



# Seeds

*Diverse People for a Diverse Science*

A Program of the Ecological Society of America

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# SEEDS

## Strategies for Ecology Education, Development, and Sustainability

Field Trips



Chapters



Travel Awards



Fellowships

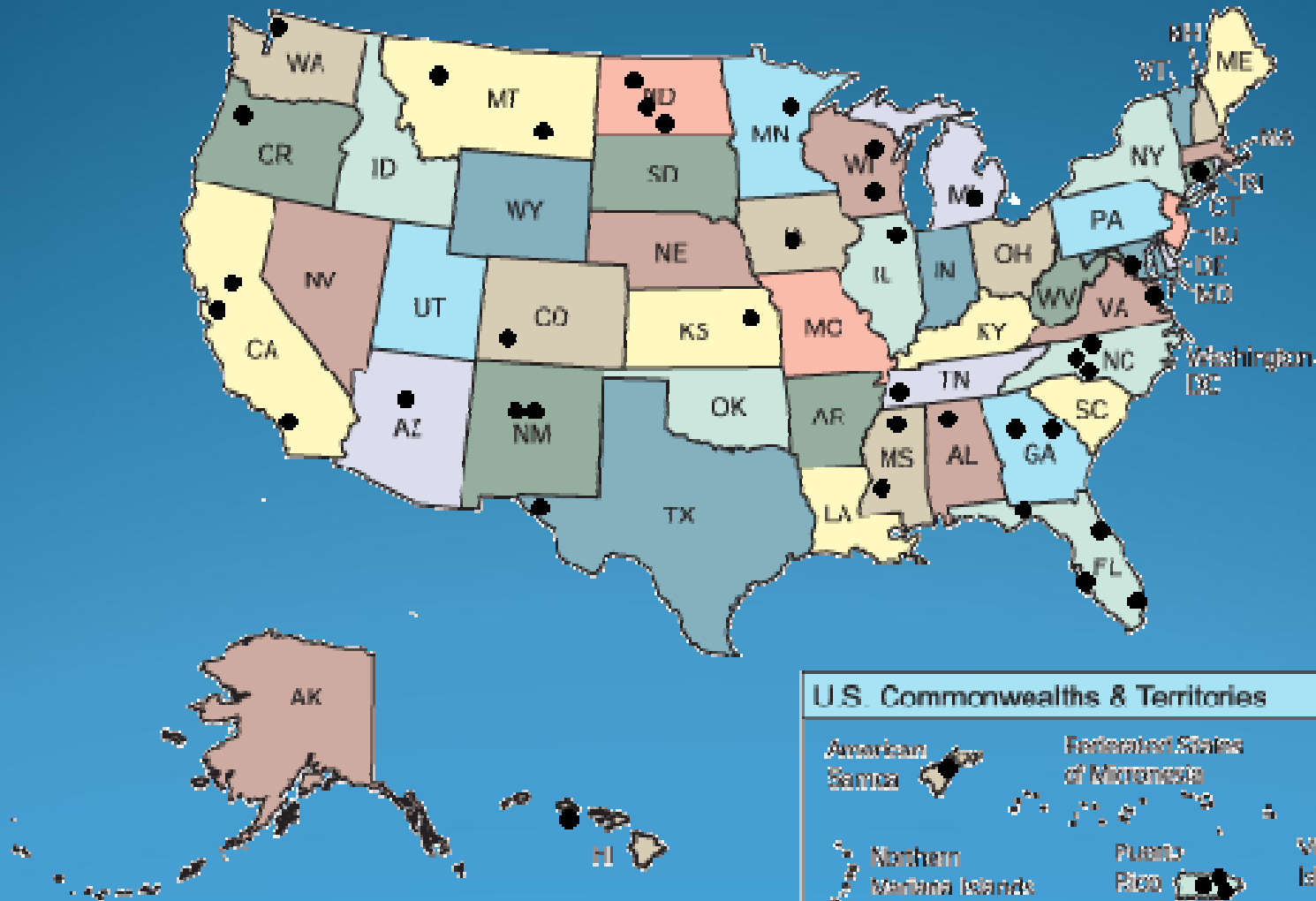


# Recruitment

- Participation at Minority-serving events
- Active Distribution list
- Word of Mouth
- Partnerships
- High School connections
- Campus Ecology Chapters



# SEEDS Ecology Chapters

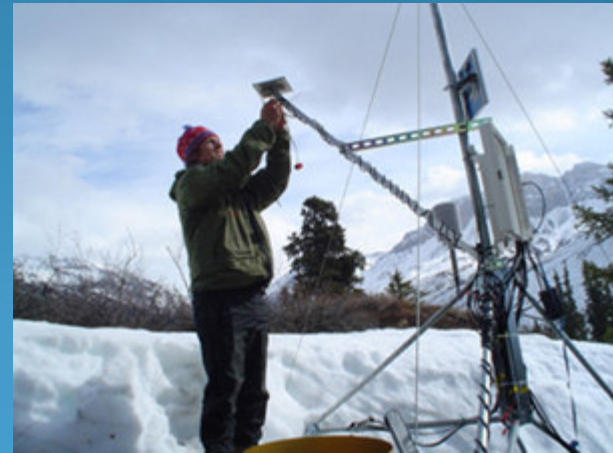


**U.S. Commonwealths & Territories**

American Samoa	Federated States of Micronesia	Guam
Northern Mariana Islands	Puerto Rico	Virgin Islands

# Retention

- Variety of research experience opportunities
- Career discussions
- Multiple levels of mentoring
- Active Network support
- Leadership Development
- Dedicated program staff



# Results

- 50% of SEEDS students have graduated
- 25% are in graduate school for ecology
- 12.5% are employed in an ecology-related field
- 80% of SEEDS participants that have graduated have continued on the ecological career pathway.

# Critical Success Factors

- Program Design
- Active Network
- Dedicated Program Staff
- Partnerships



# Other Factors

- Early exposure to the outdoors
- Family Support
- Outcome Expectations
  - Do I see myself happy as an ecologist/scientist?



# Implications for Institutions

- What resources that offer early outdoor experiences can we connect to?
- How can we build bridges to reach families?
- How can we create a welcoming environment in classrooms, in the labs, in the field?
- How can student research be a positive experience?
- How can we present the biological sciences as a rewarding and satisfying career?
- What is the role of professional societies in responding to the above?