questions?

Please submit your questions for the presenters via the question box.



**TIP:** Close out other non-essential programs on your desktop.

File View Help

Audio

Sound Check [Progress Bar] ?

Computer audio

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No audio

**MUTED**

Microphone (Intel SST Audio Device (...))

Speakers/Headphones (Intel SST Aud...)

Talking:

Questions

[Enter a question for staff]

Send

Webinar Now

Webinar ID: 540-644-115

GoToWebinar



# Webinar Overview

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**This webinar introduces the SWS-ASWM student mentorship initiative and will provide presentations by students themselves about what their career goals are, how they plan to achieve them, what their needs and challenges are, and what they think is needed to develop a successful mentorship program. The goal of this webinar is to hear directly from students about what they need to be successful and what they expect and/or need in a mentoring program.**



# AGENDA

- |                        |   |
|------------------------|---|
| <b>3:00pm – 3:10pm</b> | <b>Welcome and introductions</b>  |
| <b>3:10pm – 3:15pm</b> | <b>Greg Noe: SWS &amp; Opportunities for Students</b>                         |
|                        | <b>Jeff Matthews: SWS Mentoring Programs</b>                                  |
| <b>3:15pm – 3:20pm</b> | <b>Marla Stelk: ASWM &amp; Opportunities for Students</b>                     |
| <b>3:20pm – 3:25pm</b> | <b>Jessica Idle: University of Hawai'i at Mānoa</b>                           |
| <b>3:25pm – 3:30pm</b> | <b>Carolyn Copenhaver: SUNY College of Environmental Science and Forestry</b> |
| <b>3:35pm – 3:40pm</b> | <b>Indigo Tran: Missouri State University</b>                                 |
| <b>3:40pm – 3:45pm</b> | <b>Nadia Bowles: Auburn University</b>  |
| <b>3:45pm – 4:15pm</b> | <b>Student Panel Discussion Moderated by Jon Podoliak</b>                     |
| <b>4:15pm – 4:30pm</b> | <b>Q&amp;A</b>  |

MENTORING THE NEXT  
GENERATION OF WETLAND  
PROFESSIONALS

# Jessica Idle

- **Institution:** University of Hawai'i at Mānoa
- **Level:** Graduate student
- **Degree program:** Natural Resources and Environmental Management
- **Ask me about:** Survival and reproduction of an endangered, native waterbird, the 'ae'o, or Hawaiian Stilt
- **Goals:** Expanding and restoring wetlands through state and federal protected areas and through biocultural restoration, with the goal of recovering endangered waterbird species while restoring human connections to wetland spaces.



PRONOUNS  
HER/HERS

MENTORING THE NEXT  
GENERATION OF WETLAND  
PROFESSIONALS

# Carolyn Copenhaver

- **Institution:** SUNY College of Environmental Science and Forestry
- **Level:** Masters Student
- **Degree program:** Landscape Architecture
- **Ask me about:** My background in social sciences and serving in the United States Air Force
- **Goals:** Crossing into the environmental field and pursuing wetlands and waterways as part of my career.

PRONOUNS  
SHE/HER



MENTORING THE NEXT  
GENERATION OF WETLAND  
PROFESSIONALS

# Indigo Tran

- **Institution:** Missouri State University
- **Level:** Masters student
- **Degree program:** Biology
- **Ask me about:** Water quality, wetland ecosystem function, and wetland plants
- **Goals:** Bridging the gap and offering genuine support to students and early career wetland scientists.



PRONOUNS  
SHE/THEY



MENTORING THE NEXT  
GENERATION OF WETLAND  
PROFESSIONALS

# Nadia Bowles

- **Institution:** Auburn University
- **Level:** Masters student
- **Degree program:** Forestry
- **Ask me about:** Tree physiology and the SWS Multicultural Mentoring Program (SWaMMP)
- **Goals:** Creating platforms where students feel comfortable showcasing their work/research with one another and are also able to receive information on diverse opportunities that go unnoticed.



PRONOUNS  
SHE/HER

MENTORING THE NEXT  
GENERATION OF WETLAND  
PROFESSIONALS

# Jon Podoliak

- **Institution:** University of Missouri
- **Level:** Doctoral student
- **Degree program:** Natural Resources, Fisheries and Wildlife Sciences
- **Ask me about:** Working as a consultant and Wetland Reserve Program Easements
- **Goals:** Understanding whether restored wetlands are providing multiple ecosystem services as intended including wildlife habitat and nutrient cycling.

PRONOUNS  
HE/HIM



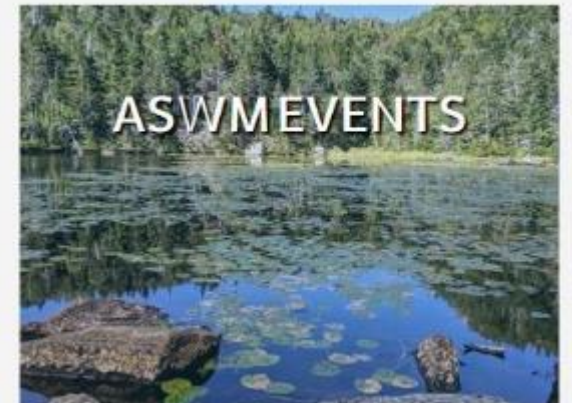


Where to find  
information  
about ASWM  
webinars:

[www.aswm.org](http://www.aswm.org)



The Association of State Wetland Managers is a nonprofit membership organization established in 1983 to promote and enhance protection and management of wetland resources, to promote application of sound science to wetland management efforts and to provide training and education for our members and the public.





