

## Policy Plan

of the European Society for Evolutionary Biology (ESEB) for the period from August 2023 until August 2025, 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 X (@eseb\_org, @jevbio), Mastodon (@eseb@ecoevo.social, @JEB@ecoevo.social), 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 2025 congress in Barcelona, ES and 200,000 € for the ESEB 2027 Hub Congress in Munich, DE, London, UK, Gothenburg, SE and Istanbul, TR. 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 has been organized. ESEB subsidized these meetings with up to 200,000 €. The next joint congress is foreseen as taking place in Montreal, CA in July 2024. This is the last joint North American conference that will be subsidized.

ESEB supports the annual meeting of European PhD students in Evolutionary Biology (EMPSEB) with 12,000 € per year.

#### **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, the European Meeting of PhD Students in Evolutionary Biology (EMPSEB), 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**

The aims of the Global Evolutionary Biology 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 10,000 € 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 12,000 € 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 12,000 €.

### **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. From 2024 onwards, each STN is funded for a period of up to 6 years with a budget of 5,000 € per year.

### **Stearns Graduate Students Prize**

Every year the society will award a prize for the three best papers by a graduate student published in the *Journal of Evolutionary Biology* in a calendar year. The award includes an invitation to attend and to present at the 2025 ESEB Congress in Barcelona.

### ***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.