

involved in nitrogen cycling, particularly nitrogen fixation and nitrogen assimilation. He has wide-ranging interests in aquatic environments, from hypersaline lakes to microbial mats and oligotrophic oceans. As an L&OAE, he handles manuscripts on organic matter cycling, microbial community structure, viruses, phytoplankton physiology, and harmful algal blooms.

FROM THE EDITOR'S IN-BOX

AMERICAN INSTITUTE OF BIOLOGICAL SCIENCES 2004 ANNUAL MEETING, 16-18 MARCH, WASHINGTON, DC

Submitted by **Donna Royston**, American Institute of Biological Sciences, 1444 I (Eye) St., NW, Suite 200, Washington, DC 20005 USA; droyston@aibs.org

Plenary speakers, panel sessions, and informal discussion groups at the 2004 AIBS Annual Meeting will approach the topic of "Invasive Species: The Search for Solutions" from the perspective of one or more of the following themes, including: what makes a species invasive; questions and tools; aquatic and terrestrial systems; public policy; education; public health; prevention and remediation; international issues; and local initiatives. Each plenary speaker will couch his or her talk with reference to invasive species issues involving particular major taxonomic groups: plants, vertebrates, invertebrates, and microbes.

Attendees will hear distinguished plenary speakers and panelists present synthesizing lectures from the forefront of their fields, then will join those speakers and other equally notable scholars in panel sessions and informal discussion groups. Speakers include Ann Bartuska, The Nature Conservancy, "Abating the Threat of Invasive Species: Linking Science and Policy;" Richard Mack, Washington State University, "Prevention and Remediation of Plant Invaders;" Stephen Morse, Columbia University, "Emerging Infections: Microbial Invaders Discover New Territory;" David Lodge, University of Notre Dame, "Bioeconomic Risk Analysis of Invasive Vertebrates and Other Species;" Andrew Dobson, Princeton University, "Zen, Parasites, and the Art of Alien Invasion;" and Daniel Simberloff, University of Tennessee, "Invasion Biology." Additional speakers include Cynthia Kolar, U.S. Geological Survey; David Pimentel, Cornell University; and Fred Dobbs, Old Dominion University.

All sessions take place at the Westin Grand Hotel, 2350 M St. NW, Washington, DC 20037 (three blocks north from the Foggy Bottom Metro Station, on the edge of Georgetown). Register on-line at <http://www.aibs.org/annual-meeting-2004/>. Early registration closes 2 March 2004. Poster abstracts may also be submitted at the above URL. Poster submissions close 16 February 2004. Early registration prices for the 3-day meeting are \$200 for individual members of AIBS, \$250 for non-members (includes automatic one-year AIBS membership), \$160 for government employees, \$150 for educators, and \$130 for students. Attendance is limited—register early! For more information, contact rogrady@aibs.org.

PHYTOPLANKTON SPECIES TIME SERIES DATA NOW AVAILABLE ON THE INTERNET

Submitted by **Christopher D. Hewes**; cdhewes@ucsd.edu; and **William H. Thomas**; whthomas@ucsd.edu; Scripps Institution of Oceanography, University of California, San Diego, La Jolla, CA 92093 USA

W. E. Allen's Phytoplankton Species Time Series Data are now available on the Internet as an e-book. These data consist of weekly species identifications and enumerations of diatoms and dinoflagellates in seawater samples taken from six North American Pacific Coastal locations during the period 1917-1939. Also included are physical and chemical data on the water samples plus meteorological data taken at daily to monthly intervals from the same locations. This historical data set constitutes a very long time series of biological and hydrographic observations that can be analyzed as curiosity warrants. The data also can be used to introduce students to dealing with a very large data set. Various investigators may perhaps uncover important ecological patterns and/or issues, not presently envisaged, that may be hidden within the data. The data can be accessed at the following website: <http://repositories.cdlib.org/sio/techreport/1/>

DIALOG: EASING THE TRANSITION FROM STUDENT TO PROFESSIONAL

Submitted by **C. Susan Weiler**, Biology Department, Whitman College, Walla Walla, WA 99362 USA; weiler@whitman.edu

We are in the midst of a sea change when it comes to professional aquatic science positions. Today's Ph.D.s are extraordinarily knowledgeable and proficient when it comes to disciplinary knowledge. Yet, they are often ill prepared for the "real world." Jobs are scarce, and money is tight. The need for disciplinary specialization has not diminished, but there is an increasing requirement for breadth as well as depth. Building a productive laboratory in a soft-money world has never been easy, but it is more difficult than ever due to the rising costs, limited resources, and an infrastructure that is not designed for work that transcends traditional disciplinary boundaries.

