

Waterbird Society Officers, Council, and Committee Chairs November 2019

Clay Green	President
Dave More	Vice President
Patty Szczys	Secretary
Chris Custer	Treasurer
Erica Nol	Past-President
Susan Elbin	Past-Past President
Andy Kasner	Editor, <i>Waterbirds</i>
Dale Gawlik	2017-2019 Councilor
Eric Mellink	2017-2019 Councilor
Sara Schweitzer	2017-2019 Councilor
Kate Sheehan	2018-2020 Councilor
Daniel Catlin	2018-2020 Councilor
Sean Murphy	2018-2020 Councilor
Kate Shlepr	2018-2019 Student Councilor
Danielle D'Auria	2019-2021 Councilor
Miyuki Mashiko	2019-2021 Councilor
Gopi Sundar	2019-2021 Councilor
Committee Chairs	
Archives Committee	John Anderson and Kate Shlepr, Co-Chairs
Bylaws Committee	Chris Custer, Jeff Spendelow, Co-Chairs
Conservation Committee	Jonathan Cohen, Chair
Diversity Committee	Susan Elbin, Liz Craig, Co-Chairs
Finance Committee	Ricardo Zambrano, Jim Fraser, Co-Chairs
Future Meetings Committee	Chip Weseloh, Susan Elbin, Co-Chairs
Membership Committee	Pat Baird, Jim Fraser, Co-Chairs
Nominating Committee	Susan Elbin, Erica Nol, Co-Chairs
Ornithological Council	Susan Elbin, Jeff Spendelow, Co-Chairs
Outreach & Communications	Amanda Moore, Nellie Tshipoura, Co-Chairs
Publications Committee	Erica Nol, Brian Palestis, Co-Chairs
Research Grants Committee	Nellie Tshipoura, Jan van der Winden, Co-Chairs
Recognition Awards Committee	Sarah Karpanty Chair
Student Activities Committee	Gail Fraser, Juliet Lamb, Co-Chairs
Recent Past Councilors	Incoming Councilors
Jim Fraser, 2016-2018	John Anderson, 2020-2022
Sandra Bouwhuis, 2016-2018	Gail Fraser, 2020-2022
Juliet Lamb, 2016-2018	Terry Master, 2020-2022
Liz Craig, 2015-2017	Caroline Poli, Student Councilor, 2020-2022
Ricardo Zambrano, 2015-2017	
Pat Baird, 2015-2017	

Agenda
Waterbird Society Council Meeting
6 November 2019
Salsibury, Maryland, USA
Henderson Boardroom- La Quinta
please note that times are approximate

08:30	Welcome and introductions	Clay Green, President
	1-Approval of Agenda	
08:45	2-2018 Mtg Minutes/Secretary Report	Patty Szczys, Secretary
09:00	3-Report on scientific program	Dave Moore
09:15	4-Nominating Committee	Susan Elbin, Erica Nol, Co-Chairs
09:30	5-Future Meetings	Chip Weseloh, Susan Elbin, Co-Chairs
10:00	6-Editor's Report/Publications	Andy Kasner, Editor
10:15	Coffee Break	
10:45	7-Archives	Kate Shlepr, John Anderson Co-Chairs
11:00	8-OC	Susan Elbin / Ellen Paul
11:30	9-Treasurer's 2019 Report	Chris Custer, Treasurer
12:00	LUNCH	
13:00	10 -Strategic Plan	Clay Green, Dave Moore, Patty Szczys
13:15	11-Bylaws	Chris Custer, Jeff Spendelow, Co-Chairs
13:30	12-Publications	Erica Nol, Brian Palestis, Co-Chairs
13:45	13-Membership	Pat Baird, Jim Fraser, Co-Chairs
14:00	14 -Recognition Awards	Sara Karpanty, Chair
14:15	15-Grants Committee	Nellie Tsipoura, Jan vd Winden, Co-Chairs
14:30	Coffee Break	
14:45	16-Student Activities	Juliet Lamb, Gail Fraser, Co-Chairs
15:15	17-Report on current meeting	Ellen Paul, Local Committee
15:20	18-Outreach & Communications	Amanda Moore, Nellie Tsipoura, Co-Chairs
15:30	19-Conservation Committee	Jonathan Cohen, Chair
15:45	20-Diversity Committee	Susan Elbin, Liz Craig, Co-Chairs
16:00	21-Finance	Ricardo Zambrano, Jim Fraser, Co-Chairs
16:15	22-Funding Special Projects, update	Chris Custer
16:30	23-Treasurer's 2020 Budget	Chris Custer, Treasurer
16:50	New Business	
17:00	Wrap-up	Clay Green, President

2018 Council Meeting Minutes 42nd Annual Meeting in Vancouver, Canada

Saturday, August 18, 2018; 8:40 Call to Order and Welcome from Clay Green, President

In attendance: Chris Custer, Clay Green, Patty Szczys, Dave Moore, Pat Baird, Susan Elbin, Jim Fraser, Dale Gawlik, Stephanie Jones, Kate Sheehan, Sean Murphy, Nellie Tsipoura, Susan Elbin, Dan Caitlin

Phone in: Eric Mellink, Ricardo Zambrano, Sara Schweitzer, Chip Weseloh

Move to approve agenda Elbin/Custer unanimous

Secretary 2017 Minutes: Amendments to 2017 Council Meeting Minutes: grants deadline
Move to approve as amended Fraser/Moore motion passes abstain 2.