**Where to find  
information  
about SWS  
webinars:  
www.sws.org**

A screenshot of the Society of Wetland Scientists website homepage. The top navigation bar includes links for "ABOUT", "MEMBERSHIP", "EVENTS", and "SOURCES", with a red arrow pointing to "SOURCES". The main header features the text "WELCOME TO THE Society of Wetland Scientists" over a background image of a wooden boardwalk in a wetland. Below the header is a navigation bar with four buttons: "Join" (with a pencil icon), "Calendar" (with a calendar icon), "News" (with a newspaper icon), and "Login" (with a padlock icon). At the bottom, a paragraph states: "SWS supports our members in their efforts to promote understanding, conservation, protection, restoration, science-based management and sustainability of wetlands."



Our mission is to promote understanding, conservation, protection, restoration, science-based management, and sustainability of **wetlands**.

# Who We Are

- A growing international organization of around 3,000 members from 60+ countries
- We value diversity, credibility, integrity, sound science, education, and communication and connection
- The international society for wetland professionals



# Services to members



Photo by: Dean M. Campbell

## ➤ Publications

*Wetlands, Wetland Science & Practice*

## ➤ Meetings

Annual conference, Chapter meetings, webinars

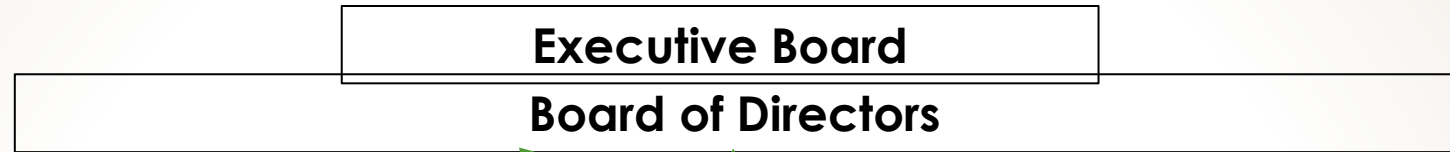
## ➤ Awards

10 different prestigious awards to reward and acknowledge all of our member sectors, plus student research grants

## ➤ Community

Network, collaborate, and communicate with other scientists, practitioners, managers, and regulators to engage on all topics related to wetlands

# SWS Organizational Structure

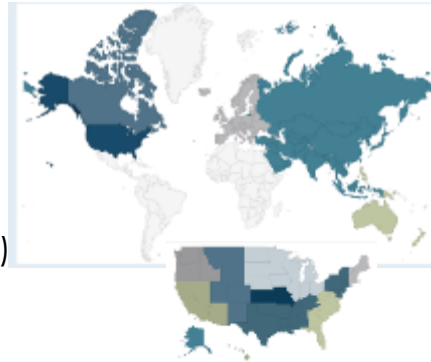


## 11 Committees

- Awards
- Education & Outreach
- Human Diversity
- Future Meetings
- Global Outreach (ad hoc)
- Membership
- Publications
- Ways & Means
- Wetland Concerns (ad hoc)
- Wetlands of Distinction

## 15 Chapters

- 9 in U.S.
- 6 International



## 10 Sections

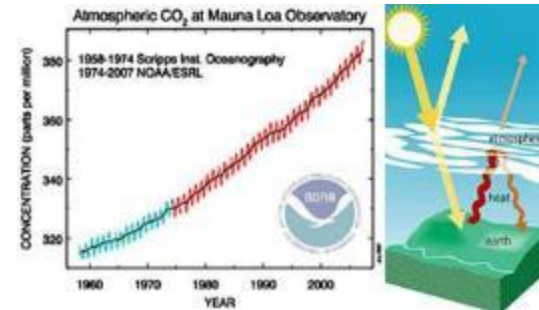
- Biogeochemistry
- Education
- Global Change Ecology
- Peatlands
- Public Policy & Regulation
- RAMSAR
- Student
- Wetland Restoration
- Wildlife
- Women in Wetlands



Photo by: Chris Craft



Photo by: Kimberli Ponzio







ACCESS  
RESOURCES



# Benefits to Students:



Photo of: Alex Troutman

- 1) Access to Resources
  - Student Research Grants
  - Student Travel Grants
  - Section Develop Grants
  - 2022 *Civic Engagement & Impact Grant* pilot
  - Publications: *Wetlands*, and *Wetland Science & Practice*
  - ASWM: 2022 *Joint Student Membership* pilot Program
  - Reduced Membership & Meeting Registration fees
- 2) Professional Development & Resume/CV Building
  - SWS Student Section
  - SWS Student Section *Delegates* Program
  - SWS Student Associations (located at universities)
  - SWS Affinity/Interest Sections
  - Societal Leadership & Service opportunities (Student associations, sections, chapters, and committees).
  - SWS Annual Conference
- 3) Continued Education & Training
  - SWS Education and Outreach Committee
  - SWS Webinars
  - SWS Workshops
  - SWS Annual Conference Activities
  - SWS Twitter Conference (other virtual meetings)
- 4) Mentorship
  - SWS Multicultural Mentoring Program (SWaMMP)
  - SWS Student Section *Delegates* Program
  - *HumMentor*: Latin America & the Caribbean Student Mentoring Program
  - SWS Education & Outreach *Early Professional* Mentoring Initiative
- 5) Career Pathways & Job and Internship Opportunities
  - SWS Career/job portal at Website
  - SWS Student Section Twitter and Instagram Job Announcements & Monthly Newsletter
  - SWS & ASWM Partnership
  - SWS Student Section Workforce 2022 *pilot*
  - SWS Education and Outreach Committee *Early Career* Initiative
- 7) Certifications Assistance
  - PWS: *Wetland Professional in Training Certificate*
  - SWS Student Section Partnership Opportunities
- 7) Networking
  - SWS Website Portal
  - SWS Student Section *Website Portal*
  - SWS Social Media Platforms
  - SWS Student Associations (located at universities)
  - SWS Regional Chapters
  - SWS Affinity/Interest Sections
  - Societal Leadership & Service opportunities (Student associations, sections, chapters, and committees).
  - SWS Hosted or Co-Hosted Conferences (In-person & Virtual)
  - Mentorship Programs
  - SWS Field Trips
  - SWS Sponsors
- 8) Getting your Name out There!
  - SWS Student Section & Student Association Leadership Positions
  - SWS Annual Meeting Symposia & Poster Presentations (NOTE: Awards)
  - Participate in in SWS Programs
  - Attend Meetings (Associations, Chapters, Sections, Annual, and Joint)
  - SWS Student Section Publish a BLOG Post or participate in a Social Media Take Over
  - SWS Wetlands of Distinction Program
- 9) Time to Recharge
  - SWS provides a support system
  - SWS is a space to develop your passion
  - SWS is a place for researchers, educators, and advocates alike
  - SWS provides a platform to build credibility & credentials
  - SWS you have the opportunity impacts local and global communities
  - SWS you can make formal & informal connections that can last
- 10) New Perspectives
  - SWS Student Section Virtual Publications & Multiplatform Media
  - SWS Student Section Training and Workshop forums
  - SWS Journals & Webinars
  - SWS Meetings, Conferences, and Programs
  - SWS Affinity/Interest Sections
  - And with your help Many more innovative activities & engagements!

