Memorandum of Understanding (MoU)  
between the Association of Polar Early Career Scientists and  
the International Association of Cryospheric Sciences

1 The Parties  
The Parties to this MoU are the Association of Polar Early Career Scientists (APECS) and  
the International Association of Cryospheric Sciences (IACS).

1.1 Association of Polar Early Career Scientists  
APECS is an international and interdisciplinary organization for undergraduate and graduate  
students, postdoctoral researchers, early faculty members, educators and others with interests  
in polar regions and the cryosphere. By providing networking and career development opportu-  
nities, APECS' activities aims to:  
- raise the profile of polar research  
- develop effective leaders in education and outreach  
- stimulate interdisciplinary and international research collaborations.

APECS builds on extensive national and disciplinary networks to develop integrated research di-  
rections, meet career development needs, and communicate the urgencies of polar science to a  
worldwide audience. APECS decisions are made by an open Council and an elected Executive  
Committee. An Advisory Committee of senior polar researchers provides guidance to APECS.  
Day-to-day operations of APECS are currently supported through an international Directorate  
lead by the Director.

1.2 International Association of Cryospheric Sciences  
The International Association for Cryospheric Sciences (IACS) is the Association of the Interna-  
tional Union of Geodesy and Geophysics (IUGG) that is concerned with snow and ice science and  
provides expert advice on cryospheric issues to governmental and non-governmental organisa- 
tions. The objectives of IACS are to:  
- promote studies of all aspects of, and physical processes related to, Earth’s cryosphere  
  and that of other bodies of the solar system,  
- encourage research in the above subjects by members of the cryospheric community, na-  
tional and international institutions and programmes, and individual countries through  
collaboration and international co-ordination,  
- provide an opportunity on an international basis for discussion and publication of the  
  results of the above research,  
- promote education and public awareness on the cryosphere, and  
- facilitate the standardisation of measurement or collection of data on cryospheric sys-  
tems and of the analysis, archiving and publication of such data.

The IACS bureau consists of President, the President-elect or immediate Past-President, three  
Vice-Presidents, the Secretary General, and the Heads of the Divisions.

2 Rationale for the MoU  
The Parties share common goals of working internationally and across disciplines to increase  
our understanding of cold regions and their connections to global systems. The Parties recognize  
the importance of fostering the next generation of researchers that will be faced with increas-  
ingly critical challenges due to the impacts of climate change on these regions and their global
significance. This agreement recognizes APECS as the preeminent organization for young researchers working in the Arctic, Antarctic, and cryospheric regions that strives to provide a continuum of leadership in polar research and cryospheric sciences. This agreement is between APECS and IACS. It does not preclude the Parties agreeing to other MoUs with other programs and organizations.

3 Terms of Agreement
This MoU identifies a joint commitment to the professional development of early career polar and other cryospheric researchers and the need for a continuum of leadership in polar research and cryospheric sciences as important mutual aims of all Parties. Examples of activities through which this joint commitment may be pursued include, but are not limited to:

- Working together to ensure representation of early career researchers in all aspects of the Parties respective organizations, including but not limited to, conference attendance and participation in business, strategy, planning, and other meetings and activities;
- Including IACSmembers in APECS activities like the Virtual Poster Sessions and/or Career Development Workshops and Panels;
- Fostering mutual communication in the form of announcements, members updates, newsletters, and other communications of interest;
- Disseminating information, endorsing, and/or supporting activities, projects, requests for participation, etc.;
- Inviting representatives of IACS to serve as members of the APECS Advisory Committee to offer assistance and guidance;
- Making APECS members available to IACS as representatives for early career perspectives on various committees or initiatives.

4 Financial Implications of the Agreement
Parties to this Agreement will continue to be responsible for the costs of their own activities, but this does not preclude one party meeting or contributing to the occasional or ongoing costs of another if they so wish. Actual financial contributions to the activities and other implications of this MoU will be considered and agreed to by representatives of the Parties as they arise, and may be changed in accordance with the Parties requirements without any effect on the substance of this Agreement.

5 Duration, Revision and Termination of this MoU
This MoU remains in force for 5 years, at which time it will be reviewed for possible extension. No action by any of the parties will result in the cancellation of this MoU. The MoU may be revised at any time by mutual agreement between the Parties. Any of the parties may propose alterations to the MoU. Parties wishing to withdraw from this agreement should do so by a formal letter signed by the President and/or head organizational manager (i.e. Director, Executive Secretary or Secretary General, etc.) of their respective organization.

Signed

[Signature]
Jenny Daeseeman
Director, APECS

[Signature]
Ian Allison
President, IACS

Date: 23/9/11

23/09/2011