Secretary Report: Four motions were made and acted on by the Council since the last council meeting in Iceland. Will amend typo for 4 not 10 motions.
Move to approve Jones/Shlepr motion passes; abstain 1.

Current Meeting: Pat Baird. Here at SFU Waterbirds sessions on level 1 and level 2. Room change: Butler Plenary will be in 109. IOC name tags are available beginning Sunday morning. IOC Expo WbS booth assignment changed and is now 235. Susan has quilt raffle tickets for Council to sell \$5 each or 5 for \$20 either CAD or USD is just fine. Drawing will be done at business meeting; must be present to win. T-shirts (first nations design) for sale Men's \$30C/\$24US Women's \$35/\$28. We have a number of speakers in the WbS sessions this weekend who are not members of WbS which presents a unique situation for the social events. 104 speakers/27 are not members. Dave Moore sent emails to them reminding them that a WbS membership is an expectation. Discussion of how to deal with this; perhaps just a \$55 charge for the banquet. Pat and Chris will make a final decision for how to implement a solution. Donations will be solicited and Chris can provide appropriate receipts. Council wishes to thank Pat Baird for organizing such a challenging meeting this year!

Scientific Report: Dave Moore. Two days with two concurrent sessions. 60 presenters plus workshops. Slightly less than usual (80-90) and no posters this year. Given the joint IOC we think this is still a good size. Rob Butler will give the plenary opening sessions tomorrow. Symposium on Waterbird energetics set for first day along with black tern conservation workshop. Two symposia hosted by WBS as part of IOC "Loss of Tidal Wetlands" and "Wetland Food Webs". Students were given the first option to Chair sessions and they filled all but one session. Council wishes to thank Dave Moore for organizing such a rich scientific program under challenging meeting conditions this year!

Editors report: Stephanie Jones. Responding to the 2017 minutes/action items: any issues expressed from working with Painter have been completely resolved. Objection to standardizing the rejection letters sent by the editor because personalizing it to each author is desirable. It is also challenging to have a standardized, hard and fast deadline for resubmitting a

revised paper; flexibility may be really important to our small journal so suggesting a 90-day deadline but that is not a hard cut-off. Discussion. Another concern was raised about rejection rates of papers from other countries. Written English language problems are not the primary reason for rejection from non-English speaking countries. Scientific merit is always the primary concern in the decision. Current Report: Impact factor is 0.94. Remember our taxonomic limitation that Ibis and similar don't face. Citation rate is directly related to number of submissions so it is hard to change quickly. Submission rate is declining but editor feels our journal is doing really well. Geographic diversity is strong. Dale Gawlik: **Perhaps invited papers could serve to increase profile and submission rate. New editor should consider using this strategy.** Review papers are the most cited papers from *Waterbirds* (see publications report) suggesting this really could be a good strategy. The editorial board should be much more involved when doing special issues. These special issues create a large amount of extra work for the editor so Associate Editor(s) should be drawn in. The journal Facebook page is tied to Stephanie and cannot be changed; Stephanie would like to continue to be administrator plus several members of the Outreach Committee. Stephanie and Sandy thank the Council for the opportunity to work with the Society and the Journal.

Action Item: Publications Committee should explore (with incoming and outgoing Editor and Editorial Board) the policy for selecting an AE for special issues.

Move to approve agenda Gawlik/Moore unanimous

Future Meetings: Chip Weseloh. Email discussion started regarding 2021 in South Africa. Stephanie: following international meetings the journal receives more higher quality papers from that region (La Paz, MX and Germany). What about NAOC 2020 participation in San Juan Puerto Rico? Extensive Discussion. Council seems to be a bit split on NAOC 2020 so: **Action Item: Clay will draft an email to the NAOC organizing committee to ask some questions about logistics for organizing ourselves within the larger meeting.** Clay and Chip have been making connections with Gulf Coast folks for the possibility of a 2020 meeting in Galveston which perhaps could be pushed to 2021. The August schedule for NAOC may be another sticking point for many members. Other locations being suggested: Buffalo, NY, Indiana, W&M in VA, Niagara, Ontario (near Detroit), Mackinaw Island, Pt. Pealy in Ontario (across from Cleveland). The most important aspect is the willingness of a local host!

Ellen Paul and Bill Bowerman called into re: 2019 in Maryland. Wednesday Nov 6 – Saturday Nov 9, 2019 in Salisbury, Maryland. Near Blackwater NWR in lower east shore. UMES host, a historically black institution. This would be the first ornithological society meeting at an HBU. 3900 biology students; Marine Estuarine and Env Sci MS/PhD plus toxicology PhD programs. Nov 6 Council meeting and evening icebreaker with three days of two simultaneous sessions. President of the University is heavily involved; the meeting is a university-sponsored event. Shared a list of formal speakers for Diversity Day from many areas of wildlife/ecology universities and agencies. High potential for NSF funding for this event. Parking for those bringing cars is no trouble- registration page will have a question about transportation so that the number of required busses can be estimated accurately. Budget should be adjusted to account for a smaller meeting. Council suggests that activities (netting, binos, something hands-

on) should be considered rather than only the lecture-style workshops suggested as outreach to students.

