

24 September 2013 – Wilhelmshaven, Germany

Waterbird Society – Executive Council

Present – Kathy Parsons, Felipe Chavez-Ramirez, Susan Elbin, Nellie Tsipoura, Dave Moore, Dave Shealer, Stephanie Jones, Peter Becker, Chris Custer, Ted Simons, John Anderson, Jeff Spendelow, Jan van der Winden, Jennifer Arnold, Clay Green

Meeting called to order at 0906

Kathy Parsons – welcome to everybody, thanked Peter for his work. Introductions, thanked Jorge Correa-Sandoval, Felipe Chavez-Ramirez, and Nellie Tsipoura as outgoing council members

Kathy Parson - Moment of silence and read biography from David Duffy for Malcolm Coulter

Approval of Council Agenda

- Move Archives Committee report ahead of Bylaws report
- Motion to approve agenda, Dave Shealer, Stephanie Jones seconded, motion passed

Minutes from previous meeting (NAOC, Vancouver 2012)

- Motion to approve minutes, Chris Custer moved, Jennifer Arnold seconded, Motion passed

Council discussion about Skype conference abilities, Kathy Parsons asked Clay Green to investigate this further for next year

Report on current meeting from Peter Becker

- 305 attendees roughly, 6 plenaries, roughly 85 papers, 40 posters; 18 orals and 15 posters by students

Kathy Parsons asked Clay Green to coordinate with Peter Becker so the society can send out "thank yous" to local committee

## Editor's Report from Stephanie Jones

- Marine Ornithology asked about splitting our submissions taxonomically, Jennifer Arnold expressed concern about this and that Waterbirds should remain broad taxonomically. Kathy Parsons asked for general consensus and board agreed to keep journal taxonomically broad and not parcel species between two journals.
- Stephanie Jones asked about including passerines, etc. in potential submissions to journal. Kathy Parsons said it is board's decision on being broad but leave it up to Editor on case by case issue. Need to come to agreement and provide guidance on website, essentially when aquatic habitats are an essential (significant) component of species life cycle. Jeff Spendelow recommended we assign this to Publications Committee to come up with definition (guidance) for this. **Action Item: Publications Committee and Stephanie Jones to work on policy for this.**
- September issue has been mailed, December issue coming together
- Submission rate is down, 71 submissions as of today's meeting. Quality of submissions is concern if we have to publish articles that normally we wouldn't publish, but because of the reduced submission rate. Felipe Chavez mentioned that JFO has committee to help English in manuscripts from non-English submissions. Chris Custer recommended council and others volunteer to look at papers before review, Felipe Chavez said that recruiting people that understand culture of authors will help in translation (and understanding) of papers
- Chris Custer sends e-mail to authors who published waterbird research in other journals, asked them to consider Waterbirds next time. Council has good discussion about ways to encourage journal submissions. **Action Item: Kathy Parsons asked Stephanie Jones and Publications committee to explore new ways to attract submissions**
- Stephanie Jones discussed Loon special issue, delayed until next year, but is coming along and could be out Spring 2014. Kathy Parsons recommended we encourage special issues from symposia, etc. **Action Item: Publications committee come up with ideas to encourage and promote special issues**
- Stephanie Jones has a wonderful Editorial Board and is working with the Publications committee. Stephanie Jones might be meeting with JFO, Wilson at their 2014 joint meeting to discuss journal issues that they all share, discuss ideas to increase submission rates. Felipe Chavez mentioned Mexican Ph.D. students are required to

publish, Waterbirds could be useful outlet if we could assist with non-native speakers. Stephanie Jones has recommended the JFO service, some individuals and companies, as well as Editorial Board members for assistance with non-English manuscripts.

- Stephanie Jones discussed having Facebook page, publishing TOC and perhaps the editor's choice available as a free pdf on Facebook. **Action Item: Kathy Parsons asked Outreach and Publications committees to work together and come back with proposal for using Facebook.** Jennifer Arnold recommended sending out editor's choice paper via e-mail versus Facebook, but Stephanie Jones mentioned that it is on the OE page.

