

Policy Plan

of the European Society for Evolutionary Biology (ESEB) for the period from August 2021 until August 2023, 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 (JEB)* and *Evolution Letters (EL)*.
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

ESEB publishes the *Journal of Evolutionary Biology* and co-publishes *Evolution Letters* jointly together with the Society for the Study of Evolution (SSE).

Websites and Social Media

ESEB maintains two websites, <https://eseb.org/> and <https://jevbio.net> with information on the society's activities, its journal, and other current matters relevant to the study of evolution. The society is also represented on Twitter (@eseb_org, @jevbio) and on YouTube.

Conferences

ESEB sponsors evolutionary biology congresses. Every two years an ESEB congress is organized, which is sponsored with up to 200,000 €. The following amounts are earmarked from the society's funds: 200,000€ for the ESEB 2022 congress in Prague, CZ and 200,000 € for the ESEB 2025 Congress in Barcelona, ES. In addition, 250,000 € are earmarked to cover losses in case of extreme unforeseen events at a congress.

Every 6 years a joint congress with other evolutionary biology related societies is organized. ESEB subsidizes these meetings with up to 200,000 €. The next joint congress is foreseen as taking place in Montreal, CA in July 2024.

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

ESEB supports the EvoKE Network and its meeting with 10.000 € annually.

Conference Travel Award

ESEB awards 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 (EO) Initiative

The equal opportunities initiative aims to ensure equal opportunities in all activities and facets of our society, and to increase awareness for the problem of underrepresented groups. The EO initiative committee will initiate actions to ensure equal opportunities and 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 Evolutionary Biology Initiative

Through this initiative ESEB aims at fostering the development and integration of local evolutionary research communities and their links with the evolutionary biology community in Europe. The initiative actions include support of training workshops, contributing to the organization of local congresses, support of symposia hosted in specific regions, facilitating networking opportunities to strengthen interactions across local evolution societies, contributions to the organization of local university education curricula, and support of any other request from local communities compatible with this initiative and its goals. The initiative will have a budget 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 15,000 € per annum.

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.

Outreach Initiative Fund

Every year ESEB launches a call for funding to promote evolution-related activities globally, with a total annual budget of 20,000 €.

Policy Committee

The newly established Policy Committee organises the policy activities of the society such as providing evidence-based advice, establishing contacts to policy makers, and producing briefing notes. The committee also fosters contacts to other organisations with similar missions. To accomplish these goals the committee will have a budget of 10,000 € per year.

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 known as the Presidents' Award. The award includes an invitation to attend the joint evolution meetings (registration fees and travel expenses included) and to present the Presidents' Award address.

Progress Meetings in Evolutionary Biology

ESEB provides funding for one 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 can be funded with up to 15,000 €.

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 a budget of 10,000 € per year.

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*, and the ESEB membership fees. Because a minority part of the Society's capital is maintained as an investment portfolio, additional income can derive from investment returns.

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.