

Executive Council of the Waterbird Society
3 October 2006
Veracruz, Mexico

In attendance: Francie Cuthbert (President), Chip Weseloh (Councilor; Chair Future Meetings), Clay Green (Councilor; incoming Secretary), Emil Urban (Councilor, Chair Finance Committee), Jennifer Stucker (incoming Councilor), Kathy Parsons (Acting Secretary, Chair Conservation Committee), Dave Shealer (Vice President, Chair Distinguished Service Committee), Jeff Spendelow (Chair Nominating Committee), Betty Anne Schreiber (past President), Garry Donaldson (councilor), Susan Elbin (councilor), Scott Hall (councilor), Peter Frederick (past President), Jennifer Arnold (councilor)

Observer: Gary Schenk

Coming later: Keith Hobson (Editor), Xavier Ruis (incoming Councilor), Ricardo Zambona (incoming Councilor)

Absent: Chris Custer (Treasurer)

The meeting was called to order and members welcomed by the President at 0903.

Reviewed agenda: Dave and Francie to report on Presidents' Summit held the day before; report to occur before Committee Reports; Jeff asked for introductions; Peter moved to adopt agenda; Dave seconded; **all approved.**

Introductions:

Approval of 2005 minutes:

Portland meeting—BA moved to accept; Peter seconded, no discussion, **all approved.**

Jekyll Island meeting—question about whether Contract and Financial Procedures Committee task started; BA reports that this task was started and Don McCrimmon sent material to Francie; BA moved to accept; Peter seconded; no discussion; **all approved.**

Business meeting minutes—no need to approve; would be done by entire membership; should be posted on website; Dave: we should approve business meeting minutes; will put copies of minutes at Society membership table and place on agenda.

Secretary's Report—Kathy: reported activities of secretary including drafting minutes, assembling annual mailing, elaborating bylaws changes; BA asked for copies of updated bylaws; Francie reported that new bylaws will be posted on website also; no approval of secretary's report needed.

Nominating Committee report—Jeff: reported that this year's task of creating slate for election much easier than last year; 20 more responses on ballots than on bylaws (118) were submitted; Clay was elected secretary; Jennifer, Xavier, and Ricardo were elected Councilor; will need to come up with new councilors and president elect for next election; committee will meet at the NAOC to come up with new slate.

New Business—

2006 meeting update—BA: 1700 people registered for meeting; 1200 abstracts; huge ornithological meeting; WS has a table for providing information, recruiting new members and selling back issues of journal; Susan is coordinating signups to man the table; there are 10 complete sets of 2005 to give to new members; also supplements; in addition, new brochures are available; details of location and hours of operation provided; Susan and membership committee have had the society brochure translated into Spanish; Jeff, Francie and students generated poster with top ten reasons to join society; BA put in a lot of effort to have the meeting organized to benefit society members; waterbird papers grouped and in one room; the council agreed this was good for cohesion of society and focus; Peter: recommended the council hold an email discussion after the meeting to evaluate how the meeting went; need to consider whether it is worth meeting with NAOC; also recommended we bring this up at the business meeting get

membership input; very few Americans attended the IOC meeting; it was recommended that a Spanish speaker help man the society's information table; Emil thought it very important for the WS to be at NAOC meeting, WS needs the publicity and to be a player; reception for WS will be before, during and after business meeting 530-730 Friday Olmeca 5

Officers' Reports—

Financial—Emil updated the council and referred to a financial report; the economy has been reasonable although a recession and possible inflation may be on tap in 2007; investments—stocks have increased; bonds have stayed the same or decreased; I. Nisbet provided an additional \$5K; J. Kushlan provided an additional \$10K for respective funds; \$6K profits from Jekyll meeting placed in new market index fund; Kushlan fund split into federal money market fund (to be used this year) and index fund \$5K each; funds withdrawn for awards this year; endowment fund almost at \$100,000 (five year average); council needs to start considering what to do with 4.5% interest that we'll be able to spend soon; the financial committee is not to make recommendations on this—rather, the council should; Emil also reported the need to plan for investment of upcoming Nisbet and Kushlan funds if they continue to receive contributions; consider ratio of bonds to stocks; operating budget is \$7K in black; recommend payment of liability insurance go back in operating budget not out of endowment; also some interest in having some funds help councilors attend meetings when they have no institutional support (not unanimous however); Discussion—Francie: recommendation to consider what to do with \$4500 is an important task; BA: increase journal pages; Peter: need to speak about this in terms of overall budget; Peter: need to develop an investment strategy once we get to \$100,000, question is should we make this grow or make it yield?; BA: 45% in conservative in bonds and rest in relatively conservative stocks good for nonprofits; Emil: BA, Francie, Shannon Bouton all have good access to knowledge about financial investments; BA: policy on 4.5% is based on a growth strategy; Emil: waterbird manual contains information about financial policy on WS, rationale etc, function of committee; BA: liability insurance should be shifted back to operating budget now that we're in the black (cost is about \$2800); BA: will investigate whether this cost can be reduced; Peter: rationale for paying for insurance out of endowment is because the endowment would be the object of a suit; Chris has paperwork on insurance policy; BA: question about paying for officers/councilors travel when they're retired or without institutional support (Francine); Peter: opposed—a Pandora's box, will require lots of administration; this is a volunteer society; Dave: also opposed; Francie: most officers and councilors have to at least partially support themselves at some meetings; Peter: asked Francie to delay discussion of shifting insurance cost until after budget discussion;