How can we prepare our students and recent grads for life in a changing professional world? Sessions at recent DIALOG symposia grappled with this very issue. DIALOG symposia bring together a cross-section of aquatic science graduates to foster interdisciplinary understanding, peer networking, and early career development. While the focus of the week-long meeting is on the science, the time is used to plumb the collective wisdom of the group and to develop resources to address the specific concerns and needs of this highly accomplished group at a pivotal stage in their careers.

In addition to the presentations and interactions by the recent grads, DIALOG symposia include a small number of established professionals who participate as mentors to provide perspectives that only time and experience can provide. Consultant-led training in team building has been used to prepare grads for collaborative research projects, while federal agency representatives have been generous in providing overviews of their programs. Most recently, SeaWeb provided guidance in communicating beyond the ivory towers and

Coverage of
DIALOG symposia



particularly with the media. Deneb Karentz, a rotator at NSF and faculty member at UC San Francisco, developed a terrific set of recommendations for new proposal writers. Monty Graham, an alum of DIALOG I, participated in the October 2003 DIALOG V symposium as a mentor. He provided some timely advice and encouragement on negotiating jobs and going through the tenure process. Indeed, several participants were negotiating jobs while at the symposium and were able to use Monty's advice in "real-time." (Monty has an article following this one.) Visit the DIALOG website for more such resources including reports from past symposia.

Can DIALOG-style sessions be held at various scientific society meetings? Past symposium participants are eager to share lessons learned at DIALOG to enrich the larger community. While some components can only be done as part of a prolonged, intensive meeting such as DIALOG, some are portable. Scientific society meetings provide a cost-effective opportunity to reach a broad audience. At the time of this writing, a professional-development session is planned for the February 2004 Ocean Research Conference in Hawaii and more are in preparation for the 2004 Benthic Ecology Meeting in Mobile, Alabama. If you have suggestions for topics, please contact dialog@whitman.edu.

Electronic resources enable the DIALOG program to reach members around the world. The web page, <http://aslo.org/phd.html> is the main portal, while an electronic newsletter provides access to time-sensitive announcements. Anyone may visit the web page, and everyone who submits a Ph.D. dissertation abstract is added to the electronic distribution list.

With over 1,000 Ph.D. abstracts registered, the Ph.D. Dissertation Registry is perhaps the best-known, but by no means the only, part of the DIALOG web page. Resources developed for symposium participants and by the participants are published along with the biennial program reports. The recent Ph.D.s and mentors who attended past symposia have been extraordinarily generous. Indeed, the DIALOG web page has recently been redesigned to accommodate the growing number of papers and other resources. The site now offers an annotated list organized by topic (advice for students and job hunters, articles on mentoring, recommendations for graduate education, tips on proposal development, advice for making effective oral and poster presentations, etc). Resources for new teachers are under construction.

Interest in the biennial DIALOG symposia has increased with every round, from 67 applicants for DIALOG I (1993) to 146 for DIALOG V (2003). To serve more grads while retaining the benefits of small groups, the size of the symposium will remain the same, and the frequency will increase. I am pleased to report that Monty Graham has agreed to co-organize the DIALOG VI symposium, to be held October 30 – November 6, 2004 at the Dauphin Island Sea Lab (Alabama). As always, the symposium is international in scope, and graduates from around the world are encouraged to apply. Maarten Boersma will continue his role as a co-organizer to ensure that the European community is well-represented despite the symposium's move from Bermuda to

the U.S. mainland. Travel subsidies will be available to all participants, though applicants from developed nations may be required to cover partial expenses.

We invite you to participate. The student-to-professional transition can be daunting; we hope the DIALOG program will ease the transition. Please encourage your students and recent-Ph.D. colleagues to visit the DIALOG web page, register with the program, and participate in sessions held in conjunction with scientific society meetings. Those completing their last Ph.D. requirement between April 1, 2002, and March 31, 2004, should apply for the DIALOG VI symposium by the May 1, 2004, deadline. Visit <http://aslo.org/phd.html> for application instructions.