# SWS Education and Outreach Committee

## ***New initiatives***

- *International, virtual student mentoring program*
- *Early career professional networking opportunities*





# ASWM



“ASWM has been one of the most useful professional organizations I’ve joined in a long time! I greatly appreciate all the resources that ASWM hosts on their website...as well as the educational webinars that help me stay up-to-date on the state of wetland science, policy, and practice.”

– Sarah Marshall, Ph.D., Colorado Natural Heritage Program.



# Who We Are

## MISSION

The mission of ASWM is to build capacity for state and tribal members and foster collaboration among the wetland community of practice by encouraging the application of sound science to wetland management and policy, promoting the protection and restoration of wetlands and related aquatic resources, and providing training and education for members and the general public.

## VISION

As a result of ASWM's work, the wetland community has access to and effectively uses sound science, policy, and private/public partnerships to preserve, protect, and restore the nation's precious and limited wetlands and related aquatic resources.

# ASWM's Philosophy



Meet the ongoing and emerging needs of states and tribes.



Develop a strong network of, and capitalize on, partnerships.



Be adaptable and responsive to emerging questions and opportunities.



Inform decision-making and help build capacity through technical assistance, tools and techniques.



Foster and facilitate peer-peer sharing and lessons learned.



Provide informed analysis to complex issues.



Stay abreast of new developments, news stories and case studies and share broadly.

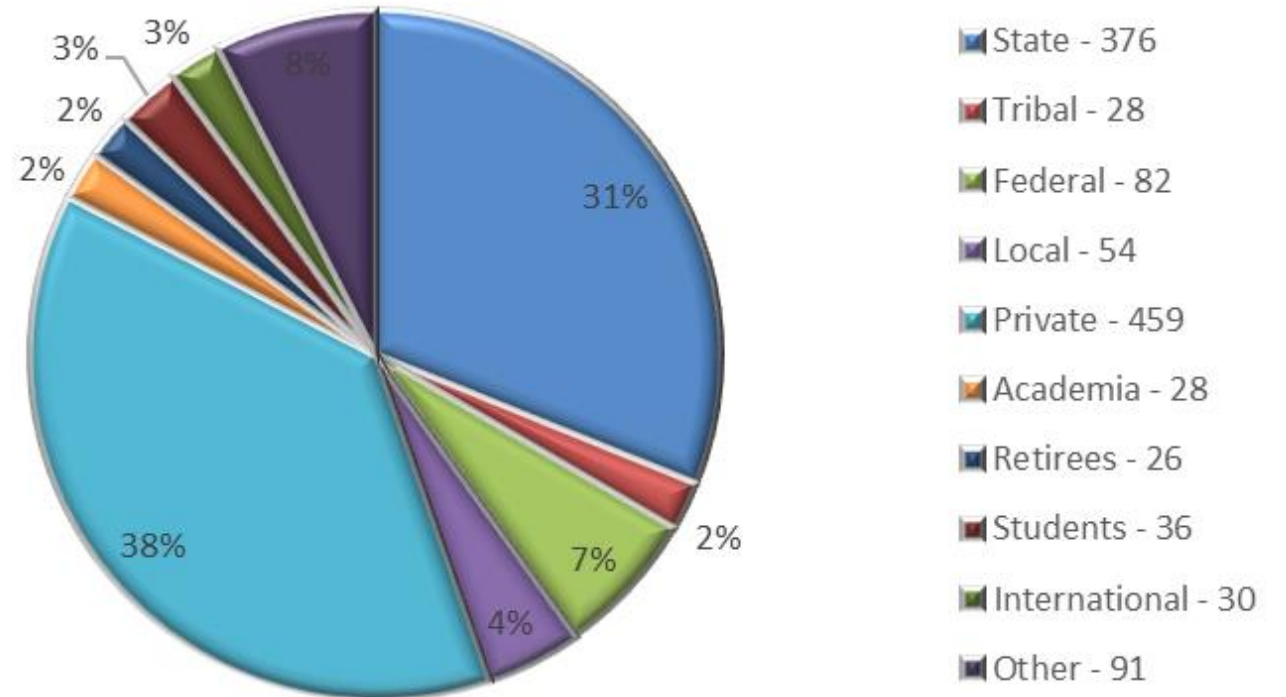


Recognize and support diversity among regions, states and tribes regarding ecosystems, programs, laws and culture



# ASWM Membership Program

- Currently +/- 1300 members.
- ASWM has state agency members in all 50 states, 18 tribes, plus 30 members from Canada, New Zealand, Puerto Rico, Australia and the U.S. Virgin Islands.
- Membership categories include:
  - Government & Non-profit organization
  - Corporate/consultant
  - Student & Senior/Retiree
- Rates for individuals and groups





# Jon A. Kusler Student Scholarship Award

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- ASWM Established in 1983 by Dr. Jon Kusler, Esq. and Scott Hausman.

