



Editor of the Issue: Shili Miao

Editor-in-Chief: Guanghui Lin

Report from the past President

Dear Sino-Eco members:

It was my great pleasure to serve as the president of the Sino-Eco for the 1993-94 term. On behalf the Board of Directors of the last term, I would like to thank you for your continuous support and enthusiasm. Without your support, our club would not have made any progress in the past year.

I personally feel that our club ~~made good progress in the last year~~ *did pretty well in the year of 1994.* In addition to routine business, the club organized the following activities:

(1) Two workshops: The first one, entitled "International Symposium on Current Ecological Perspectives" was co-organized by Dr. Jianguo Wu, and co-organized and hosted by Professor Bo Li of the Inner Mongolia University at Huhhot, China, from September 4 to 17, 1994. The second one, entitled "Advances in Aquatic Ecology", was co-organized by Dr. Junda Lin and myself, and held at the Shanghai Fisheries University from July 10 to 25, 1994. Reports from both workshop can be found on the Sino-Eco Newsletter, Vol. 7, No. 5-6.

(2) Establishment of the Asian Ecology Section of the Ecological Society of America: As a continuing effort of our club, we submitted a proposal to the ESA to create the China Chapter of the ESA. This proposal was approved. However, later discussions among members suggested the use of a more appropriate name "Asian Ecology Section". This change was also approved. The proposal and detailed discussions can be found on the Sino-Eco Newsletter, Vol. 7, No. 3 and 4.

(3) Get-together at Knoxville, Tennessee during the 94' ESA meeting: Organized and hosted by Jianming Shen and Quan Dong, a get-together of more than thirty members was held during the annual meeting of the ESA in Knoxville on August 8, 1994. A BBQ picnic and many kinds of conversation were enjoyed by all participants.

Although I could not list all the many members who helped the club in the past year, I would like to express my special thank to the following members for their extraordinary effort in serving our club: Dr. Xiaoming Zou, who served as the Chair of the public Relationships and whose effort was invaluable in the establishment of the Asian Ecology Section; Dr. Quan Dong, who served as the Secretary and as the Chief Editor of the Newsletter; Dr. Yude Pan, who served as the Treasury and as the Editor of

the Newsletter; Dr. Yegang Wu, who served as the Net Coordinator and as the Editor of the Newsletter; and Dr. Junda Lin, who served as the Vice President and the workshop organizer. I would also like to thank Drs. Bo Song, Weixin Cheng, and Weihe Guan, for their time and effort in editing the newsletters. Many ex-Presidents and veteran members, including Drs. Jiquan Chen, Jianguo Liu, Pu Mou, Jianguo Wu, also provided much valuable advice.

We now have our new President, Dr. Quan Dong. I am confident that his leadership and enthusiasm will make this year as one of the most successful years in the history of our club.

Thank you again for your help.

Xi He
President, 1993-94

1995 Presidential Election Report

We received 35 valid votes for 1995 Presidential Election of Sion-Eco CLUB, 24 votes for Dr. Dong quan and 11 votes for Dr. Li Xiaojun.

Election Committee

Address of the President-elected

Dear Sino-CE fellows:

Thank you for your encouragement, trust and votes either for Dr. Li Xiaojun or for me. Xiaojun and I will work together and try our best to serve this club. Please support and make your contribution to keep our club running and improving.

This year, our club may look forward to both fun and academic accomplishments. Dr. Lin Guanghui will take the lead in both areas. Together with Drs. Bai Jay and Pan Yude, Guanghui will coordinate a get-together during the ESA's annual meeting at Snowbird, Utah and a workshop about global change in Beijing. Many Sino-ECO fellows will attend these meetings. The meetings will provide good atmosphere for communication among ourselves and with a large academic community. They will be enjoyable.

In 1995, our club is looking forward to playing a larger role than ever before in promoting communications among ecologists in USA and China. The board of directors will work closely with the Asian Ecology Section and the International Committee of ESA. Our Public Relations Committee will coordinate our efforts in this kind of issues. We also shall help communications among Chinese ecologists and the ecologists of other countries. For this purpose, an Overseas Chapter of the Ecological Society of China is going to be proposed.