Discussion: Diversity Component presents an opportunity to advertise/market the Society and there should be a big push to reach out to the young and diverse demographic.

Move to approve the 2019 meeting proposal Catlin/Fraser motion passes unanimously

Discussion about the potential for a South African meeting a few years out. We are not ready to commit but there is strong interest so Council wishes to explore the possibility in the future. It could be a good opportunity for capacity-building for Waterbird biologists in Africa. Council is reminded of the model of two-meeting years as was done for Taiwan.

Archives Report: This committee is in a maintenance mode to keep archives current and up-to-date. Three projects in the works: (1) Council Meetings etc. on our website; (2) 40th Anniversary interviews: work study student has been hired to transcribe and then share with interviewee before dissemination; (3) What types of artifacts need to be preserved. Lots of communication on OE that should be maintained. Discussion about how to retain the essence of the people of the society (letters, emails, etc.) versus official documents (minutes, reports, etc.) and living committee documents (each committee has a folder of procedures, reports, etc.). Regarding demographic data of the membership; there has been some breakdown in transfer of data from OSNA, Schneider Group, etc.

Action Item: Google Drives seems to be a good option that the Council encourages committees to use in order to share and preserve living documents. Patty will share a Google folder of 2018 Meeting files as an example. Kate will email committee chairs and council once each year to ask for items appropriate for the official archives.

Conservation Report: Susan Elbin for Jonathan Cohen. The committee selected the recipient of the second "Publication Award for Outstanding Contribution to Conservation." The award is intended to recognize papers in *Waterbirds* that further our Society's mission to promote conservation based on sound science. The award went to: Schulte, S. A. and T. R. Simons. 2016. Hurricane disturbance benefits nesting American Oystercatchers (*Haematopus palliatus*) *Waterbirds* 39: 327–337 **Action Item:** We will work with the Student Activities committee to establish guidelines and criteria for a new student paper award for outstanding contribution to conservation, a priority from last year that we did not act on.

Treasurer Mid-year Report: Chris Custer. Our Society is in great financial shape. Our expenses and revenues are both changing in tandem, and we are maintaining a positive gap between the two. The revenue line has exceeded the expense line since ~2005. Based on revenue and expenses to date (July 15) and a comparison to the same expenditures and revenue at this same time last year, we will finish the year similar to previous years, i.e. in excellent financial shape with a decent surplus. Our three main sources of revenue have now stabilized with our electronic revenue sources (BioOne & JSTOR) being the largest of the three. Our largest expense is still to print and mail our journal followed by editorial office costs. Our costs to print and mail the journal is now the same as in 2000 because we are printing and mailing fewer

paper copies and because our printer, E.O. Painter Printing Co., raises costs only modestly, if at all.

ACTION ITEM: Chris will instruct Schneider Group to completely eliminate the paper mailings for those individuals whose membership has lapsed.

The Society may need to absorb some cost of the IOC meeting because of some decisions beyond our control (high-end hotel contracts) and AV equipment for our meeting. The Sunday evening mixer was cancelled. It is likely that we will only break even with little or no profit that would have rolled into student travel to the 2019 meeting, however we have enough slush fund to support 3k for student travel.

Grant award levels are 3% of the 5-year running average of the endowments (Nisbet and Kushlan).

Move to approve the Treasurers Report Jones/Fraser unanimous

Strategic Plan: No written report but Patty Szczys gave update. Committee reviewed previous strategic plan (most goals met) and made plans to move forward but without a chair that did not go far.

ACTION ITEM: Clay, Dave, and Patty will reach out to senior members who may not be members of council at this time (e.g. Dave Shealer, Stephanie Jones, and others).

ACTION ITEM: Social media needs to be an important part of the strategic plan (Dan Catlin); i.e. World Twitter Conference etc.

Bylaws Report: Chris Custer for Jeff Spendelow. Requests for interpretations were made this year but no bylaws changes were made.

Publications Report: No representative present. Written report submitted. New Editor signed contract and has been working with Stephanie during the transition time.

ACTION ITEM: Committee and Editor should work to find opportunities for "online early" options to facilitate highlighting "in press" papers by providing professional PDF proofs upon manuscript acceptance.

Membership Report: Jim Fraser and Pat Baird. PPT file submitted, not a PDF narrative report. Currently we have 472 members after a steady decline from ~700. Strategic plan should address this issue of maintaining membership in Europe and increasing in Asia and others. We need to study retention of student members and also what draws members (meetings or journals, etc.). We should use membership numbers to plan for meetings e.g. California with 40 members, why don't we meet in California?

ACTION ITEM: Explore opportunity to do social science [special projects funding?] investigation of these membership issues. Get long term data from Schneider Group for a data-informed approach to membership recruitment and retention.