#### Future Meetings – Susan Elbin (for Chip Weseloh)

- Update from Felipe Chavez on Baja (November 5-8, 2014), Felipe Chavez requested feedback on field trips, pre and post, do we want these? Chris Custer asked if there are companies that already provide this? No currently scheduled field trip day in between meeting dates but it is an option. Jennifer Arnold, Jeff Spendelow, Stephanie Jones, etc all encouraged mid-meeting field trip break, allow for better interactions, student-professional interaction, etc. Felipe Chavez asked about registration of meetings, right now will be done thru local committee
- Chris Custer mentioned Maine hosting offered registration services, but more than we expected, ~\$3500. Chris Custer discussed having council person that could aid local committee on abstract, registration, etc. Idea of having Current Meeting committee, composed of previous meeting local chairs
- Kathy Parsons asked Felipe Chavez about symposia, plenaries, etc. Felipe Chavez said they are still working out suggestions
- John Anderson gave report on Maine 2015 (Bar Harbor). College of the Atlantic would be meeting locale, house people in dorms (~150), use of dining hall, lecture hall could house 300 plus breakout rooms. Planning some field trips, gave brief background on Bar Harbor. President of COA very supportive of meeting. John Anderson mentioned plan to have field trip break in between meeting days. Jeff Spendelow asked about availability of rooms in town, camping option, former military base. Ted Simons and Stephanie Jones asked about sufficient lecture hall size, John Anderson felt it was sufficient.
- Time period for Maine 2015 – best time for John Anderson and local committee would be 11-15 August 2015. Meeting Tuesday-Saturday. This is only time frame that could work for John Anderson and COA. Kathy Parsons asked council for straw vote to give

John Anderson go ahead for full proposal. Jeff Spendelow asked about other date possibilities, John Anderson stated that 11-15 August is best, one week later would be doable but lose food services, would have to cater, drive up costs

- Council voiced support for dates and proposal, Stephanie Jones made motion, Felipe Chavez seconded, Motion passed to support full proposal from John Anderson for Maine 2015

- Susan Elbin discussed 2016, possibilities to meet in Borneo, do we want to have two meetings that year. Meet with NAOC in DC as official meeting, also offer to meet with SCO in Caribbean, but meeting is in July. Nellie Tsipoura asked about how hard for Asian members to get to Borneo. Iain Taylor can offer support for meeting. Chris Custer mentioned meeting in Borneo as second meeting, first meeting as NAOC. Concerns about meeting with NAOC, Jeff Spendelow would like us to meet more with seabird groups versus NAOC groups. Dave Shealer recommended Iain Taylor serve as local host/chair, otherwise meeting would be hard to pull off if no local committee. Felipe Chavez encouraged us to consider Caribbean. Kathy Parsons asked how do we want to deliver our mission thru our meetings? This will influence where we go for our meetings. Jeff Spendelow asked about meeting with PSG, but PSG is non-negotiable on meeting time. Kathy Parsons wants future meetings committee to come back to council for current committee idea, also do we investigate about aiding local committees, etc. Susan Elbin asked how committed are we to time frame, Felipe Chavez says we should be flexible to assist local committee. Jan van der Winden mentioned Ukraine Academy of Science was interested in meeting as well. Action Item: Kathy Parsons asked Chris Custer, Nellie Tsipoura, Susan Elbin and Felipe Chavez-Ramirez to look at software, registration, abstracts, etc, also whether we should work with other groups, PSG, AMOY WG, etc?

#### Membership Committee Report

- Membership worked on wording of emeritus category, waiting on voting results.
- Membership is declining, committee inquired lapsed members, reasons why. Some lapsed members because forgot, some member because attended meeting previous year. Chris Custer said that people less likely to join because of electronic access, we also did not get any new members from NAOC. Dave Moore asked about library subscriptions, Chris Custer said didn't necessarily figure into membership decline. John Anderson said that we need to think hard about meetings and relationship to membership. We lose members from NAOC, in the sense we don't get new members.