Many members wish to further professionalize our club. We plan to work on this. For example, our coordination and membership committee is working to set up a FTP site. We are seeking a few other ways to polish our club. If you have ideas and suggestions, please let us know.

These mentioned above are just a few examples of agenda in our list. The success of our club in this year is in your hands. Please support us. In the past year, as a secretary, I received great amount of support from you. Please continue to donate your precious ideas, energy, and time. As a little reward of our efforts, we shall have fun, friendship, and academic achievements. Feel free and do not hesitate to contact us. We are looking forward to working together and having fun together with you.

The board of Sino-Eco Club in 1995:
 President: DONG, Quan (Univ. Miami)
 Vice President: LI, Xiaojun (Nature Conservancy)
 General Secretary: GUAN, Weihe (South Florida Water Management District)
 Treasury: LUO Jiangang (Buffalo State College, State University of New York)

Board of Directors:
 DONG, Quan
 GUAN, Weihe
 HE, Xi (Joint Institute of Marine and Atmospheric Research, University of Hawaii)
 LI, Xiaojun
 LIN, Guanghui (Space Biospheres Ventures)
 LUO Jiangang
 MIAO, Shili (South Florida Water Management District)
 PAN, Yude (Woods Hole Oceanography Inst.)
 ZOU, Xiaoming (Univ. Puerto Rico)

Committees:
 Newsletter: LIN, Guanghui (Chief)
 LUO Jiangang
 MIAO Shili
 ZOU Xiaoming

Public Relation: HE, Xi (Chair)
 CHEN Jiquan (Michigan Technological University)
 LIU, Jianguo, (Michigan State University)
 PAN, Yude
 ZOU, Xiaoming

Academic: LIN, Guanghui (Chair)

PAN, Yude
 WU, Yegang (South Florida Water Management District)
 Wu, Xinyuan (Ohio State University)

Coordination and Membership:
 GUAN, Weihe (Chair)
 LUO, Jiangang
 MOU, Pu (Virginia PolyTechnic Institute and State University)
 WU, Yegang

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A Proposal to Create an Overseas Chapter of the Ecological Society of China

Dear Members:

It has been long time for us to discuss about the creation of an Overseas Chapter of the Ecological Society of China. Many members made this suggestion. Comments were solicited several times and no opposition message was received. So we draft a proposal for your final comments before submission. Please send your comments to us. We appreciate greatly if you could respond in two weeks. We would like to do things efficiently.

DONG, Quan
 LI Xiaojun
 The President and Vice President

A Proposal Submitted to the Council of Ecological Society of China By The Directorate Board of the Sino-Ecologists Club Overseas

Professor Chen Changdu,
 President
 Ecological Society of China

February 1995

Dear the President and the council of the Ecological Society of China,
 Sino-Ecologists Club Overseas proposes to create an Overseas Chapter of the Ecological Society of China. Currently, many overseas ecologists are interested in helping and promoting ecological research and education in China. Many of these overseas ecologists were from China and now are conducting research at the frontier of ecology and have demonstrated their academic excellence. Some of them may go back to China either for a short visit or for a long-term stay. We suggest to create a chapter

of the Ecological Society of China, to organize these people.

The objectives of the chapter are to improve communication and to promote collaborative research and education either for a short visit or for a long-term stay. We suggest to create a chapter of the Ecological activities among ecologists in China and in other parts of the world. Such a chapter will provide a channel of two-way communication. It will inform ecologists in other countries what research Chinese ecologists are doing and vice versa. The chapter also can provide service directly in journal editing and academic consulting, even in assistance of strategic and tactic planning.

Sino-Ecologists Club Overseas is an academic and non-profit organization. It has over one hundred members in many countries and is registered in the United States of America. The Sino-Ecologists Club Overseas has successfully promoted the communication among the Chinese ecologists separated by geographical locations since 1989, therefore the Club has established a basis for the creation of the Overseas Chapter of the Ecological Society of China. We would like to use our network to help organizing the new chapter. Our office can serve as the office of the new chapter in the interim. The Overseas Chapter shall be a subdivision of the Ecological Society of China and its operation shall be governed by the Constitution and Bylaws of that Society.