*“Scott and I founded ASWM with two goals—to support state wetland programs and to support national wetland policy reflecting sound wetland science.” Jon Kusler*







Jessica Idle

- Current graduate Student at the University of Hawaiï at Mānoa
- Majoring in Natural Resources and Environmental Management
  - Interdisciplinary program
    - Natural sciences
    - Social sciences
    - Economics
    - Hawaiian culture
- Completed undergraduate degree in the same program
- Jack-of-all-trades learning = educational gaps
  - No wetlands-specific courses at UHM
- State-wide gap in wetland scientists/specialists



Jessica Idle



# My Definition of Mentorship

Mentors are willing to dedicate time and support to the mentee by guiding them through career stages, providing advise, teaching, and motivating when needed.



# Great Mentorship Experiences

- Adviser / PI
  - Research skills, providing opportunities, ambition
- Long-time Waterbird Observer/Handler
  - Field experience, hands-on training, enthusiasm, support in starting a business
- USFWS Staff member
  - Enthusiasm, career advice, inclusion



# My needs as a Mentee

- Wetland-specific education
  - Materials
  - Recommended reading
  - Trainings/Certificate programs
  - Discussions of theories, research ideas, policies, etc.
- Career advice
  - Multiple pathways
- Field experience
  - Recommendations for internships, volunteer opportunities, and/or job positions.



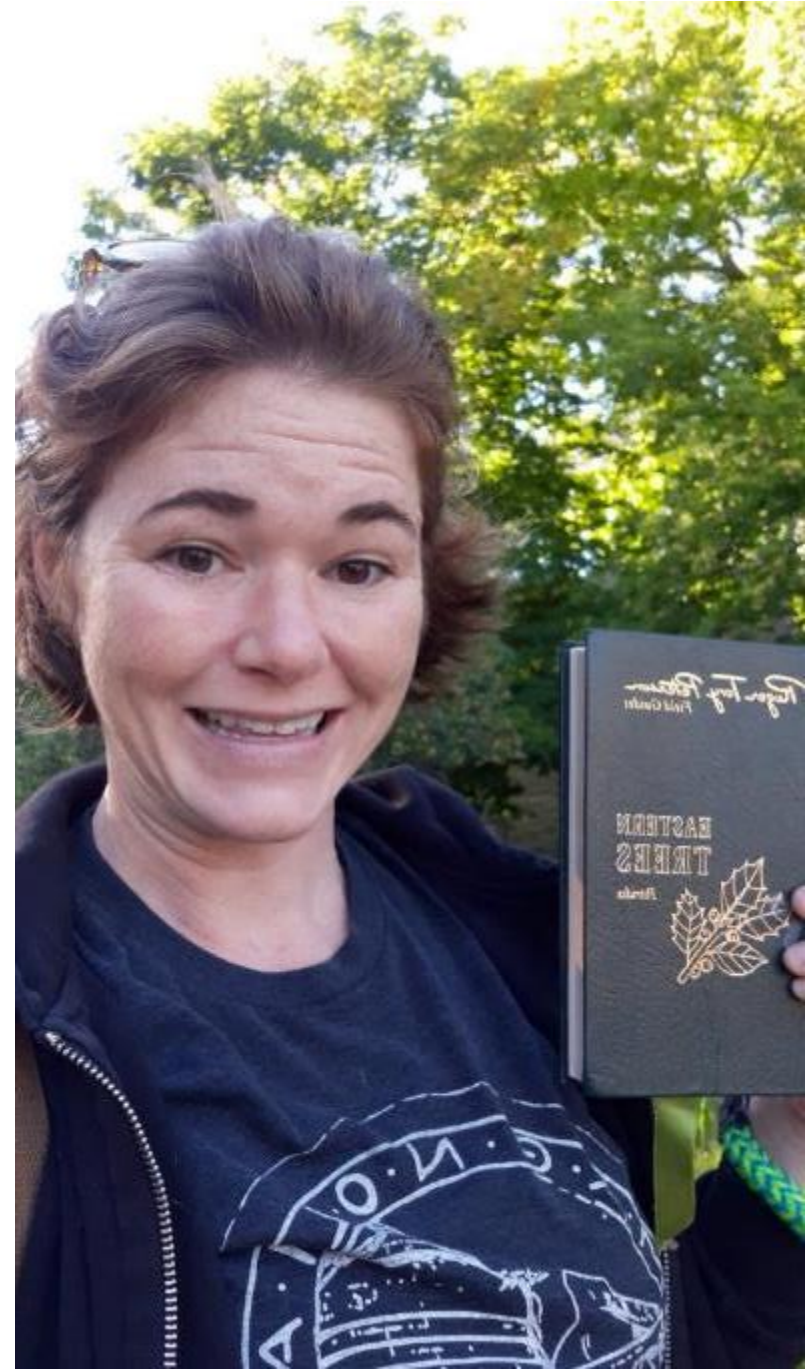
Questions?

