ASOR Early Career Scholars 2022-2023 Annual Report

I.   Early Career Scholars (ECS) Committee

The committee was formed in 2004 as a subset of ASOR's Program Committee to provide networking and professionalization opportunities for ASOR "Junior Scholars." The name "Junior Scholars" was changed in 2018 to **Early Career Scholars (ECS)** by request of the committee, subsequently formalized by vote of the Board of Trustees**.**

ECS is defined as an ASOR constituency characterized by a range of traits, including their status as a student (graduate or undergraduate) or their progress in their respective professional tracks. For the purpose of membership and meeting discounts, ASOR defines an Early Career member as anyone who has received a terminal degree in his or her field in the past five years.

II.   Activities in 2022-2023

Academic and Professionalization Activities

Resource Library and Brown Bag Zoom Webinars
Since 2019, the committee has organized resource videos and brown bag webinars on topics related to professionalization towards building a video library for our members.

Resource Videos and Library
- [Applying for a Community College Position with Stacy Davidson](#) (August 30, 2023) [Supplemental Resources](#)
- [How to use ArcGIS StoryMaps with Matthew Howland](#) (August 30, 2023)
- [Navigating the "In Between": Identifying a Career Trajectory in Academia for the Early Career Scholar with Julia Troche](#) (August 30, 2023)
- [Shaping the Scholarly Conversation at ASOR: Proposing a Member-Organized Session](#) (Helen Dixon, November 23, 2019)
- We maintain a web page, [Early Career Resources](#), with information on job hunting, fellowships, grants, and more.

Virtual Brown Bag Lunch Series Videos
- Communicating Research in Context with Dr. Jason Buel (September 22, 2023)
- [Data Management: Beyond Checkbox Compliance](#) (March 31, 2023)
- [Social Media's Antiquities Black Market with Katie Paul](#) (April 22, 2022)
- [Turn Your Dissertation into a Book: Part 2](#) (April 8, 2022)
- [Turn Your Dissertation into a Book: Part 1](#) (March 18, 2022)
- [Building Paths to Academic Careers](#) (February 4, 2021)
- [Getting Published: From Idea to Journal Article](#) (October 8, 2020)
- [Online Teaching: From Triage to Best Practices](#) (April 2, 2020)

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Digging Up Data: Turning an Idea into Digital Scholarship

We have worked in recent years to develop **mentoring opportunities** designed to hone **21st century research skills** through the creation of the [Digging Up Data](#) program, an ASOR ECS/Open Context collaboration.

One consistent request from our members has been for more in-field mentoring and networking opportunities. Previous attempts by the committee to establish a successful mentorship model had struggled, often fizzling out after a meeting or two between mentors and mentees. To deepen the commitment and relationships, we decided to form a digital scholarship working group focused upon common goals and a shared sense of purpose.

Digital Scholarship was a natural choice since ECS members often express a desire to deepen skills in this area, and its methodological orientation meant that researchers across ASOR many disciplines could work together. In fact, the program has recruited scholars who work all over ASOR's focus areas.

In 2021, ASOR Early Career Scholars partnered with the Alexandria Institute Archive, Open Context to produce a series of three webinars on the theme of "Digging Up Data." The workshops were designed to provide essential training and resources and were used to assess interest in developing the program further:
- [Data Literacy for Archaeologists](#) September 2021 (150 registrants, 519 video views)
- [Working with Archaeological Data](#) October 2021 (150 registrants, 411 video views)
- [Telling Stories with Archaeological Data](#) November 2021 (75 registrants, 440 video views)

In 2022 and 2023, the collaboration continued by forming two cohorts of 8-10 digital scholars who applied to participate through a competitive application process. Participants were advanced doctoral students or early career researchers. Each participant proposed an idea for a digital project that they would develop over the coming year. The cohorts received monthly progress meetings and group workshops led by the program directors and expert guest lecturers. Like the 2022 cohort, the 2023 cohort will present their results in an ASOR workshop at the Annual Meeting.

Outcomes:
- 15 digital projects were produced by participants and presented at the Annual Meetings.
- 3 cohort members secured employment as digital scholars, two in tenure-track positions and a third in a post-doctoral fellowship.
- Cohort members made lasting professional connections with their peers and mentors. First year cohort members became lecturers in the second series.

- Project directors Tiffany Earley-Spadoni, Leigh Ann Lieberman, and Melissa Cradic will be awarded an ASOR Membership Service Award at the 2023 annual meeting.