We hope the Council of Ecological Society of China approves our proposal. We look forward to your response.

The Board of Directors
The Sino-Ecologists Club Overseas

Summary of most crucial information for job interview

(The following information is abstracted and summarized by Jim Freericks from the book: The Academic Job Search Handbook by Morris-Heiberger and Vick.)

Some of the motivations for the academic interview are to see if the candidate can get along with members of the department, whether he/she has a directed research goal, whether he/she has thought about teaching, and how well-informed they are about the department. It is an opportunity for the department to learn about you, and for you to learn about the department. In some interviews, the department is actually trying to sell itself upon the candidate rather than vice versa!

PREPARATION:

1) The chair of the search

committee will contact you about travel arrangements and of your schedule. It is customary for you to meet with faculty in the department, for you to present a colloquium, and for you to meet with a Dean or Vice President of the University.

2) The purpose of your colloquium is NOT TO IMPRESS THEM WITH YOUR RESEARCH! The search committee is already impressed by your research record, that is why they have invited you for an interview.

THE PURPOSE OF THE COLLOQUIUM IS TO SHOW THE DEPARTMENT HOW YOU TEACH. Don't make the mistake of creating a talk that is too technical. Be sure that you can speak to someone who is not an expert in your field, and that you give introductory words on how your research fits into the "big picture".

3) PRACTICE YOUR TALK. Make sure you do this before an audience that will be critical of

potential flaws, rather than a friendly audience that will not tell you where you made mistakes.

4) Ask the search committee chair who your audience will be, and what materials they would like you to bring along. Be sure to bring copies of your vita, and preprints or reprints of your work to hand out to faculty members who may request it during the course of your interview.

5) Try to ask the committee chair more about the position, and the composition of the committee. It is important to identify the type of person they are looking for, and to see how you compare to their ideal candidate.

6) ANTICIPATE LIKELY QUESTIONS THAT YOU WILL BE ASKED, AND THAT YOU WILL WANT TO ASK.

7) Plan to arrive a day before your interview so you will have time to relax, prepare yourself for the interview, and to have a cushion in case there are any travel delays.

8) Be sure to dress professionally. I

would recommend a suit or sports jacket with a tie for men, and a suit or professional looking dress for women.

THE INTERVIEW:

- 1) The committee already knows about your background on paper. They want to find out more about your personality, your professional opinions regarding issues in your research, and your concerns about education. Remember, however, that this is also your chance to find out more about the department. You will want to ask about the position, the success of previous Assistant Professors in securing tenure, future directions of the department, priorities of the department and of the institution.
- 2) **DO NOT ASK ABOUT SALARY!** However, it is worthwhile to ask about tenure and promotion criteria and the departmental record, fringe benefits (such as sabbatical leaves), internal research support, teaching loads, etc.
- 3) During the interview try to remain neutral but friendly. Don't express extreme dissatisfaction or extreme elation.

POST INTERVIEW:

- 1) Return your expense vouchers and receipts in a timely fashion to get reimbursed for your trip.
- 2) **WRITE A THANK YOU LETTER FOR THE INTERVIEW.** Let the committee know whether or not you are still interested in the position. Mention parts of the interview that you enjoyed. Do not make judgmental or critical statements regarding your assessment of the department.

INTERVIEW QUESTIONS:

I have compiled a collection of potential interview questions you should be prepared to answer, and that you should consider asking.

QUESTIONS YOU WILL BE ASKED:

- 1) Describe your research at the level you would to a non expert/undergraduate/beginning graduate student?
(This is a typical question from a Dean who is a nonscientist)
- 2) What contribution has your research made to your field?
- 3) What is the most significant piece of research you have read in the last year?
- 4) What do you envision for creating a

research program here?