We should continue to work out funding to bring non-North American scientists to further the goals of membership and activity in the society. Chris Custer has been heading this up.

ACTION ITEM: Check with Schneider Group to find 3- or 5-year membership option.

Recognition Report. No Report. ACTION ITEM: Solicit nominations early and widely.

Grants Report. Nellie Tsipoura. ACTION ITEM: Provide not only the maximum grant amount but also the 'typical' award amount in grant announcement. Jim Kushlan and Ian Nisbet would like to know if the research grants result in publications. Add a request/requirement for a report of outcome from all awardees.

Kushlan (\$8804)			
PIs	Short Title	Amount Requested	Amount Awarded
Martinez, Marisa	Predicting Wading Bird Foraging Habitat and Prey in Dynamic Intertidal Systems	\$7,000.00	\$6,000
Chimalakonda, Deepthi	Patterns and processes in wetland bird diversity: A study of the waterscapes in Telangana, India	\$3,072.00	\$2,800
			\$8,800
Nisbet (\$5000)			
PIs	Short Title	Amount Requested	Amount Awarded
Byerly	reproductive success of Caribbean ROTE	\$953	\$564
Dayton	genetic basis of migratory behaviour in terns	\$971	\$971
Ellis	pollution & reproductive energetics of ARTE	\$2,805	\$1,000
Furst	anthropogenic pressure on foraging and microbial community of HERG	\$1,000	\$565
Marsh	BLTE nest success in response to invasive plants	\$1,000	\$1,000
Snyder	seasonal phenotypic plasticity of young LAGU: environmental and maternal cues	\$900	\$900
			\$5,000
WbS (\$5000)			
PIs	Short Title	Amount Requested	Amount Awarded
Goodenough, Katharine	Nest site selection of river beach nesting birds in the Peruvian Amazon	\$3,000	\$1,525.00

Harrity, Eamon	Dispersal behavior of Yuma Ridgway's rails	\$2,560	\$1,525.00
Stantial	PIPL habitat use/migration	\$1,950	\$1,950.00

\$5,000.00

OC Report: Ellen Paul. Business as usual with the OC; Scientific issues not conservation advocacy. Bi-monthly news briefs rather than annual reports; sent to Officers and posted on birdnet.org.

Waterbird Coordinator of The Waterbird Conservation of the Americas Initiative, Sara Schweitzer update: Vacant position since Jennifer Wheeler stepped down. Ducks unlimited has contributed \$10,000 toward hiring the position and has challenged other groups to also contribute funding. WbS should write a letter of support for the position expressing concern that the position has remained vacant. **ACTION ITEM: Clay will write a letter on our behalf.**

Student Activities Report. 12 poster, 29 oral presentations were judged in 2017 (Iceland). Only Oral presentations during WbS 2018 will be judged this year. Poster presentations were part of IOC. \$4225 was allocated for 12 student travel awards this year. One withdrew so only \$3900 was spent. 7 US, 3 CA, 1 German and 1 Australian student.

Communications/Outreach Report: Nellie Tsipoura. FB and Twitter followers have drastically increased. Strategic plan for going forward is essential. Content should be contributed by Council and Committees. **ACTION ITEM: See above for strategic planning initiative related to social media....**

Diversity Report: No written report. Susan Elbin update: 2019 Diversity focused meeting will provide many opportunities for the committee to work with the local meetings committee. The committee welcomes suggestions from the council, committees, and membership. **ACTION ITEM: Committee can draft a statement and/or policy for increasing membership and participation of underrepresented groups.**

Nominating Report. Susan Elbin. 135 ballots received. Election Results: Danielle D'Auria, Miyuki Mashiko, and Gopi Sundar, Councilors; and Patty Szczyz, Secretary. Committee welcomes nominations and suggestions.

Finance Report: Ricardo Zambrano. Stock returns in 2017 were quite high. In January of 2018, the market reached record highs but then dropped dramatically in what economist label a "correction". Most economists feel that the stock market usually corrects itself every ten years. The market started recovering in 2008 after the Great Recession and we have now had 10 years of constant increases and record highs. Our financial advisor, Parsec, does not expect an outsized year of stock market returns similar 2017 but they remain cautiously optimistic for 2018. Parsec believes that the gradual increase in interest rates from historic lows, low unemployment, moderate inflation, good projected corporate earnings, and improving

economic growth in the U.S., Europe, Japan and emerging markets will outweigh any potential negatives.

Discussion regarding moving to “green” “responsible” investments.

ACTION ITEM: Ask Parsec to transition to SRI funds when available for new investments. Council can consider strategies for long-term transition of current investments.

Motion to approve all committee reports Fraser/Elbin unanimous.

Treasurer Special Projects update. Chris Custer. Special projects to include obtaining funding for travel support for non-North American scientists, to improve the social media presence, and to support a social science study of membership and demographic trends, and conservation activity budget for next meeting. **ACTION ITEM:** fundraising letters should ask for (i.e.) \$5000 with a promise of match from Society funds.