Email: [jjidle@hawaii.edu](mailto:jjidle@hawaii.edu)

Twitter: @IdlePonderings



# NON-TRADITIONAL GRADUATE STUDENT AND MENTORSHIP



## **KEY POINTS**

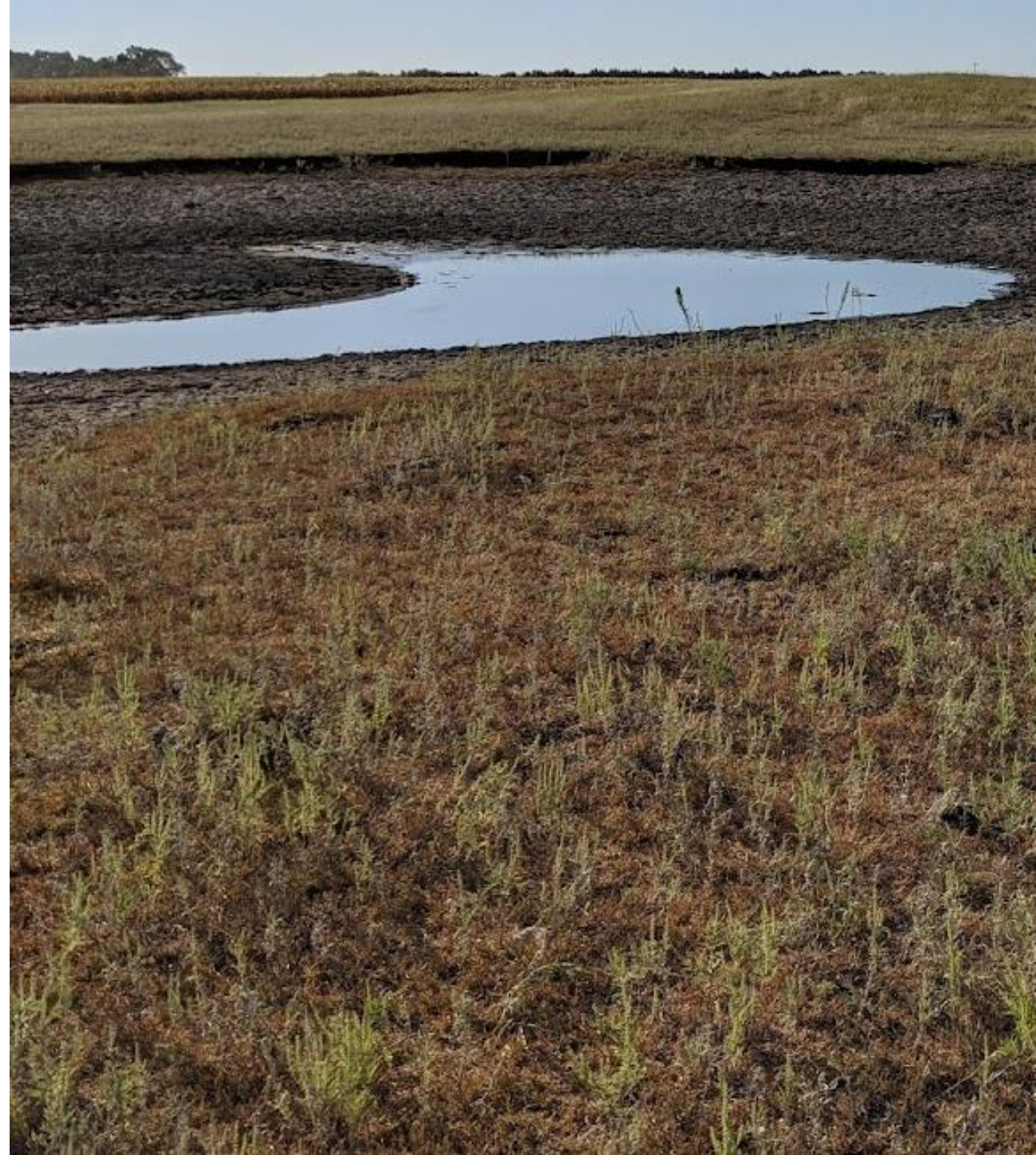
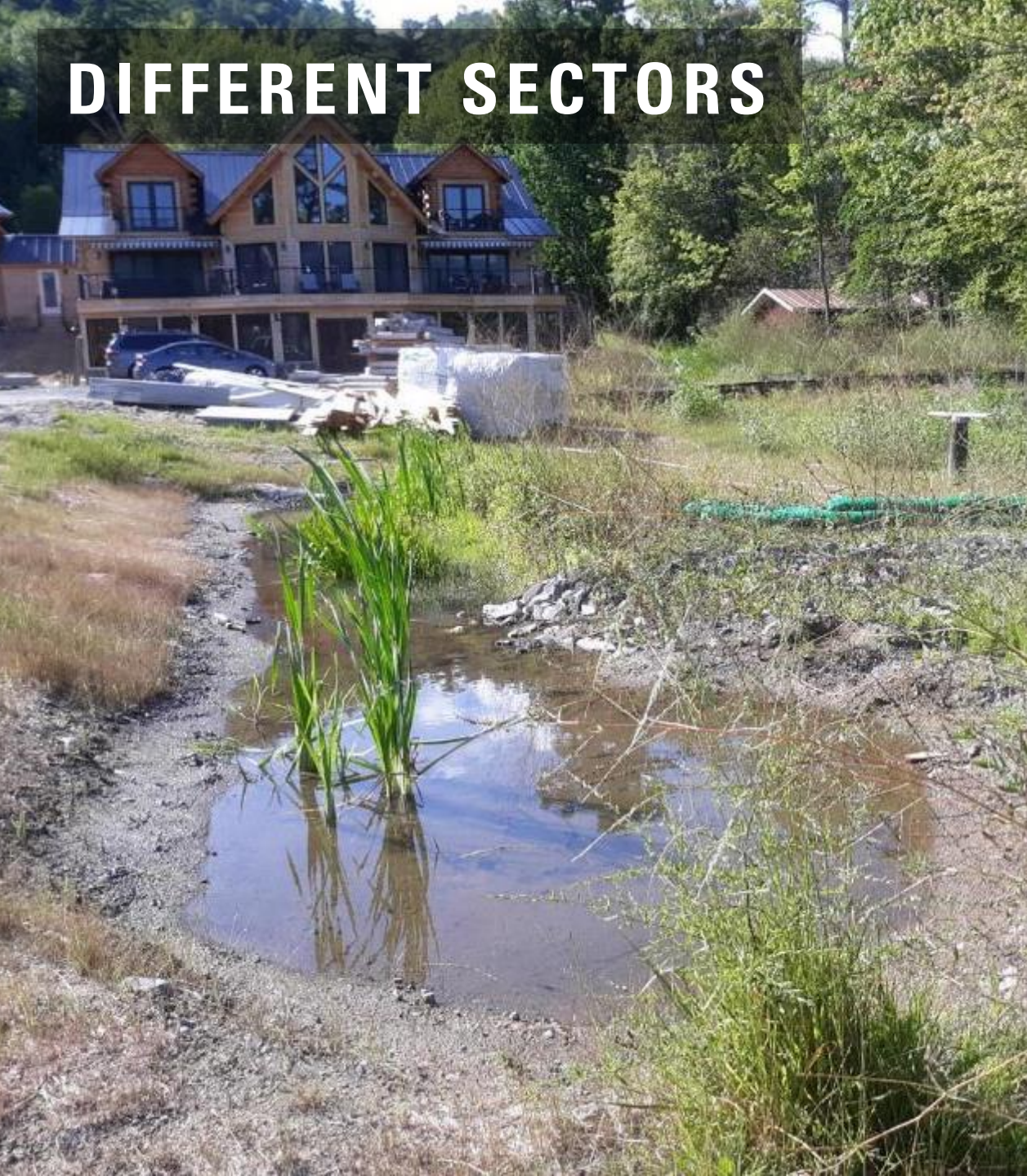
- 1.) EXPOSURE TO THE DIFFERENT SECTORS**
- 2.) INTERDISCIPLINARY COLLABORATION**
- 3.) RELATIONSHIPS**



