

Policy Plan

of the European Society for Evolutionary Biology (ESEB) for the period from August 2017 until August 2019, and including prospective activities

Goals of the society (as stated in the constitution)

Aim is: to promote the study of organic evolution.

The society seeks to achieve this by:

1. Publishing the *Journal of Evolutionary Biology* and *Evolution Letters*
2. Organizing congresses and scientific meetings
3. Rendering financial and other support to research in organic evolution
4. Supporting activities to foster a scientifically based understanding of organic evolution in teaching and research

Doing anything related to the above, directly or indirectly or incidental thereto, all in the broadest sense

Activities:

Publishing the *Journal of Evolutionary Biology* and *Evolution Letters*

The ESEB has its own website, <http://www.eseb.org/> with information on the society's activities, and other current matters relevant to the study of evolution. The society is also represented on Twitter.

ESEB sponsors evolutionary biology congresses. Every two years an **ESEB congress** is organized, which is sponsored with a maximum of 200,000 €. The following amounts are earmarked from the society's funds: 200,000 € for the ESEB 2019 Congress in Turku, Finland, and 200,000 € for the ESEB 2021 Congress in Prague, Czech Republic.

Joint congresses with other evolutionary biology (related) societies

Approximately every 6 years a joint congress with other evolutionary biology (related) societies will be organized which ESEB will subsidize with up to 200,000 €. The next joint congress is foreseen as taking place in Montpellier in 2018 and will be sponsored with 200,000 € from the society's funds.

The ESEB supports the **annual meeting of European PhD students in Evolutionary Biology** (EMPSEB) with 15,000 € per year.

Conference Travel Award

ESEB will award travel stipends for up to 15,000 € annually. These awards support students and young scientists to attend the bi-annual ESEB conference, and participate in SSE meetings.

Equal Opportunities Initiative

ESEB established an equal opportunities initiative, which aims to ensure equal opportunities in all activities and facets of our society, and to increase awareness for the problem of underrepresented groups. The equal opportunities committee will produce "best practice guidelines" for both ESEB as a society, the congress, and the journal. The committee will initiate actions to ensure equal opportunities and also monitor status and progress of underrepresented groups in our society and field. To accomplish these goals the committee will have a budget of 15,000 € per year.

Global Training Initiative

Aims of the Global Training Initiative are to promote evolutionary research and to support local evolutionary biology communities in developing regions. This will be accomplished by co-financing workshops in these regions with a maximum of 12,000 € per annum.

Godfrey Hewitt Mobility Award

ESEB will administer the Godfrey Hewitt Mobility Award scheme to support field work or study visits of junior scientists. The maximum individual award will be 2,000 € and the total awarded amount 10,000 € per annum.

An **Outreach Fund**, available globally to promote evolution-related activities, with a total annual budget of 20,000 €.

JEB - ESEB Short Meetings

ESEB provides funding for an annual short focussed meeting intended to discuss a new research development. A condition of the award is that we expect the meeting to result in a Special Issue or Target Review in JEB. Each meeting is funded with a budget of 15,000 €.

John Maynard Smith Prize

Every year the ESEB awards the John Maynard Smith (JMS) Prize. The total budget for the JMS prize is 10,000 € for 2 years.

Presidents' Award

The award is intended to recognize outstanding contributions to evolutionary biology by a mid-career scientist. The award is to be in the gift of the three Presidents in post at the time (Past-President, President and President-Elect) and so will be known as the Presidents' Award. The award includes an invitation to attend the Joint ESEB Congress (registration fees and travel expenses included) and to present the Presidents' Award address.

Special Topic Networks

ESEB organizes Special Topic Networks (STNs) that offer a flexible system to support small meetings and networking in focused and currently active research areas in evolutionary biology. Calls for STN topics are announced biennially before the ESEB congresses and shortlisted by a STN committee drawn from council members. Top-listed proposals are presented to the membership and two proposals per round selected by a vote of council. Each STN is funded for a period of up to 6 years with an estimated budget of 10,000 € per annum each.

Stearns Graduate Students Prize

Every year the society will award a prize for the best paper by a graduate student published in the *Journal of Evolutionary Biology* in a calendar year. The award includes an invitation to attend the ESEB Congress (registration fees and travel expenses included), and a cash prize of 250 €.

Financial affairs:

The society's income consists of:

- the profit shares from the publishers of the *Journal of Evolutionary Biology* and *Evolution Letters*
- the income for the referral of manuscripts to *Ecology and Evolution*
- ESEB membership fees

The society's finances are managed by the steering committee and the executive vice president, as specified in the constitution.

Our aim is to approximately balance income and expenditure while maintaining sufficient funds to secure the long-term future of the society.