Treasurer Draft Budget 2019. Chris Custer. Details in Written Report. Set aside additional \$1000 (for a total of \$4000) to student travel grants for 2019 meeting.

Move to approve 2018 Budget as amended above Szczys/Sheehan unanimous

No New Business

Move to Adjourn Fraser/Catlin unanimous

5:03 pm

Respectfully Submitted,
Patricia Szczys, Secretary

09122018 Draft Council Minutes

2019 Secretary's Report—43rd Annual Meeting Waterbird Society

Annual Ballot.

On August 6, 2019, Schneider Group sent electronic ballots (for three councilor positions, the student councilor position and vice president) to the membership and votes were due by October 14, 2019. The nominating committee was notified of the results of the voting.

Council Activity.

There was a single motion put forth since the last Executive Council meeting in Vancouver, British Columbia, Canada. The following motion was held electronically whereby councilors emailed their vote to both Clay Green and Patty Szczys.

Motion: to support the allocation of \$3,000 for travel costs for 3 non-North American participants (determined by the Pelican symposium organizers) to attend our 2019 meeting in Maryland.

Motion passed with 14 Yes; 2 non-response

Communication and Continuity:

Following the 2018 Council meeting, GoogleDrive was used to share Council Meeting Minutes and Business Meeting Minutes. Files will be posted there again following this meeting and a link will be distributed to Council in December. GoogleDrive will also be used to supply the incoming secretary with all documents.

Respectfully submitted,
Patricia Szczys, Secretary
November 1, 2019

Nominating Committee of the Waterbird Society
2019 Annual Report

Membership: Jennifer Arnold, Susan Elbin (co-chair), Erica Nol (co-chair), Steve Oswald, Kathy Parsons, Dave Shealer, Jeff Spendelow, Ricardo Zambrano.

2019 Committee Activities:

The committee met via Ornithology Exchange to discuss and identify candidates for 3 open Council seats, 1 open student member Council seat, and Vice President.

We assembled a list of qualified candidates, and the co-chairs communicated with each of the candidates about the expectations of each position, as outlined in the 2017 draft Nominating Committee Handbook. Candidates submitted their bios to the committee chairs by July. Chris Schneider (sgmeet.com) distributed the ballots (mail or email) to the membership on August 6. Voting closed on 11 October. In the past, the secretary has received the voting results. Because the secretary was running for Vice President, the election results were emailed to the committee co-chairs. All candidates were notified of the results by October 16, 2019.

Slate of Candidates for 2019 Election, to take office on 1 January 2020:

For Councilor (vote for 3) – John Anderson, Gail Fraser, Alison Kocek, and Terry Master

For Student member of Council (vote for 1) – Paige Byerly, Caroline Poli

For Vice President (vote for 1) – Jonathan Cohen, Patricia Szczys

Voting Results

- 371 election emails were sent via email. 10 bounced; 205 (55%) were opened; 96 (25.8%) were clicked, which means that the email was opened but with no further action.
- A follow up reminder was sent to those members who had not voted. 45.7% of these were opened; 17.3% were clicked.
- 91 total electronic ballots were cast; no hard copy ballots were requested.
 - 90 were cast for VP
 - 91 were cast for Student Rep with one write-in and one abstention
 - 82 were cast for Councilor with one abstention.

October 13, 2019 Election Results:

Elected to Vice President – Patty Szczys (57 votes)

Elected to Council – Gail Fraser (73), John Anderson (62), and Terry Master (59)

Elected to Student Member of Council – Caroline Poli (41)

Future Action Needed

The Society will need to replace the secretary position that will complete the term vacated by newly-elected VP Patty Szczys.

The 2021 ballot will need to elect 3 council members (2021-2023)

Requests for Council Action: We request that members of Council reconsider appointing current past presidents as committee co-chairs. There is a learning curve in running the

committee, from soliciting and selecting candidates to making sure deadlines are met. This is better done by someone who will have a longer tenure.

We also request that Council discuss and consider whether we should be able to nominate Past Presidents for positions as members of council. Currently there is no official policy and it could be that some Past Presidents would like to serve the society in this way.

Respectfully submitted,

Susan Elbin (selbin@nycaudubon.org) and Erica Nol (enol@trentu.ca)

Future Meetings Committee (FMC) – 2019 Report

The last four Annual General Meeting and Conferences of the Waterbird Society, 2015 – 2018, were held in Bar Harbor, ME; New Bern NC; Reykjavik, Iceland and Vancouver, BC, Canada. Clearly, after two consecutive years “away”, it was time to meet again in our core area, the eastern half of North America...and thus here we are in Salisbury, MD, in 2019. We would like to say “Thank You” to William (Bill) Bowerman (UMD) and Ellen Paul (OC) for their extraordinary efforts in organizing this somewhat complicated meeting.

It is the responsibility of the FMC to find a location and a chairperson for the Local Committee for our annual meeting. Considerations for selecting a location include: have we met in the vicinity (or region) previously, is it near a (large) body of water, are there birding...or exciting scenic opportunities, might there be a WbS member living nearby who could be the Local Committee Chair, are there facilities to hold a meeting of 250 people, are accommodation and restaurants walkable, etc. We do most of the searching for a location ourselves but, of course, we are open to suggested meeting locations from Council and the general membership.