- 5) Do you plan to apply for research funding?
- 6) What is the funding record of your field?
- 7) Are you a good teacher?
- 8) What would you change in a undergraduate/graduate curriculum?
- 9) Do you feel comfortable taking on graduate students in the current employment environment?
- 10) How would you teach an introductory course? a course for non majors?
- 11) Many of our students are more/less talented than those you are used to at your present institution. How successful would you be with them?
- 12) How will you encourage students to major in our field?
- 13) If you could teach any course what would it be?
- 14) What do you think is the proper balance between research and teaching?
- 15) Would you be able to take on a student immediately?
- 16) Can you incorporate undergraduates in your research?
- 17) Are you willing to be involved in committee work?
- 18) How will you enhance our department?
- 19) Why have you changed jobs so frequently? (A good answer will be something like "increasing growth opportunities")
- 20) Why are you interested in our school?
- 21) If you get more than one job offer how will you decide?
- 22) I can't imagine why a young person like you would want to go into this field?
- 23) What do you do in your spare time?
- 24) Who else is interviewing you?
- 25) What kind of salary are you looking for?
- 26) Refresh my memory, review your vita with me?
- 27) Identify your strengths and weaknesses? (Give one of each, and describe how you will overcome your weakness)
- 28) Name a salary that will make you content for the rest of your life.
(advice laugh heartily)

ILLEGAL QUESTIONS:

These shouldn't be asked of you, but they may be. Here is some advice on how to deflect them.

- 1) Do you plan to have children?

I see you are concerned with my commitment to this position. Let me tell you about my research plans for the next few years. I plan to pursue them whatever personal decisions I make.

2) What does your spouse do?
If you think that the ease of relocation of your spouse is an asset, feel free to answer. Otherwise, politely ask the interviewer why the question is important and how it relates to the position you are seeking. Use tact.

3) Are you married?
Can you tell me how you feel that would be important for the position we are discussing?

I would use caution not answering some of these questions. Even though they are illegal, you may piss off an interviewer by pointing this out, and then you will not be successful in getting an offer.

QUESTIONS FOR YOU TO ASK:

- 1) What graduate and undergraduate courses would be my responsibility?
- 2) How often are course load assignments changed?
- 3) What is the typical teaching load?
Can research hours be counted as part of the load?
- 4) Who is involved in curriculum development decisions and how are they made?
- 5) How are committee members selected?
- 6) What kind of committee work would I be expected to work on? What are the current standing committees?
- 7) What is the average number of hours per week spent on committee work?
- 8) What are the bases for promotion and tenure? How are the faculty evaluated?
- 9) What percentage of the faculty are currently tenured?
- 10) What is the percentage of tenure track faculty that have been promoted?
- 11) What is the rate of and what are the reasons for faculty turnover?
- 12) How active are the members of the faculty in national professional organizations?
- 13) What support for research work is available?
- 14) Describe the travel budget?
- 15) Characterize the student population in terms of geographic, economic, and scholarship ranges?
- 16) What is the cost of living in the community?

- 17) What are the cultural opportunities in the community?
 18) List three positive aspects of this position. List three disadvantages.
 20) Describe the department as you perceive it in the next five years.
 21) Describe the ideal candidate for this position.
 22) Describe the ideal assistant professor's first year?

Two Post-doc Positions

1) Teaching/Research Post-Doctoral

Position in Biology We are seeking a Post-Doctoral Associate to contribute to the research and teaching activities of the department. The successful candidate will be expected to aid in the development and administration of a one-semester introductory Biology course for majors, stressing the diversity of organisms. Major responsibility will be to guide students in laboratory and field projects, exploring how organisms monitor and respond to their environment. These teaching responsibilities will occur from July to December; balance of time can be devoted to research with a faculty member, or to assist in design and development of new laboratory courses. Applicants should have a disciplinary focus at the organismal level. Appointment is for up to three years and will begin July 1, 1995. Please send detailed curriculum vitae and names of three references to: Prof. H. Ernest Hemphill, Biological Research Laboratories, Syracuse University, 130 College Place, Syracuse, NY 13244.

2) Teaching/Research Post-Doctoral

Position in Evolutionary Biology We are seeking a Post-Doctoral Associate in the area of Evolutionary Biology. Duties will involve teaching a one-semester course on Evolution for undergraduates. Balance of time will be devoted to research with one of six faculty members in Population Biology, with research interests in Ecological Genetics, Molecular Evolution, Behavioral Ecology, Plant Physiological Ecology, Community and Ecosystems Ecology, and Animal Physiological Ecology.

