

# ASOR Early Career Scholars 2023-2024 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 2023-2024

### Academic and Professionalization Activities

#### Virtual Brown Bag Lunch Series Videos and Resource Library

Since 2019, the committee has organized virtual Brown Bag Webinars and focused resource videos on topics related to professionalization towards building a video library for our members. Brown Bag sessions frequently attract large registration numbers and are viewed repeatedly as asynchronous video resources. Video resources and recorded virtual talks are permanently hosted on ASOR's YouTube page, helping to continually increase the accessibility of skill-building, career, and professionalization resources.

Additionally, we continue to maintain a web page, Early Career Resources, with information on job hunting, fellowships, grants, and more.

#### *2023-2024 Additions to the Resource Videos and Library:*

- [Broaden Your Horizons: Bringing an Interdisciplinary Perspective to Cultural Heritage Work](#), Corrine Muller, Penn Cultural Heritage Center (August 26, 2024)
- [Building Careers in Cultural Heritage](#), Helena Arose and Liz Fraccaro, Antiquities Coalition (April 5, 2024)
- [Digitizing the Past: Empowering Archaeology Through Technology](#), Matthew Vincent, ACOR (February 23, 2024)
- ["Communicating Research in Context: How to Discuss Your Work"](#), Jason Buel, NC Wesleyan University (September 22, 2023)

### 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)

A third cohort of digital scholars have joined the program for the 2023-2024 cycle. Participants are 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 and 2023 cohorts, the 2024 cohort will present their results in an ASOR workshop at the Annual Meeting.

Past Outcomes:

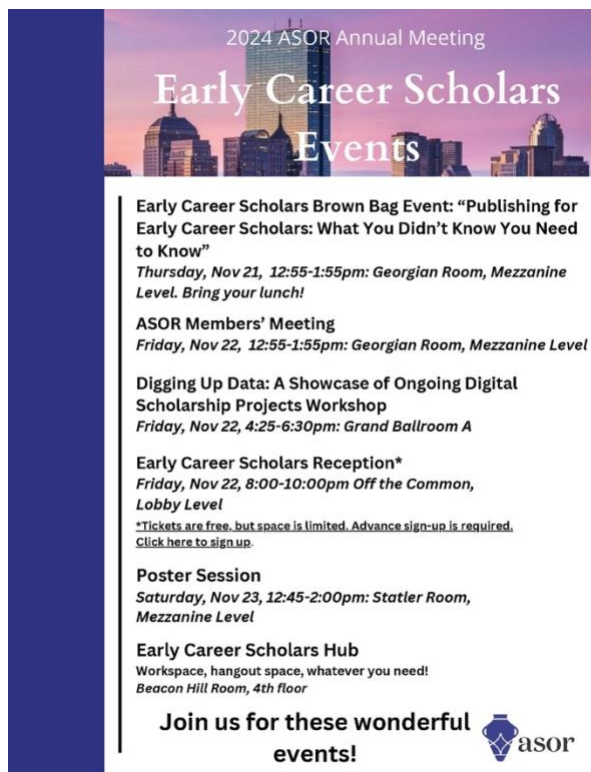
- 15 digital projects were produced by participants and presented at the Annual Meetings.
- 3 cohort members secured employment as digital scholars, two in tenure-track positions and a third in a post-doctoral fellowship.
- Cohort members made lasting professional connections with their peers and mentors.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

## 2024 Annual Meeting Events

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At the 2024 Annual Meeting, we will host:

- Our annual Brown Bag Lunch is an informative and informal lunch event for ECS members. This year, ECS will host ‘Publishing for Early Career Scholars: What You Didn’t Know You Need to Know’ - an informal session with presentations on demystifying the processes of publishing in formats such as scholarly journals, dissertation monographs, and public-facing media.
- 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.
- For the third 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.
- For the first time, ASOR ECS will offer a cash prize for the student paper award



2024 ASOR Annual Meeting  
**Early Career Scholars Events**

**Early Career Scholars Brown Bag Event: “Publishing for Early Career Scholars: What You Didn’t Know You Need to Know”**  
*Thursday, Nov 21, 12:55-1:55pm: Georgian Room, Mezzanine Level. Bring your lunch!*


**ASOR Members’ Meeting**  
*Friday, Nov 22, 12:55-1:55pm: Georgian Room, Mezzanine Level*

**Digging Up Data: A Showcase of Ongoing Digital Scholarship Projects Workshop**  
*Friday, Nov 22, 4:25-6:30pm: Grand Ballroom A*

**Early Career Scholars Reception\***  
*Friday, Nov 22, 8:00-10:00pm Off the Common, Lobby Level*  
\*Tickets are free, but space is limited. Advance sign-up is required. [Click here to sign up.](#)

**Poster Session**  
*Saturday, Nov 23, 12:45-2:00pm: Statler Room, Mezzanine Level*

**Early Career Scholars Hub**  
*Workspace, hangout space, whatever you need!  
Beacon Hill Room, 4th floor*

**Join us for these wonderful events!** 

## III. Needs

### How can the ECS committee be supported in 2024-2025?

1. The ECS committee hopes to receive support in the future to supply lunch (pre-ordered or catered) to all attendees of the in-person Annual Meeting Brown Bag Lunch Event. This event is disadvantaged by a short lunch break and lack of affordable lunch options for students in the immediate vicinity. In the past, lunch for this event was ordered in advance and participants charged a small fee to secure a meal. We ask for support in returning to this or a similar model so that student can more easily attend this event in the future.
2. 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.

#### 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):

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: 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 liaison 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)

## ASOR Early Career Scholars 2023-2024 Annual Report

### **2023-204 Members**

Shira Albaz, Early Career Scholar Member (until December 31, 2026)

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

Cecelia Chisdock, Graduate Student Member (until December 31, 2026)

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

Leigh Anne Lieberman, Early Career Scholar Member, (until December 31, 2024)

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

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

Avary Taylor, Early Career Scholar Member (until December 31, 2024), Liaison to the DEI Committee

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

Sarah Wenner, Early Career Scholar Member, (until December 31, 2024), Liaison to the [Program Committee](#)