For the 2020 meeting, we have been in serious discussions for several months with Woody Woodrow (USFWS) to hold our meeting on Galveston Island, Texas. Woody and local planning committee have tentatively reserved meeting space and accommodations with a vendor and the City of Galveston. Their team is working through the details and will present a formal proposal to the board [at our Council meeting in Salisbury](#). For 2021, after years of trying to find someone to organize a meeting in Florida, Ricardo Zambrano eagerly stepped forward and said he would do so; he has been working on it for a few months. In 2022, it would seem fitting to move inland and find a location near the Great Lakes, home to probably 2-3 million colonial waterbirds and millions more non-colonial migratory waterbirds. We have had discussions with Rachael Pierce (USFWS, Lansing) and Tom Schneider (Bird Curator at the Detroit Zoo, home to the world’s largest (?) captive penguin colony....it’s amazing!); there is good interest.

We will be happy to entertain questions, comments and suggestions.

Respectively submitted,

Chip Weseloh and Susan Elbin (Co-Chairs) and Jeff Spendelow

Editor's 2019 Summary for *Waterbirds*

30 October 2019

My role as editor is in its first year, with Sara van der Leek as the associate editor and E. O. Painter Printing Company as the publisher. Here, we provide data summaries on submission origin, acceptance rate, and page counts in the tables at the end of this report.

Volume 41(4) (2018) and Volume 42 (2019) Summary: *Waterbirds* issue 41(4) (Dec 2018) was published on schedule and handled by Stephanie Jones, but it is mentioned here since her final report went through the end of July 2018 and included up to 41(3). *Waterbirds* issue 42(1) (March 2019) was handled in the editorial transition by Stephanie preparing the preliminary files, and I handled submission to Painter and proofing. I've handled all aspects of subsequent issues. Issues 42(1) and (2) were published on schedule but after the first of the month of issue. Issue 42(3) (September 2019) was behind schedule and published at the end of the month of issue. This was due primarily to me getting files to Painter later than planned, and their print schedule was strained due to hurricane threats. It has been a steep learning curve to anticipate the timing of these steps and I am working to be sure future issues are prepared and submitted to Painter in time for publication at the beginning of the month of issue. Issue 42(4) (Dec 2019) is at the printer with 6 articles and 4 notes. Files are now being sent to Painter electronically.

Mid-year and annual submission rates are summarized below. We are still receiving submissions from a broad international base (29 countries this period). Unfortunately, the number of submissions is still low, both for the 2018 total and the 2019 mid-year.

Number of Submissions		
Year	Mid-year	Total
2009	75	136
2010	69	117
2011	59	109
2012	70	113
2013	52	110
2014	73	126
2015	67	97
2016	41	112
2017	52	103
2018	46	87
2019	40	66*
Mean (SD)	58.5 (13.0)	106.9 (18.9)

*As of 30 Oct 2019

BioOne and Painter are continuing to make each issue electronically accessible. *Ibis* also posts our Table of Contents on Facebook, along with selected articles.

Special Issues: A Special Section (on herons) was published in issue 41(4) with 5 articles and 36 pages. One Special Section (on herons) is being discussed with organizers of the 2nd Herons of the World Symposium and Workshop, to be held in conjunction with the Pan African Ornithological Congress in Victoria Falls, Zimbabwe in 2020.

Publishing Stats: The average times for publication in this period were:

- Received-to-decision: 138 days or 4.5 months
- Received-to-accepted: 130 days or 4.3 months
- Received-to-publication: 206 days or 6.77 months

SUMMARY OF VOLUME CONTENTS										
Year (volume)	2010 (33)	2011 (34)	2012 (35)	2013 (36)	2014 (37)	2015 (38)	2016 (39)	2017 (40)	2018 (41)	2019 (42) 3 Issues
Regular (# pages)	555	461	563	507	464	434	430	429	468	353
Special (# pages)	40	0	74	0	147	0	288	126	73	0
# Articles	45	44	42	33	32	29	24	39	23	21
# Notes	19	18	15	21	19	25	24	40	23	16

SUBMISSION SUMMARY, BY DECISION AND REGION		
July 1, 2018 - Oct 30, 2019		
Action	No.	%
Submitted	107	-
Rejected	27	25
Accepted (includes major revision decisions)	60	56
In process	20	19
Resubmit from earlier years	5	-
Published (thus far)	47	
Region		
North America	53	
United States	49	
Canada	4	
Europe	11	
Africa	6	
Asia	23	
Latin America	11	
Mexico	3	
Central America	0	
South America	8	
Caribbean	1	
Middle East	2	