# DIFFERENT SECTORS



# DIFFERENT SECTORS



# DIFFERENT SECTORS

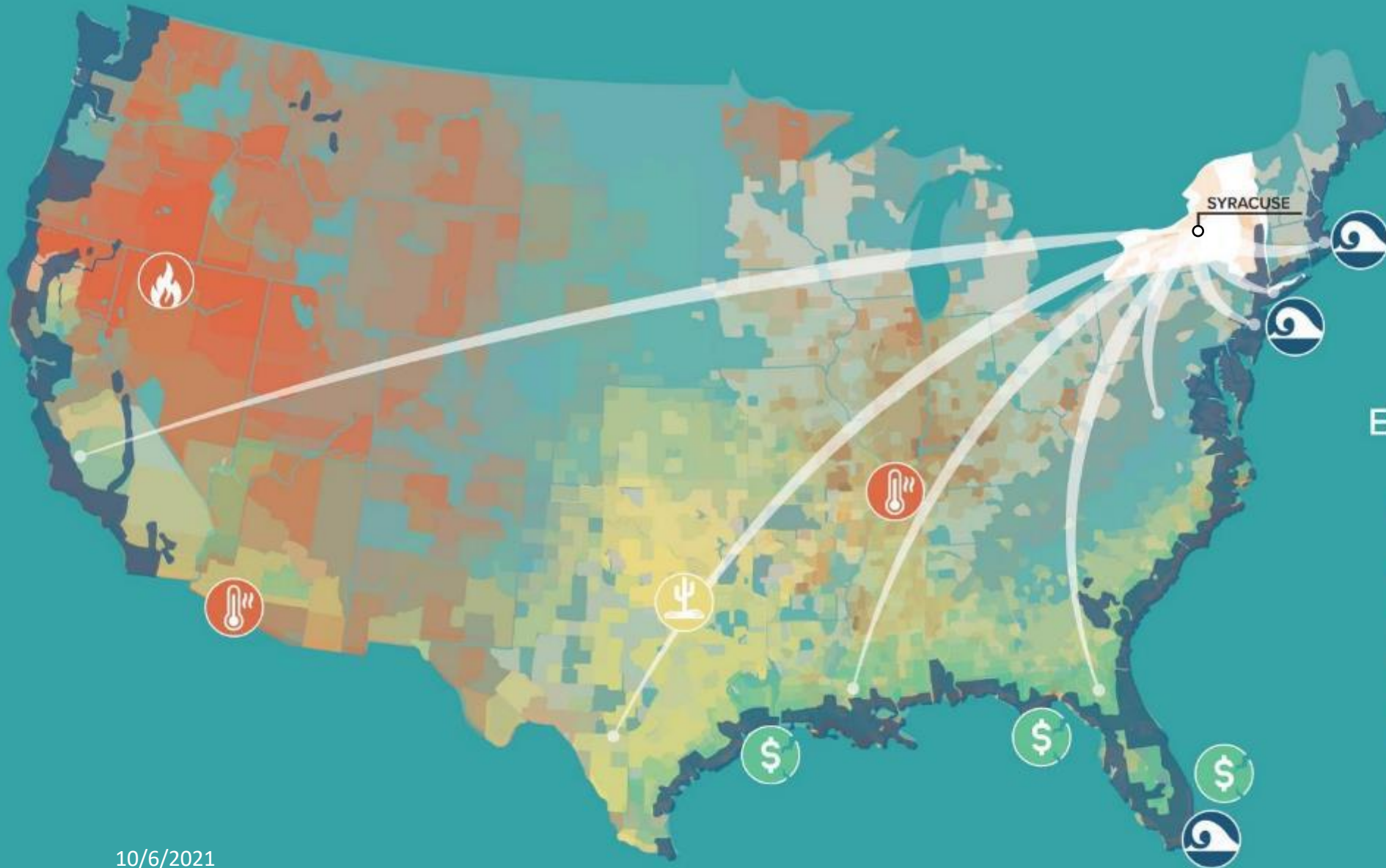


DIFFERENT  
SECTORS\_LOCATION



# WHY SYRACUSE: CLIMATE MIGRATION

## DIFFERENT SECTORS



### Environmental Hazards

-  Wildfires
-  Heat and Humidity
-  Sea Level Rise
-  Declining Crop Yields
-  Economic Damages

# INTERDISCIPLINARY COLLABORATION



10/6/2021