Dave Shealer expressed concern about turnover, affects things like recruitment of members to serve on council. Jennifer Arnold recommended we look at other areas that we do well, like Europe, versus areas that we don't keep members. Satellite meetings may be good idea (Chris Custer) to consider, similar to TWS chapter meetings.

- Kathy Parsons asked about responses from lapsed members? How many members did renew once contacted, did our effort pay off? Brian Palestis requested looking into larger discount for online rate. Chris Custer felt that we should keep online rate as is. Stephanie Jones asked about increasing page charge disparity between members and non-members, but need to be careful so doesn't make harder for Chris Custer to collect page charges.
- Chris Custer already said page charges has differential (\$10), but probably won't be breaking point for membership increase
- Ted Simons said that imprinting of students by professionals, by our society can have strong impact on long term bond with students and continuing with society. Many of us on council were imprinted when young. Jennifer Arnold asked where do we lose members, Kathy Parsons asked what is necessary, having loyal continuous membership or turnover is acceptable (members gained thru meetings). **Action Item: Kathy Parsons requested information from committee on turnover, where it is occurring, impact on membership numbers. Figure out where our loyal base is?** John Anderson stated that meetings like Borneo may be part of the problem, affect our membership, especially bringing in students.

#### Treasurer Report from Chris Custer

- Chris Custer reported in excellent financial shape, revenue stream is increasing. Three main revenue sources (membership, BioOne, page charges). BioOne keeps going up (~46k), JSTOR remains static (archived journals), page charge revenues going up, but could be problematic in future as budget cuts could affect ability to pay charges
- Expenses relatively stable, EO Painter has been good about costs of journal/mail
- Chris Custer reported on track for 20-30K surplus for end of 2013, still have back issue sales (about \$1200 year)
- NAOC and Maryland auction money, funded student travel to Germany \$3600

- Ted Simons asked about BioOne, Chris Custer said formula is related to number of pages and number of hits. Ted Simons asked if special issues benefit us and how they relate to BioOne. Kathy Parsons asked if BioOne could change page rate per hit, could we hit a threshold of funds from BioOne?
- Kathy Parsons asked for official vote to approve report, this serves as July treasurer (6 month) report. Dave Shealer motioned, Susan Elbin seconded, motion approved

Kathy Parsons asked for council approval of Publications, Membership, and Future Meeting reports. Jennifer Arnold motioned, Felipe Chavez seconded, Motion passed.

#### Secretary's Report from Clay Green

- Clay Green gave Secretary's Report, reviewed motions that were voted on electronically since last Council Meeting. Chris Custer asked about better clarification on e-mails as to when we are discussing a motion/idea and when we schedule the vote. Stephanie Jones, Kathy Parsons asked if we could vote early or vote by proxy. Action Item: Kathy Parsons asked Secretary to look into voting by proxy, can we do this? Kathy Parsons asked about using OE forum but did we not get as much discussion. Kathy Parsons encouraged people to check the box to receive updates to OE, if not working, re-check box to receive e-mails when OE updated.

Working lunch discussion on how society delivers our mission, intersection between membership, meetings, developing leaders, etc.

- Kathy Parsons reviewed WbS mission in our bylaws, Strategic location of meetings, developing students, journal, support financially as a society, quality versus quantity of membership
- Chris Custer said people used to join society for journal, what is reason now for joining? Susan Elbin would like to see archiving so we keep our history intact
- Kathy Parsons asked how we can use this endowment surplus to address our mission, better our society, etc
- Dave Shealer expressed concern about losing senior members and retaining students, Chris Custer also discussed about focusing on major professors and their labs, Jennifer