Treasurer's Report—Current 2006 budget--Dave for Chris: referred to report and tables sent to councilors; projection of surplus of \$7K for this year; decline in back issues sales possible due to JSTOR; back issues create storage costs (about \$700); Chris suggested we move those issues—send to under-represented countries; Chris volunteered to do this; can ask Mercedes Foster and Malcolm Coulter for additional ideas; we may want to keep 10 volumes for archival purposes; JSTOR has 2 year lag; Peter: is there any reason to keep our archival copies?, libraries do that better than we can; Roger Clapp is our archivist but does not deal with journals; Jeff: WS should have at least one archival set—Patuxent or Van Tyne (UMichigan) library; Francie will explore and Garry will also ask at Environment Canada; JSTOR has two archival copies; Francie: how long should we hang onto copies for replacements; Dave: 2 years; Peter: pulp overage issues after 2 years, does this change our run?; first question is to deal with back issues—ask publications committee to make recommendation that we agree to get rid of back issues and charge president to figure out how to get rid of back issues (underserved countries, archival copies, etc); table this discussion until after budget discussion; reduced editor expenses and revenues from BIOONE; surplus check from BIOONE; also increase in page charges; are projected to be \$7K ahead for the year; BA: checking account balance not accounted for in budget—at end of last year checking account had \$30,000 roughly; will check with Chris at lunch; Peter: lots of good news in budget; BIOONE much better than expected although now Dave thinks that we may have peaked in income; also page charges have been good, better than predicted; Peter: question on credit card fees from membership renewals, etc shown as income (negative) to separate from credit card expenses associated with meetings; currently about \$6K+ in black; projection about \$10K in black due to upcoming page charges; BA: changes in future may come about due to changes in membership (electronic vs conventional); Dave: journal editor

expenses considerably less than previously although may not continue indefinitely; Keith may need to be compensated in future; Chris: endowments should pay for insurance rather than having operating budget do so; need to approve treasurer's report for 2006; cash and money market accounts \$55,000; Chris: recommends leaving this cash available in anticipation on possible upcoming editor costs (Keith may need paid student assistant); BA: do need some money in cash account but we don't have a good idea of cash flow, should invest some of this cash don't need more than 50% of operating budget on hand in cash; Peter: can approve budget as reported (Keith Hobson arrived); then deal with what to do with cash reserve in discussion of 2007 budget; Jennifer: move to approve Treasurer's report for 2006; Peter seconded; discussion—BA: will get a year-end report by January; all **approved**; Jeff: cash flow looks like dues etc forwarded from OSNA on monthly basis.