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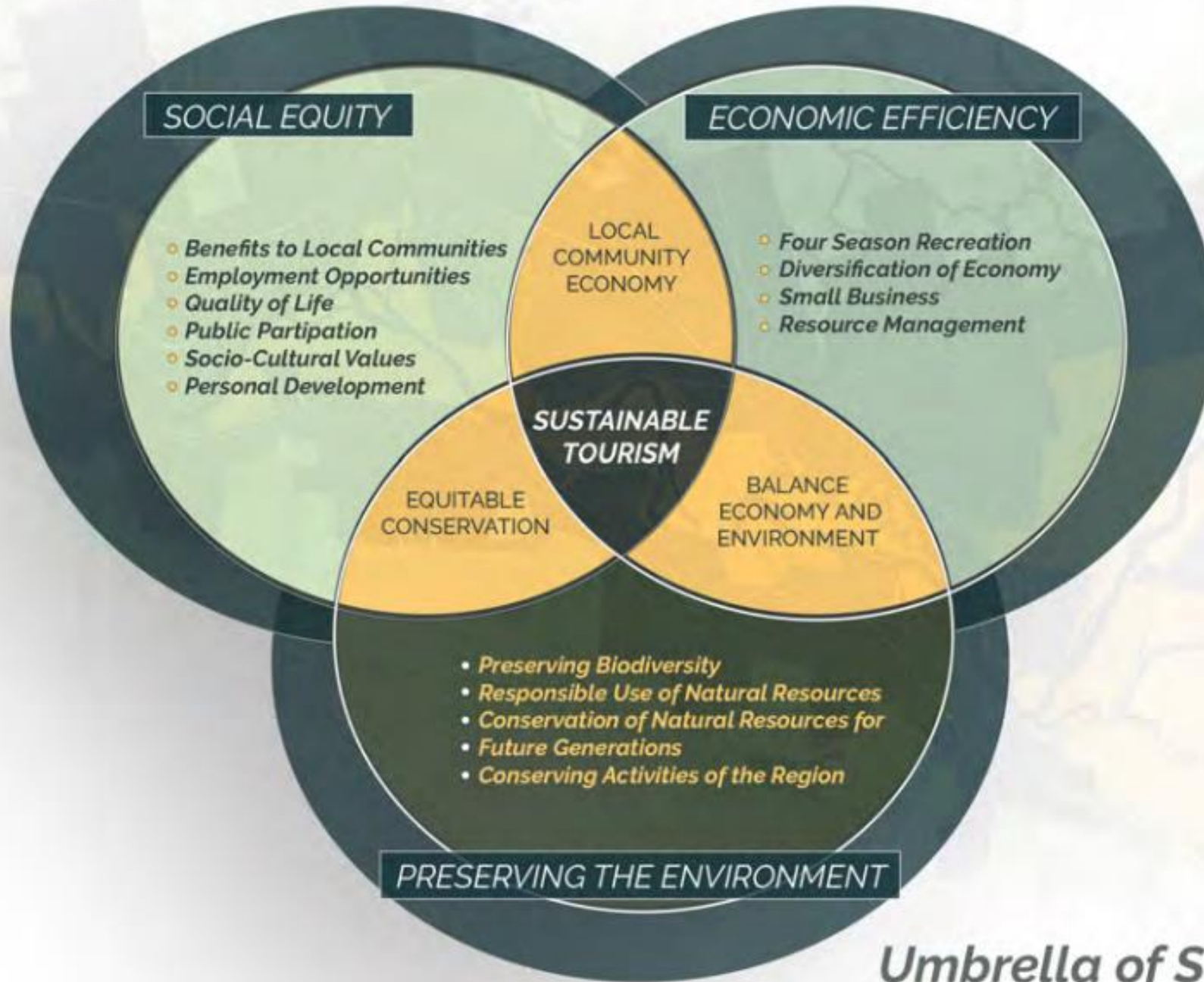
# INTERDISCIPLINARY COLLABORATION



# INTERDISCIPLINARY COLLABORATION

A photograph of a forest stream. The water is dark and calm, reflecting the surrounding trees. The bank is sandy and covered with fallen branches and green plants. The background shows a dense forest of tall trees.