SUBMISSION SUMMARY, BY COUNTRY AND TAXA
July 1, 2018 – Oct 30, 2019

Country	Number	Taxon	No.
Algeria	1	Anatidae	11
Bermuda	1	Podicipedidae	1
Brazil	4	Spheniscidae	1
Canada	4	Pelecanidae	3
Chile	2	Phalacrocoracidae	2
China	13	Ardeidae	12
Colombia	2	Threskiornithidae	4
Egypt	1	Ciconiidae	3
France	1	Phoenicopteridae	1
India	4	Rallidae	6
Iran	1	Gruidae	4
Italy	1	Haematopodidae	1
Madagascar	1	Recurvirostridae	3
Malaysia	1	Charadriidae	6
Mexico	3	Scolopacidae	1
Nepal	2	Stercorariidae	1
Norway	1	Alcidae	2
Poland	2	Larinae	5
Portugal	1	Sterninae	15
Senegal	1	Rynchopinae	1
Spain	3	Gaviidae	2
South Korea	2	Alcedinidae	1
Sweden	1		
Thailand	1	Passeriformes	2
Tunisia	1	Community	16
UAE	1	Methods	2
UK	1	Disease	1
USA	49		
Zimbabwe	1		
Total	107	Total	107
Number of countries	29	Number of Categories	26



ORNITHOLOGICAL COUNCIL
Annual Report to the Waterbird Society (2018-2019)

The Ornithological Council is pleased to provide this report to the Waterbird Society. Please note that this is not a traditional annual report. The annual reports, which were produced at the end of the OC fiscal year (30 June) were clearly not effective at helping the member societies to understand what the OC does. Therefore, as of August 2017, with the approval of the OC Board members (who are appointed by the member societies) we shifted to a very brief bi-monthly e-mail report. This October 2019 report is intended to provide an overview of OC's recent and ongoing activities in the context of our mission and is largely a compilation and update of the activities reported in the bimonthly NewsBRIEFS published since June 2018. To keep this report as brief as possible, we have selected several activities that are significant and representative of each category of our work. We have omitted all but the most significant information. We ask that those who have questions contact us.

The Board of Directors and the Executive Director express sincere gratitude to the Waterbird Society for its longstanding support and to Jeff/Dad Spendelow and Susan Elbin for their representation of the Waterbird Society to the Ornithological Council.

Please contact your society representatives or Executive Director Ellen Paul [ellen.paul@verizon.net; 301/986-8568] for more information on any matter of interest to you. We welcome input from society officers and board members and individual society members at any time and are particularly interested in hearing about issues or problems of concern to you that we may not be addressing.

The Ornithological Council seeks to:

- ! *Ensure that the best ornithological science is incorporated into legislative, regulatory, and management decisions that affect birds;*
- ! *Enhance the ability of ornithologists to pursue professional activities; and*
- ! *Promote the influence of ornithology in public affairs.*

Our work focuses on animal welfare issues, permits, research funding, and other policies that affect ornithologists and ornithological societies. Activities representative of OC's work over the past fiscal year follow.

Animal Welfare

Streamlining animal welfare policies and procedures - In July 2018, OC submitted a second set of comments to the Office of Laboratory Animal Welfare of the National Institutes of Health pertaining to the potential reform of animal welfare laws, as mandated by the 21st Century Cures Act. These comments focused on specific changes that the animal welfare agencies (OLAW and the Animal Care program of the USDA Animal and Plant Health Inspection Service) were considering. As before, the OC focused on burdens to the researcher (as opposed to the

institution) and the use of these policies to better animal welfare. The OC comments supported the idea of continuing review using risk-based methodology (a logical extension of the standard operating procedure concept); harmonizing guidance issued by the two agencies; streamlining the guidance; refraining from regulating via guidance (which actually violates the law!); expanding the scope of guidance documents to include the taxon-based materials such as *Guidelines to the Use of Wild Birds in Research*: much more extensive opportunity for stakeholder input into guidance documents. *Update: The NIH published its revisions in late August. Most of the changes made or to be made were procedural and would have little impact on researchers. However, it is anticipated that as a result of this process, the USDA may be making significant changes to its regulations and guidance documents and the OC will monitor such developments closely. The USDA Animal Welfare program acknowledged that it must make clear to its staff and the regulated community that its guidance does not carry the weight of law, addressing a problem that the OC has raised many times.*

Re-boot of avian first-aid supplement to Guidelines to the Use of Wild Birds in Research - In 2017, the OC convened a panel of veterinarians, avian rehabilitators, and ornithologists to prepare a supplement to *Guidelines to the Use of Wild Birds in Research*. Panel members include Mark Pokras (Tufts-Cummings School of Veterinary Medicine), Andrea Patterson (Braddock Bay Bird Observatory), and Lynn Miller (internationally known rehabilitation expert). Dr. Miller led the superb workshop held at the 2010 AOU-COS-SCO meeting in San Diego. Unfortunately, the project stalled but it has now been re-started. We are in the process of compiling existing resources and compiling a tentative table of contents, to include discussion of ethics and legal limitations. Generally, the text will address how to assess conditions and how to treat each condition, depending on what is feasible without extensive training or equipment. We will also discuss basic first aid equipment to take into the field and how to obtain training to assess and render first aid. We will provide information about establishing working relationships with licensed avian rehabilitators in the vicinity of the field work if it seems necessary and feasible to take the bird for professional treatment.