Annual Meeting Events

At the 2023 annual meeting, we will host:
- Our annual Brown Bag Lunch is an informative and informal lunch event for ECS members. This year, ECS will organize a "speed networking" event focused upon teaching about the ancient world in a variety of institutional settings. The session will provide the opportunity for ECS members to interact with and learn from in-field professionals.
- Workshop: "Digging Into Data: a Showcase of Digital Scholarship" In this interactive session, participants in the mentoring cohort will present their digital projects and will discuss the state of the field with the assembled participants.
- ECS is pleased to host a social reception on Friday night for our constituency.
- In recent years, we have organized city tour activities. This year's activity is an outing to Chicago's Field Museum on Wednesday, November 17.
- For the second year running (with the support of ASOR staff), we will host an Early Career Scholars Hub, a place for our constituents, who may not have rooms in the conference hotel, to relax and recharge.

III.   Needs

How can the ECS committee be supported in 2024?

1. The Digging Up Data Program mentoring program has been running without financial support from ASOR's side. The participants could be supported through research funding or annual meeting fee or hotel cost reductions. Such funds from ASOR could help offset or "match" the costs that Open Context has covered in paying their staff to develop materials and mentor students for the program.
2. The student paper award should offer a cash prize. We understand that other awards are for the "glory," but support offered could improve the **equity** of the award (disadvantaged students cannot afford to dedicate time to entering the competition).

IV. Integration of Diversity, Equity, and Inclusion

We wish to highlight several ways in which the ECS committee has addressed Diversity, Equity, and Inclusion (DEI):

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1. Our activities support ECS members, thus promoting **diversity** in the field. We recruit diverse committee members through open calls and a transparent application process. The committee endeavors to provide visibility and legitimacy for a wide range of professional skills and aspirations: applying for community college positions, using ArcGIS StoryMaps for Public Archaeology, navigating careers in the academy and beyond, data management, social media's impact on the antiquities market, turning dissertations into books, online teaching, and more. We have a liasion with the DEI committee to improve our efforts and to promote coordination with their activities. Seeing diversity as a pipeline issue, we are committed to ensuring the future of the field by supporting diverse scholars in their developmental phases. We routinely champion the interests of diverse students and scholars within ASOR.

2. We foster **inclusion** by creating spaces of belonging for our members both at the annual meeting and in virtual meetings throughout the year. The ECS committee organizes events for our constituents during the annual meeting including a Brown Bag speed networking event and skills-based workshops, creating opportunities for interaction, learning, and networking. The committee hosts a reception for ECS members, and organizes the Early Career Scholars hub in the hotel for students who may not have rooms in the hotel. These efforts assist members in fully engaging in the conference experience. In coming months, we will organize online book clubs and continue our Zoom coffee hours to promote community building throughout the year.

3. To address **equity**, we organize *cost free* events and resources year round. In addition to online skills videos and brown bag webinars, we maintain a web page with information on job hunting, fellowships, grants, and more, thereby providing keys to unlock the hidden curriculum. In recent years, we have also lobbied for discounted membership and annual meeting rates for student and ECS members. We continue to support efforts to decolonize field work and the profession.

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Report prepared and submitted to the ASOR Board of Trustees by:

Early Career Scholars Committee Members
Tiffany Earley-Spadoni, Co-Chair (until December 31, 2024)
Vanessa Workman, Co-Chair (until December 31, 2025)
Shira Albaz, Early Career Scholar Member (until December 31, 2023)
A. Noelle Astillero, Undergraduate Student Member, (until December 31, 2024)

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Owen Chesnut, Early Career Scholar Member (until December 31, 2024)

Cecelia Chisdock, Graduate Student Member (until December 31, 2023)

Luiza O.G. Da Silva, Early Career Scholar Member (until December 31, 2024)

Elena De Rosa, Early Career Scholar Member (until December 31, 2024)

Maggie Geoga, Early Career Scholar Member (until December 31, 2024)

Zachary Thomas, Early Career Scholar Member (until December 31, 2024)

Jessica Tomkins, Early Career Scholar Member (until December 31, 2023)

Avary Taylor, Liaison to the DEI committee (until December 31, 2024)

Sarah Wenner, Liaison to the Program Committee (until December 31, 2024)

Marta Ostovich, ASOR Staff Member (ex officio, non-voting)