# Salmon River Corridor Unifying Goals



*Umbrella of Sustainability*

INTERDISCIPLINARY COLLABORATION

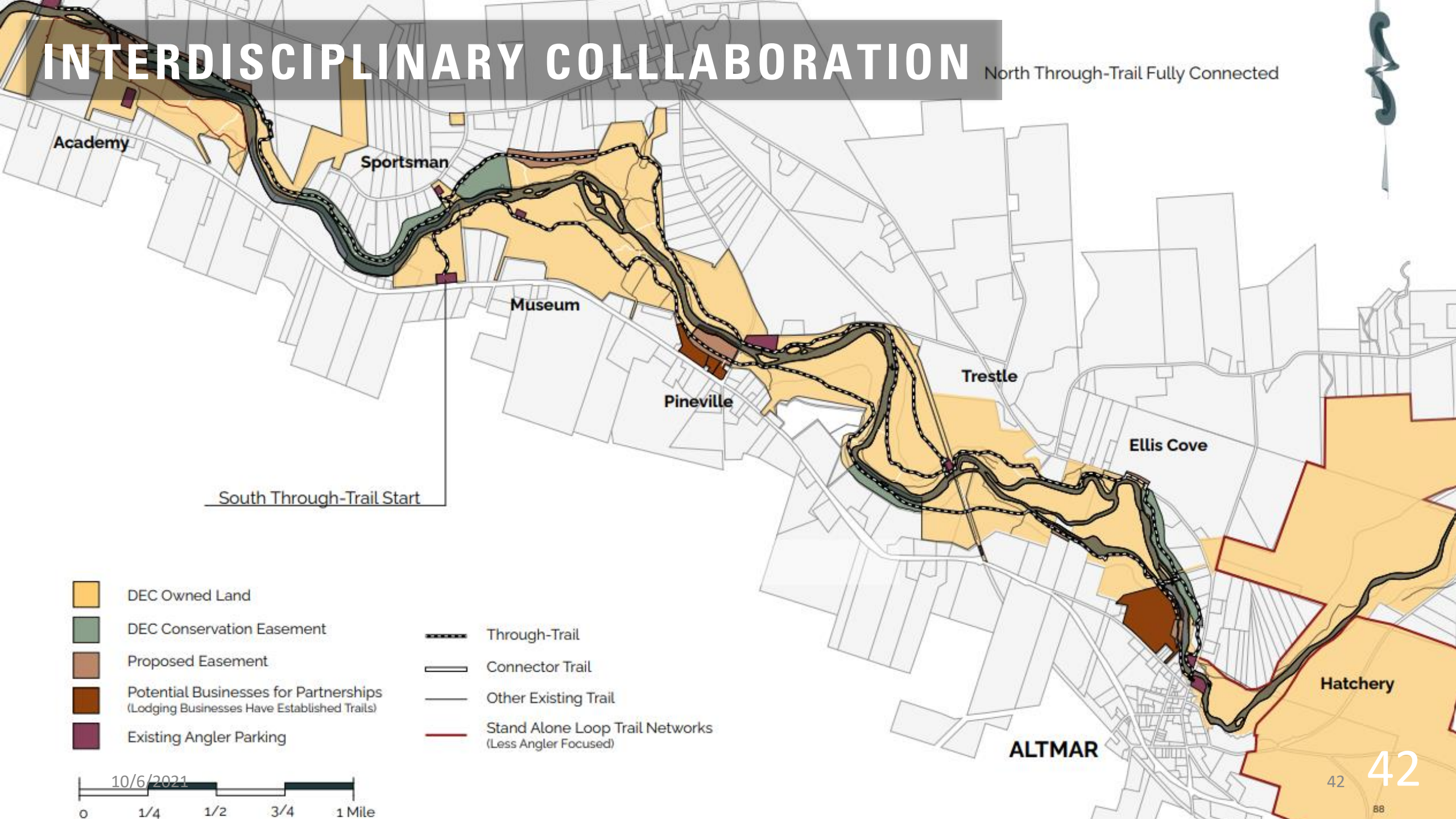


# INTERDISCIPLINARY COLLABORATION



# INTERDISCIPLINARY COLLABORATION

North Through-Trail Fully Connected



Academy

Sportsman

Museum

Pineville

Trestle

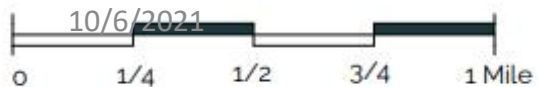
Ellis Cove

Hatchery

ALTMAR

South Through-Trail Start

- DEC Owned Land
- DEC Conservation Easement
- Proposed Easement
- Potential Businesses for Partnerships (Lodging Businesses Have Established Trails)
- Existing Angler Parking
- Through-Trail
- Connector Trail
- Other Existing Trail
- Stand Alone Loop Trail Networks (Less Angler Focused)



10/6/2021

# RELATIONSHIPS



# RELATIONSHIPS

A landscape photograph showing a pond in the middle ground, surrounded by lily pads. In the foreground, there is a large, smooth, light-colored rock. The background features a line of trees and a body of water under a clear blue sky. The overall scene is bright and natural.

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# RELATIONSHIPS



A scenic view of a lake with a forested shoreline and a cloudy sky. The foreground shows a sandy beach with some green foliage on the left. The water is dark blue with gentle ripples. In the background, there is a dense forest of green trees under a sky filled with grey and white clouds.

## **KEY TAKE AWAYS**

**1.) EXPOSURE TO THE DIFFERENT SECTORS**

**2.) INTERDISCIPLINARY COLLABORATION**

**3.) RELATIONSHIPS**

**THANK YOU!**

# Hi! I'm Indigo!

- 🍃 M.Sc. at Missouri State University
- 🍃 Everything plants, wetlands, and nanoparticles
- 🍃 International student 🇻🇳



They / She

# My lab at MSU







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# ENVISIONING SUCCESS THROUGH A NEW LENS

Nadia Bowles



# *Panel Discussion & Questions*

FMI:

- Greg Noe, President, Society of Wetland Scientists
  - [gnoe@usgs.gov](mailto:gnoe@usgs.gov)
- Marla Stelk, Executive Director, Association of State Wetland Managers
  - [marla@aswm.org](mailto:marla@aswm.org)



Thank You!