Arnold expressed interest in focusing on tenure-track professors, would this help them get tenure? Jennifer Arnold also asked about grants, another waterbird grant? Felipe Chavez said that new grant could be more broad taxonomically. John Anderson would like more support to young professors as well, also require membership to apply for grants. Grants for students and young professionals, Nellie Tsipoura would like us to consider non-educational people as well. Chris Custer wants to make sure we contact Jim Kushlan and Ian Nisbet and make sure okay with them that we create new research grant. Ted Simons talked about job market, remember students are ultimately looking for jobs, how can we develop this (professional development workshops, mentoring workshop, etc), perhaps targeting labs, groups to come to workshops. Jennifer Arnold agreed with this, said we had expertise already present to develop/put on these workshops. Workshop could be social event tied in with Q&A. Dave Shealer expressed support for young investigator award, Jan van der Winden concurred, could be very important and contribute significantly to research project. Discussion about Young Investigator award, encourage to come to meeting to present results, Jan van der Winden expressed concern about using money but produce no results. Discussion about whether we have progress reports, offer multiple year funding. Chris recommended tracking Kushlan/Nisbet awards past winners, publication records, etc. Dave Shealer said that we have decent record of Kushlan winners. Jeff Spendelow and Jennifer Arnold want buy in from winner (PI) to engage in society. Kathy said that our grants would support our mission, does not have to be driver but could sow the seeds for continue membership with society. Nellie Tsipoura asked how much of our membership is actually involved in society. Kathy Parsons said she is pleased with current participation, encourage more engagement with members.

- Clay Green encouraged we continue to engage with students, especially established professionals in our field, Jennifer Arnold said that her involvement as a student helped her stay connected, possibility idea on committee/council. Get students more involved, especially on committees, good gauge to potentially serve on committee
- Kathy Parsons asked if used endowment to fund grant, how much is endowment working? Financial plan to use 30% of annual surplus (~\$10k), Dave Shealer asked if we can put in budget as line item to fund the Young Investigator award.
- Kathy Parsons wanted to know about members who came to WbS later, or got more involved later in career. Ted Simons said that he was active in PSG, being asked to re-engage society made a difference, want to contribute.
- Kathy Parsons wants us to define what our goals for membership are, based on analysis, students, lab heads, academics, agencies, etc (Membership Committee)

- Other working group meeting in conjunction, like AMOY, REEG, shorebird groups
  - Strategically locating meetings in academic sites, also use funds to help local committee
  - Think about NAOC and its impact on membership
  - Scientific program, how does that bring in new members, non-typical members
  - Journal, special issues, quality of pubs, bump in BioOne hits,
  - Online journal for survey and monitoring, comparisons to Heron Conservation journal
  - Dave Moore discussed basic and applied research grants, grants that fund basic monitoring, may be very helpful for developing countries to get research done.
- Dave Shealer made motion to pay up to \$5k to procure electronic meeting/registration package to be hosted on website for future meetings. Stephanie Jones seconded. Tabled motion until 2014 budget.

#### Archive Report from John Anderson

- John Anderson asked what does society want in archives
- Action Item: Dave Shealer will mail box of WbS documentation to John Anderson for archives.
- John Anderson recommends support from society to get all of this scanned, into national archive, get inventoried. Dave Shealer echoed that this is important, we have someone (John Anderson) who wants to do it, so we should do it now. Dave Shealer said he has list of what is actually archived, John Anderson plans on meeting with Roger Clapp to access archives, inventory what is there. Kathy Parsons recommends John Anderson put together a proposal for what we need to do for archiving. John Anderson would like to get oral history, photographs, etc for beginning years of society.
- Action Item: Kathy Parsons asked John Anderson for proposal for costs of archiving, and 40<sup>th</sup> anniversary meeting together



### ByLaws from Jeff Spendelow

- General Election results for ByLaws changed. 123 to 7 (council approval of chairs), 127 to 4 (approval of emeritus category), both ByLaws passed.
- Chris Custer has sent in dues changes to OSNA including emeritus change, Stephanie Jones noted that journal inside cover will need to be changed for 2014 issues

### Student Awards Committee – Jennifer Arnold (from Gail Fraser)

- 28 student travel awards, everybody funded, 26 accepted.
- Student judges have been assigned for 2013 meeting
- Jennifer Arnold asked why are students prevented from competing if they have multiple presentations, why only choose one? Dave Shealer asked if fair if we have the same student chosen for best poster and oral? Clay Green recommended we let them participate in all, and then at judging can decide if one student is best in both poster and oral
- Kathy Parsons said that it was good that we funded everybody that applied, funded more \$\$ for non-North Americans to encourage participation. Kathy Parsons asked do we lose people because we didn't provide more funds to each individual, only 2 of 28 declined award so perhaps a little is enough to coax them to attend meeting
- Action Item: Kathy Parsons asked if Student Activities committee would take on job fair idea, would also like rationale on why only allow students with multiple presentation to put one forth for judging. Poster vs oral, committee needs to come back with recommendation.