2007 proposed budget—Dave for Chris: projecting to be in black but big unknown is new dues structure and electronic option; thinking that students will go electronic and traditionalists will stay with paper; page charges unknown but conservatively estimated; publishing costs—possibility of switching from Painter to Allen Press; journal editor expenses may be higher; mailing costs are about \$1000 (materials); Peter: editor expenses are less due to no overlap in two editors; Keith: has hired someone to help about 4hr a week; much more time required than estimated previously; using associate editors; manuscript submission rate is very high; 10 associate editors; not anticipating increased costs at this time; John had high expenses with mailing; Keith less and more reliance on electronic correspondence; ways to streamline review process (Rapid Review) but may be on the order of \$5-10K; Peter: address question of insurance here; want to see endowment grow, cost of insurance should come out of operating budget; BA: should we put award line item in 2007, would be very nice to give an award in Barcelona (up to \$1500 in travel expenses-Barcelona may be more like \$3000); award is a plaque and travel expenses; BA: move to put in \$3000; David seconded; discussion—there is uncertainty with income next year; Cooper is not doing very well with membership possibly do to electronic transition; Peter: two cushions include endowment spending and \$55K in cash; Peter: however WS is a niche society, Cooper is one of three major ornithological societies; Susan: should we put award as a line item and discuss each year how much to put in; **all approved** adding \$3K to budget for international award; Francie: issue of adding \$1200 to budget and not having it come from endowment; Peter: move all insurance expenses be paid out of the operating budget; Susan seconded; Dave read recommendation from Chris which is to keep insurance costs in endowment; Peter: want to grow endowment, don't want to take expense out of a growth account when we have cash on hand; BA: insurance protects all of us including endowment—an operating expense; discussion about proxies; **motion passed** (with one proxy vote opposed). Peter: recommend we approve budget as presented but have follow-on conversation about cash on hand when Chris can participate; BA: check with other societies to see what is their policy, would be good to have better idea about cash flow (took break at 1115); Dave: move that we table vote on 2007 budget until after discussion of item 9; Kathy: second; discussion—Peter: can amend approved budget as we go through the committee reports, also need to consider what to do about money market cash (Ricardo arrives); **motion failed**; Peter: moved to approve the 2007 budget with two amendments; Chip second; discussion—Dave reminded about having extra \$500 in mailing costs; Clay agreed good idea to have buffer, doesn't know if department will cover cost; Dave: moved to amend the motion on the table to include \$500 for mailing costs; Kathy: second; discussion; **motion to amend passed**; motion to approve budget with three amendments **passed**.

Resumed after lunch. (Peter went off to speak with Chris)

Editor's Report—Keith: referred to report; 3rd issue of Volume 29 being mailed now; 4th issue almost completed; no shortage of submissions; international popularity very high; 151 ms to date submitted which means a high rejection rate; special publications on Wood Storks is in the offing possibly looking at a spring publication, all reviewed; a number of associate editors assisting—Keith is looking for more associate editors; a number of papers contributed to Waterbirds are important but not hard science, regional data coming forward for the first time; potential for having a website that would publish these electronically, would be peer-reviewed; not necessarily a full-blown journal but a home for population studies (status, distribution); Jeff: ESA publishes "data papers"; BA: does Ibis have an on-line journal?; Keith: an idea that might be developed over time, a service the WS could provide to international authors and audiences; Emil: identified a big void in getting information from Africa; Keith: a few papers from

South Africa, many papers from China; there are services that clean up papers for English-language journals; WS does not provide PDF files (most other bird journals don't also; JFO and Behavioural Ecology does); Keith: some authors asking for PDFs; Painter has to generate computer files for BLOONE and offered to do PDFs and we could pursue that; need new book review editor (about 2 contributions a year); Keith: trying to maintain a balance of cutting edge, and useful solid papers, and then figuring out regional, population studies; Francie: about 75% rejection rate—don't know what rate has been in the past; Jeff: a seasonality to ms submission rate (fall, winter); Francie: will Keith investigate Rapid Review options, PDF issue will be reviewed later by publications committee; Peter: how does our rejection rate compare—similar to Auk's, wondered about citation rates—Keith will look into this; Dave: idea of 5th volume per year that is just population—however, Keith reminds about cost and also less reach; Peter: web-based site could unleash flood of information; Keith: an alternate home, not easy quick acceptance, use associate editors; Keith: what is the role of the journal in terms of those kinds of submissions; Jeff: wondered about turnaround time; Keith: high variance now, had many ms in the can for this year (had already been accepted), hard to meet John's turnaround time but still better than many other journals, Auk now accepting ms for 2008; Francie: how can we move on this idea of on-line journal for publications; Clay: publications committee, Jennifer, Jennifer, Dave, Clay, Francie to look into this; Chip: move to accept editor's report; Jennifer A. second; **all approved**.