NAVIGATING PROMOTION AND TENURE: STRATEGIES FOR THE NEWLY EMPLOYED

Submitted by **William (Monty) Graham**, Dauphin Island Sea Lab and University of South Alabama, Dauphin Island, AL 36528 USA; mgraham@disl.org

In her address at ASLO's 1999 Sante Fe meeting, Alice Alldredge reflected, with some concern, on the amount of time she found herself either being reviewed or conducting a review of another. Yet, this is our academic culture: we rely on a system where success is based on external review of our performance. In primarily North American colleges and universities, the most important professional review is that conducted for the award of tenure (that is, the life-time

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DIALOG VI

Dissertations Initiative for the Advancement of Limnology and Oceanography

Program for Recent Ph.D. Recipients across the Aquatic Sciences and Related Disciplines

The DIALOG goal is to catalyze interactions and understanding across the aquatic sciences. Recent PhDs are targeted to introduce new graduates to the community, forge lasting collegial bonds across peer groups and foster early career development.

Ph.D. DISSERTATION REGISTRY

The registry encompasses *all* aquatic science disciplines. Dissertation abstracts are posted on-line in a fully searchable format, providing a concise overview of the field and highlighting individual accomplishments.

Graduates completing PhD requirements after April 1, 2003 are invited to register. Citations submitted within 3 months of PhD will be published in the *L&O Bulletin*. Participants will receive an abstract book, peer directory and a demographic report on their 2-year cohort.

ELECTRONIC COMMUNICATION

Once registered with DIALOG, graduates are placed on an e-mail list to foster cross-institutional communication and distribute job and other information. Anyone may submit job and other announcements for posting. Submissions should be sent to dialog@whitman.edu. Brief summaries

**Submit job and other
announcements to
dialog@whitman.edu**

are encouraged, with web addresses for details. Please do not send attachments.

SYMPOSIUM

"I suspect that, in years to come, the familiarity with distant specialties and connection to the top young scientists in diverse fields will greatly impact my own research and teaching."

Past DIALOG participant

The DIALOG symposia catalyze early career development with a focus on interdisciplinary understanding and peer networking across the full spectrum of aquatic sciences.

DIALOG VI will bring together 40 recent grads from around the world. Both oral and poster sessions will be used to relate each participant's dissertation research and current interests. Working groups will discuss emerging aquatic-science research, education, career and societal issues. Agency representatives will describe interdisciplinary and international aquatic science research opportunities. While the format is intense, there will be time for informal as well as formal interactions. Past participants agree this opportunity for information exchange and developing an international peer network should not be missed:

"I am positive that my perspective of science was changed by this meeting. It has already proven to be a milestone in my career."

"This is exactly the sort of thing we need to bring the newest generation of aquatic scientists together."

Symposium Eligibility

DIALOG VI is open to
PhDs completed

April 1, 2002 - March 31, 2004

in any subject *within* or *relevant* to the biologically oriented aquatic sciences. Selection will favor applicants who plan to engage in interdisciplinary aquatic science research. Graduates from all nations are eligible. A committee will select 40 participants based on the application materials submitted. Travel subsidies are available.

SYMPOSIUM Dates & Location

Oct. 30 - Nov. 6, 2004
Dauphin Island Sea Lab
Application Deadline

May 1, 2004

HOW TO PARTICIPATE

Abstract Registration Forms

•
Symposium
Application Instructions

•
PhD Dissertation Registry

<http://aslo.org/phd.html>

Questions

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DIALOG is sponsored by the *American Society of Limnology and Oceanography (ASLO)* and *Whitman College*. Co-sponsoring societies: *American Geophysical Union (AGU)*, *Ecological Society of America (ESA)*, *Estuarine Research Federation (ERF)*, *International Society of Limnology (SIL)*, *North American Benthological Society (NABS)*, *North American Lake Management Society (NALMS)*, *Society of Canadian Limnologists (SCL)*, *The Oceanography Society (TOS)* and *Western Society of Naturalists (WSN)*.

DIALOG VI is supported by *DOE, NSF, NASA, NOAA* and *ONR*.