### Recognition Awards Committee – International Awards and Distinguished Service Award (Dave Shealer for Mike Erwin)

- No awards for this cycle
- Kushman-Murphy award – career in waterbird biology, Lindahl – conservation career
- Mike Erwin urged need to have these awards soon to ensure continuity of these awards

- Action Item: Kathy Parsons asked committee to put forth candidate (Intl Award) for 2014 meeting

#### Research Awards Committee (Dave Moore for John Brzorad)

- 7 for Nisbet, 20 for Kushlan (up from 20 total last year), good geographic distribution, except few from Europe (under-rep) versus from Africa, Asia
- Dwarf Olive Ibis, off equatorial Guinea (Kushlan award), Alice Francis
- Doris Guzman on Peruvian terns, Nisbet award
- Chris Custer stated that guidance was given to John Brzorad on awards, funding amount. Need to track awards, impact of awards, does this help PI?
- Action Item: Kathy Parsons wants committee to track past recipients, published results, update? Good to send this report to the donors (Nisbet and Kushlan), Also wants info on website past recipients
- John Brzorad will get with Chris Custer on funding of these awards.

#### Conservation Committee (Kathy Parsons reported on behalf of Jonathan Cohen)

- Chris Custer asked how will integration of best conservation oral/poster mix with best student oral/poster. Action Item: Kathy Parsons ask Jonathan Cohen to coordinate with student awards committee for awarding presentation. Also, need clear definition/guidelines for awarding best presentation and also best paper (within the journal). Kathy Parsons wants committee to develop proposal for new awards and work with Felipe Chavez for Conservation Symposia

#### OSNA/OE/OC - (Clay Green and Susan Elbin)

- Stephanie Jones will send Waterbirds Table of Contents to Clay Green to send to OSNA
- Clay Green reviewed OE and OC reports as well
- Susan Elbin discussed issue on BBL denying new permits, subpermittees, etc. Mixed results on whether council members have had problems with this. Discuss charging for

permits, bands. Also, blend of IACUC issues, animal right groups and pressure on BBL. Society wants OC to stay involved with BBL concerns.

#### Outreach Committee – Nellie Tsipoura

- Webpage is updated, Patty Szczys and Nellie Tsipoura keep it updated, Patty Szczys has worked on cybersecurity.
- Developed German brochure for this meeting.
- Kathy Parsons asked committee to bug people to get updates, also have committee let membership know what they need for website. Felipe Chavez asked about having a quarterly newsletter, council was concerned about workload for this
- Jan van der Winden recommended need dynamic website, provide link to website but keep it updated. Nellie Tsipoura encouraged us to use Facebook as another outlet, helps engaged society.
- Kathy Parsons asked committee to revisit goals from 2020, mentioned in 2012 meeting.

#### Nominating Committee – Dave Shealer

- Dave Shealer discussed difficulties in getting members to run for councilor, approached 10-12 people but only got 3 members to run plus write-in candidate.
- First year of electronic ballots, Erica Nol is next VP/President Elect. Brian Palestis, Peter Becker, John Brzorad elected councilors.
- Chris Custer asked about using Survey Monkey or some sort of online survey to gauge interest in participating in the society. Try this to see response, does this help recruit new candidates
- Kathy thought good for nominating committee to be broad, approach people even if not active in WbS, could become more active in society. Jeff Spendelow said we have had mixed results on this, some have been elected but not panned out
- Dave Shealer asked about policy on expectations to attend all 3 meetings, can we use technology to get them involved. Chris Custer said that if they are active within the council, committees, okay with being involved even if not able to make meetings.

Others agreed that being active in the council is most important even if unable to make meetings annually.