Future Meetings—Chip: meetings on the docket, Barcelona (thanks to Xavier), South Padre Is (Clay); refers to report; for 2009 would like to move back to northeast, perhaps Maine; Xavier: Barcelona meeting (budget handout for meeting) and presentation; dates: proposing week of 29 Oct (Nov 1 is a holiday); council meeting on 30th; Barcelona University; wide range of hotels within walking distance; registration will not cover all of expenses of meeting (about 10% shortfall) but other sources of revenue possible; confident to have expenses covered and have profit for the society; local committee named; symposia suggestions (ricefields, phylogeny and seabirds, marine IBAs, eggs, feather, droppings as indicators, assessing pollutant effects in waterbirds: new tools, Mediterranean waterbirds); price for registration (see handout); English only conference; Emil: wondered about range of hotel costs for students and about publicity for meeting to attract Europeans; Xavier: will be working to attract broad audience; Peter: are we competing with other European meetings?; Xavier: meeting of European ornithological society in August; four-day meeting; one of big expenses is for coffee breaks and socials; Peter: very important to support students and often highly fundable from outside organizations/agencies; have money from last year's silent auction to help with student travel; could reduce costs by having a three-day meeting which is our custom; Peter: asked about having lunch included in cost and keep meeting together; Chip: \$35,000 covers 8 coffee breaks and 2 evening socials; a field trip could be scheduled for the national holiday (Nov 1); Chip: move that 4-day meeting (3 days talks, 1 field trip); council meeting on Tue; Clay: second; discussion—**all approved**. Meeting for 2008—Clay: referred to report, South Padre Is, TX; local committee named; has put out RFPs to local hotels; haven't met in TX since 1982 or 1983; there is a TX waterbird society that is not active in our WS; top birding destination; also can engage our Mexican counterparts—Rio Grande joint venture; late end of hurricane season; several dates possible late Oct early Nov; getting shuttle rates for nearest airport (Southwest, Continental); wide range of accommodations also available (pertinent to student participation); 2-3 plenary sessions; social events—breakfast and lunch to be included in registration; social ice breaker and poster social; Fri night social would be additional; banquet will be included; price range for registration \$210-\$260 regular, less for students; lots of field trip options; external support—being investigated; Clay's department supporting with personnel, web services, vans, etc, av support; possible conflict with TWS meeting; Peter: moves to approve plans for 2008 meeting on South Padre Is; Chip second; **all approved**. (took a break)

Peter: report from Chris on \$55K in cash (money market)—a build up over many years and a habit to be careful because of some nasty surprises that have sprung up; no specific justification; some of this money could go to short-term needs (none proposed at this time); bare minimum for cash flow would be \$20K; upcoming expenses—none anticipated to be \$55K; although we do know of \$15K in upcoming expenses; meeting revenues \$3000 should go into endowment; \$2750 earmarked for student travel—from Jekyll and Portland meetings; have about \$1230 left after expenses that could go toward student travel in Barcelona meeting. Will revisit the budget after getting through more committee reports (Website; publications; osna; awards)

Summit report—Dave: all ornithological societies presidents and vice presidents; called by Jim Kushlan; objective is to increase lines of communication; share problem solving; counter decline in membership in ornithological societies; Cooper has really declined; Wilson has lost 500 members; AOU slight decline; niche societies (WS, Raptor Research) bucking the trend; another issue of competing among societies for members; electronic publishing means young professionals of today are not joiners; suggested conjoining into a super organization—federation; proposal to recommit to NAOC (baby step), next one is proposed for 2011 (instead of 2010 when IOC meets); would like to get vote from all councils to see if this is acceptable; Peter: not necessarily good for us to have these out of sync; Dave: good idea to get feedback from membership, but hard to get objective information on that from people who came to this meeting; Susan: send out email questionnaire by membership committee; Peter: difficult to do this and don't want to "bother" membership; Jeff: would rather be with a poorly-attended WS only meeting; Francie: will not get response from council, will get response from membership at business meeting; Francie: will get straw vote from council; Jennifer: we may be meeting with international seabird meeting in Vancouver in 2010; Do we support having the IOC and NAOC in the same year? **6 in favor, 6 opposed**. Would we as a society participate formally the NAOC in 2011? **14 in favor**.

Budget discussion continued: BA: move that WS remove \$40K from operating cash to endowment and leave \$20K in cash; Jennifer second; discussion; BA withdraws motion; BA: move that maintain \$20K in cash accounts and remove remainder of cash amounts to endowment; second?; \$15K in upcoming expenses will be covered by \$20K and then membership income will be in; Dave in favor of leaving more cash; Peter: Chris says we need only \$20K; Dave opposed, all others in favor; **passes**; Peter: this is a landmark for the society—we've never been able to spend interest from our endowment; Peter: Emil recommended we begin thinking about how to use interest income to grow society and/or greater fulfill our mission; Francie: will appoint a committee to think about this.