Appointment is for up to three years, with a preferred starting date of August 28, 1995. Please send detailed curriculum vitae and names of three references to: Prof. William T. Starmer, Department of Biology, Syracuse University, Lyman Hall, 108 College Place, Syracuse, NY 13244.

A new NSF-sponsored Research training Group

We will support 6 PhD students (5yrs @) and 6 postdocs (2-3 yrs @) in a unique, cross-disciplinary approach to studying the bases and consequences of plant "behavior". We want grad applicants from molecular biology/biochemistry, physiology, and ecology/evolution backgrounds and interests. We will engage participants in team research and novel "problem-based learning" courses aimed at training them to work with, understand, appreciate, and communicate with collaborators coming from other directions. Example plant 'behaviors' of interest: Defense Responses to Herbivores ("Induced defenses") and Pathogens (Systemic, Acquired Resistance, Hypersensitive Responses); Accelerated Senescence as a Consequence of Ozone Exposure; Growth and Developmental Responses to Touch; Oxidative Stresses and Stressors - and anything else your imagination can come up with. For more information, contact Co-Directors: Jack C. Schultz (Prof. of Entomology), Pesticide Research Lab, 321 Buckhout Lab, Penn State University, University Park, PA 16802 UJQ@PSUVM.PSU.EDU 814-863-4438 FAX 863-3382

Assistant Professor of Wildlife Ecology

This 12-month, tenure-track position consists of 50% research and 50% instructional responsibilities and is available by July 1, 1995 (Negotiable). The successful applicant is expected to teach at least two courses at the undergraduate/graduate level each year: (1) a course dealing with applied aspects of ecosystem management and large-scale ecology designed for advanced undergraduates as a

capstone experience; and (2) a graduate-level course dealing with both applied and theoretical aspects of ecosystem management. Implicit in the teaching component are skills in the application of remote sensing and GIS data, ecosystem modeling, and familiarity with concepts of biodiversity, landscape ecology, habitat fragmentation, and patch dynamics. Other duties include undergraduate advising and university service. The successful applicant is expected to develop a strong research program in quantitative animal ecology with an emphasis on mammals and birds in the context of ecosystem management and large-scale ecology. Participation in interdisciplinary research involving landscape ecology, GIS analysis, ecosystem sustainability, and ecosystem modeling is also expected. Applicant should supervise 3-5 graduate students and have the ability to secure external funding for her/his research program.

A Ph.D. degree in wildlife ecology/management/biology, ecosystem management, landscape ecology, or closely related field is a requirement, and postdoctoral research and teaching experience are highly desirable. Preference will be given to those applicants meeting criteria for certification by The Wildlife Society. Salary commensurate with qualifications and experience; excellent fringe benefits.

Persons applying for this position should by March 1, 1995 submit a curriculum vitae, transcripts of college course work, GRE scores (if available), 3-5 letters of recommendation, and a letter of application which includes statements of research and teaching interests to: Dr. Robert L. Ruff, Chair Department of Wildlife Ecology 226 Russell Labs, 1630 Linden Drive, University of Wisconsin, Madison, WI 53706-1598

Wildlife Biologist III

Five, full-time, positions available in northern Florida, Florida Game and Fresh Water Fish Commission. Minimum requirements: BS and two years experience or MS and one year

experience. If interested Call immediately: Mike Abbott
Florida Game and Fresh Water Fish
Commission (904) 732-1225