- Kathy Parsons asked about offsetting costs to fund councilor travel to annual meetings. Discussion about how to decide who gets what funding. Felipe Chavez said that Texas Academy of Science provided travel funds for Mexican participants in academy.
- Dave Shealer said committee looks at publications in journal, participation in society meetings, etc to try and identify candidates. Kathy Parsons said we can use model of Waterbird Conservation Council, self-select people that need funds to travel to particular site for meeting
- Action Item: Kathy Parsons requested proposal from Nominating Committee about international members on Council, how to fund travel to annual meetings, etc

Finance and Investment Committee (given by Chris Custer, from Don McCrimmon)

- Don McCrimmon is resigning as chair effective end of 2013, Jennifer Stucker recommended to serve as new Chair.
- Chris Custer has presented longer term values in our endowments in her treasurer's report
- Nellie Tsipoura asked about investments into Kushlan and Nisbet, Chris Custer stated that both invested similarly, both have same core group of funds.
- Kathy Parsons asked about our annual return from the endowment; this past year was about 7% (~20K). Discussed what we can take out of endowment, Chris Custer stated that we have 10-15k to use as discretionary funds. Have two pots of money, surplus from operating revenue and interest from general endowment of which we can pull of 3.5% from endowment annually.
- Kathy Parsons asked for vote on F&I committee report (6-month), Dave Shealer motioned, Felipe Chavez seconded, Motion passed.
- Kathy Parsons asked for motion on Jennifer Stucker as F&I Committee chair. Dave Shealer moved, Stephanie Jones seconded, Motion passed.
- WbS formally recognized our appreciation of Don McCrimmon and his efforts as chair of the F&I committee

## Funding Special Projects by Chris Custer

- Chris Custer reviewed potential “projects” that we could fund from our surplus of funds. Propose use as living document that we review annually or every 6 months to look at projects, rankings, effects on society’s missions, future, etc.
- Kathy Parsons discussed identifying line items versus special projects, Dave Shealer mentioned that proposals (new) for funding should be vetted by Council before being considered. Dave Shealer recommend we may this announcement at Business Meeting, solicit projects that could enhance society.
- Kathy Parsons would like proposals to be solicited, so all council can decide, Chris Custer recommended that proposals be decided on by Dec so we can work in 2014 budget. Kathy Parsons asked how often should be revisit these proposals, annually? Every 6-months, Chris Custer recommended that we visited this during last quarter of annual budget to address funding special projects. Susan Elbin asked if we could be flexible, yes, we can certainly consider special projects at any time if time is a factor.
- Chris Custer will draft a memo about special project solicitation, and will keep an updated special projects list. Chris Custer will send special project memo to Patty Szczys and Nellie Tsioura to get on website. Kathy Parsons requested timeline of getting proposals in by Oct to vote on by Nov/early Dec.

## 2014 Budget – Chris Custer

- Chris Custer reviewed projected expenses and revenue income
- Error in budget expense, BioOne is listed as \$200, more likely \$2,000.
- Chris Custer will adjust mailing ballot expenses to \$500 based on this year’s electronic ballots
- Jennifer Arnold made a motion that we increase our annual payment to OC to \$2,500, Nellie Tsioura seconded. Tabled motion for discussion.
- Kathy Parsons asked about line item for Recognition Award, recommend \$2k

- Discussion about student travel awards, how much to fund for Baja 2014. Felipe Chavez recommended \$4k
- Kathy Parsons asked about John Anderson's request for archive funds, Dave Shealer proposed we approve up to \$2k for John Anderson's proposal.
- Felipe Chavez asked for up to \$5k to support international professionals to travel to Baja.
- Software \$5k for meeting registration/abstract software.
- Jennifer Arnold withdrew motion to increase OC funding, Dave Shealer withdrew motion to approve changes/updates by Susan Elbin, Felipe Chavez seconded, Motion passed

Jennifer Arnold made motion to approve all the committee reports, Dave Moore seconded, Motion passed

Stephanie Jones made motion to adjourn, Nellie Tshipoura seconded. Motion passed.

Meeting adjourned at 17:05

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