Publications—Clay: referred to report; electronic access available in January; also, new dues structure in place; notice to members about electronic availability; should be relatively painless, work through Schneider Group; Clay leaving Publications Committee; \$12K income from BIOONE in 2006 compared to \$8K in 2005; have worked out details on special issues; Jennifer Wheeler attended BIOONE partners meeting in DC; BIOONE continues to expand number of journals and markets in Asia and Europe; hits on BIOONE continue to rise; Jeff: how does citation index and BIOONE hits compare?; Rob Bennetts contacted Keith about poor quality graphics on BIOONE; was a scanning issue; resolved very quickly; PDF(electronic version) conversion promised in 30 days to improve turnaround by Painter; not currently offering free reprints; an issue for a few people; currently not getting PDFs from Painters for authors; Peter: unless we find that we're in the minority in not providing PDFs recommends staying with current process; Clay: BIOONE has access to ms tracking service, new publications committee should look into this option and a couple of other ones; Clay: has not pursued the advertising options proposed by Chip at last meeting; Clay wants to step down—a fairly busy position; many of recommendations made by Jennifer Wheeler in her report, the Publications Committee is already doing re BIOONE; looking to the council for recommendations for a new Publications Committee chair; need a very open relationship with Keith as editor; Jeff: new council members might be able to help; Ricardo is potentially interested.

Membership—Susan: (new handout) referred to report; good energetic committee; WS membership is at a high; need to get a better handle on how many are leaving and how many are joining; Peter: would like to know what our retention rate of new members acquired at meetings is, if we are not retaining them, then we would want to hold meetings where we can harvest new members, if we are retaining them, it would be great to know who and why; don't know what exchange members are; institutional memberships down due to BIOONE; Peter: are we providing an incentive to institutions and a question for the Publications Committee is who are we reaching? Who is our audience? Peter: our niche in this may be smaller institutions that can't afford BIOONE bundle (pretty expensive)—need to look out for these; Jeff: need to get more members from Asia and other emerging areas; Clay: student memberships have increased—a new priority could be to focus on our student members; Peter: next year we can capitalize on European members; Francie: what would it cost us to make journal available electronically to members in developing countries with a very low membership fee?; network through NGOs eg birdlife partners

Conservation—Kathy: referred to report; noted issues related to advocacy and hoping Jennifer to help with new position at ABC; provided information on Rice and Waterbirds Working Group which is planning to host a symposium at the Barcelona meeting and publish a proceedings.

International Awards—Francie for Malcolm: Murphy award was given to Ian Nisbet; we are trying to have an awardee at Barcelona meeting; Malcolm continues to work on administrative issues of committee; Kathy: recommends changing the name of the committee (e.g. Lifetime Achievement Award); a report is available from the committee

Student Awards—Francie for Linda: referred to report which has some errors; giving no awards at this meeting—will save money for Barcelona meeting; need to put information on student awards on WS website; new duty for secretary is to post results on website

Research Award—Francie for Mike: made awards this year; an issue for this committee is there was very little competition for the awards; recommendation that WS ensure that awards are well-advertised

Distinguished Service Award—Dave: no award this year due to NAOC; anticipating an award in Barcelona

Bylaws Committee—Kathy for Bruce: council identified the need for clarification on proxy issue in Executive Council voting article; Kathy will transmit request for clarification to Bruce.

Website—Francie for Alex: now paying about \$150 per year to use Biodiversity Institute website; Alex is responsive but website needs updating; needs link to Ornithological Council; need link to OC fact sheet on avian influenza; Peter: put link to OSNA bird jobs for students; also to Pacific Seabird Group jobs announcements; need better work on research awards; need an annual update for the website and make part of report of each committee and officer; Kathy: need a website committee (Alex, Jennifer A., Clay, Francie, Susan); Audubon has a new waterbirds website

Development—Jennifer: not very active this year; hoping to do development at a couple of levels; ads for encouraging people to bequeath; want to use webpage; also looking at a new brochure; need a membership committee representative on this committee

OSNA—Francie: referred to report; possibility of having a reduced rate for retired members; also OSNA would like us to encourage members to shift to electronic bulletin rather than paper; a new flock coming out soon; up and running—serving us well at this point

Ornithological Council—Jeff and Susan: annual report prepared in July; referred to report; gave history and structure of OC for benefit of new councilors; highlighted work in helping to improve banding lab operation; WS contributes \$500 to OC has been the same for 12 years, at bottom of hierarchy in terms of contributions; Susan: believes we should reconsider amount perhaps increasing by \$1000; Chris by proxy: also believes can afford up to \$1500; Peter: moves to amend this year's budget to increase OC contribution by \$1000 to \$1500; Jennifer second; **all approved**.

Other new business—

More expenditure approvals—none proposed

Chip: regional waterbird working groups active in NA; would like to see if WS can maintain a registry on the website—working group and contact. Chip encouraged to do this. Also, in Europe and other areas of globe.

Peter: motion to adjourn; Dave second; **all approved** at 515pm.