ASSISTANT PROFESSOR OF BIOLOGY

The Department of Biology invites applications for a tenure-track, Assistant Professor position in ecology commencing September 1, 1995. A Ph.D. in Biology or a related discipline is required. Preference will be given to candidates having a demonstrated ability in using techniques of molecular biology, computer modeling or other contemporary techniques in population and/or community levels of ecological analysis. The successful candidate will be expected (1) to contribute to the development of the departmental curriculum with respect to the teaching of ecology through undergraduate, graduate and/or multidisciplinary courses, (2) to conduct an independent scholarly research program supporting graduate students and (3) to serve as a resource to the regional community regarding ecological problems. Applicants should submit a complete curriculum vitae, the names of three references, a description of teaching experience and philosophy and a description of research interests to: Dr. Robert K. Edgar, Department of Biology, University of Massachusetts Dartmouth, 285 Old Westport Road, North Dartmouth, MA 02747-2300 USA. Applications and inquiries are welcome by conventional mail, fax (508-999-8196) and email (ecologist@umassd.edu). Screening of candidates will begin on February 15, 1995 and continue until the position is filled.

ASSISTANT PROFESSOR

Department of Biology, University of South Florida. 9 month tenure-track position in Environmental Plant Biology for Fall 1995. Contingent upon funding. Duties include: teaching undergraduates in such areas as ecology, evolution, physiology; supervising M.S. and Ph.D students; graduate courses in specialty area. We

seek a broadly-based person with interest in terrestrial or wetlands ecosystem processes.

Applicants with a Ph.D and training in ecology, evolutionary biology, plant physiology, biochemistry, or molecular biology are sought. Needed by March 31, 1995: curriculum vitae, statement of teaching and research interests, reprints, 3 letters of recommendation. Send to Search Committee, Department of Biology, University of South Florida, 4202 E. Fowler Avenue, Tampa, FL 33620-5150. For Further Information, please contact Bruce J. Cochrane, Ph. D. by email at coch@chuma.cas.usf.edu or by phone at (813) 974-2087

TERRESTRIAL ECOLOGIST

Tenure-track, full-time position in Terrestrial Ecology to begin September 1995 in Center for Environmental Sciences Huxley College of Environmental Studies Western Washington University Bellingham, Washington. Teaching responsibilities include: landscape ecology, conservation of biodiversity, terrestrial ecology, and biostatistics, as well as introductory and core courses in environmental science. Qualifications: A completed Ph.D. degree required. Post-doctoral and teaching experience preferred. Research experience in applied terrestrial ecology suitable to a tenure track university position and service as a graduate faculty. Ability to join with a multidisciplinary faculty to enrich the development of environmental studies. A broad scholarly background and interest in including students in research. For more information, contact Jack Hardy at (360) 650-6108.

AQUATIC ECOLOGIST

Tenure-track, full-time position in Aquatic Ecology to begin September 1995 in Center for Environmental Sciences Huxley College of Environmental Studies Western Washington University Bellingham, Washington. Teaching responsibilities include: limnology, water quality, fisheries ecology, population biology,

and biostatistics, as well as introductory courses including environmental systems, environmental disturbances, and fundamentals of ecology. Qualifications: A completed Ph.D. degree required. Post-doctoral and teaching experience preferred. Research experience in applied aquatic ecology suitable to a tenure track university position and teaching and advisement within the graduate program. Ability to join in a multidisciplinary faculty to enrich the development of environmental studies. A broad scholarly background and interest in including students in research. For more information, contact Jack Hardy at (360) 650-6108.

ECOLOGICAL SUSTAINABILITY

We invite applicants for a joint tenure-track position in the Department of Biology and the School of Natural Resources & Environment. We seek an individual whose area of scholarship is the ecological basis of the sustainable use of natural resources in the tropics. The appointment will be 50% Biology, 50% SNRE. Rank is open. Candidates must have a Ph.D. in Biology, Ecology or Natural Resources, and subsequent experience, with a demonstrated research interest and expertise in the ecological sustainability of the tropics. The successful candidate will be expected to develop an externally-funded research program, teach one course in each unit per year, and contribute to the University of Michigan's international area studies program by periodically teaching or coordinating seminars related to the role of environmental issues in the affairs of tropical countries. Send a letter, statements of teaching interests, research objectives, and the relationship of their scholarly activities to international area studies, curriculum vitae, and the names of three referees to: Search Committee, Ecological Sustainability, The International Institute, The University of Michigan, Ann Arbor MI 48109-1220. (Phone: 313-763-9200). Closing date: 15 Feb. 1995 or until position is filled.