Euthanasia in ornithological research – OC circulated the research papers by Joanne Paul-Murphy, Ph.D (supported by the American Ornithological Society) and Andy Engilis (published in the Condor) pertaining to rapid cardiac compression along with an open letter to all Institutional Animal Care and Use Committees. We explained that these papers should suffice as "scientific justification" to approve a departure (for research funded by NIH, NSF, and certain other federal agencies) until the AVMA changes the classification (at that point, it would no longer be a departure) or, if the AVMA opts not to change the classification, then to continue approving departures. This information was sent to the IACUC-Administrator's listserve, the Scientists' Center for Animal Welfare, PRIM&R (a leading research ethics organization), AAAALAC International (a private accreditation organization), the Association of Avian Veterinarians, and the American Association of Wildlife Veterinarians. *Update: based on reports back from IACUCs and ornithologists, the resistance to approving the use of rapid cardiac compression has dropped dramatically since the OC sent this information out.*

Open letter to Institutional Animal Care and Use Committee (IACUC) members and veterinarians regarding rapid cardiac compression - The Ornithological Council posted an open letter on the IACUC-Administrators listserve urging IACUC members and veterinarians to voice

objections to the draft revision of the euthanasia guidelines of the American Veterinary Medical Association (AVMA). This document is extremely influential in that it has been adopted by the National Institutes of Health (NIH) and the Institute for Laboratory Animal Welfare. The Ornithological Council submitted two peer-reviewed studies to support the change of the classification of rapid cardiac compression; the AVMA, for entirely specious reasons and without any scientific support whatsoever, has refused to do so.

It was hoped that the two peer-reviewed papers reporting research funded by the AOS (then AOU) and the OC, would provide the AVMA with ample scientific basis for a change in the classification. The Paul-Murphy paper, which was published in an AVMA journal, demonstrated that the method is at least as fast as the AVMA-approved method that was used as a reference. Dr. Paul-Murphy is considered one of the world's best avian veterinary researchers and was on the panel that wrote the current (2013) version of those guidelines. This new research also proved definitively that it is cardiac compression and not a crushing of the thorax, as the name "thoracic compression" implied. One of the AVMA's objections prior to the publication of these papers was that it was a crushing of the thorax, leading to slow suffocation.

If the AVMA persists in refusing to change the classification to acceptable or acceptable with conditions, the OC will file a formal objection with the NIH under the Information Quality Act, asking that NIH either reject the new guidelines in their entirety or at least make an exception with regard to avian rapid cardiac compression (as did AAALAC International some years ago).

Assisting individual ornithologists - The OC assists individual ornithologists in devising effective strategies for responding to challenges encountered in obtaining approval of research protocols. We also respond to questions from IACUC members. On occasion, we are asked to address questions of occupational health and safety. These issues arise because at most institutions, they must be addressed in animal welfare protocols.

Permits

Funding and resources for the USGS Bird Banding Lab – OC spearheaded an effort to bring attention to serious resource limitations at the USGS Bird Banding Lab. The OC learned that there was a real possibility that the BBL would not have funding for its current data management software, much less funding for a much-needed upgrade. Loss of the data management system would almost certainly force a shut-down of the banding program, with dire consequences for ornithological research. The OC also learned that the BBL needed permission from the Department of the Interior to move forward to fill four approved positions. The OC shared this information with other organizations -including Ducks Unlimited, the Flyway Councils, the Wildlife Society, and bird observatories - and proposed a sign-on letter to Timothy Petty, Ph.D (DOI Assistant Secretary for Water and Science), but due to the urgency of the situation (department budgets will be submitted to the White House Office of Management and Budget on Sept. 10), chose instead to send its own letter and encouraged the other organizations to do likewise. Subsequently, the OC's executive director met with Tim Petty, DOI Assistant Secretary for Water and Science and a number of his staff to discuss the situation. Information shared at that meeting by USGS leadership raised great concern about the near-term operations of the BBL and forced the OC to investigate the situation (the information proved to be erroneous). The DOI

and USGS leadership gave no commitment from DOI or USGS leadership about the funding situation for FY19 (starting 1 Oct 2018); a suggestion was made that the Patuxent Wildlife Research Center (which houses the BBL) would "find the money." That suggests that the funding would be pulled from other programs, such as research, which is already extremely underfunded. The OC expressed strong objections to that solution.

To avert a repetition of the problem in FY20, OC's executive director met with the budget examiner at the White House Office of Management and Budget (OMB) who is responsible for the administration's budget request for the U.S. Geological Survey. The agency budget requests to OMB were submitted on 10 September 2018. After scrutiny, the OMB returns those requests to the agencies with changes in November and the agencies then have a short time to try to persuade OMB not to make some or all of the changes. Meeting with OMB on September 11 was intended to draw this matter (and other concerns about USGS research funding) to OMB's attention with the hope that BBL would be adequately funded and that USGS Ecosystems research funding would not be cut again and might even potentially receive an increase. We learned that the OMB official pursued the matter later that day. *Update: to the best of our knowledge, the immediate problem (funding for the current data management license) has been resolved and the upgrade is being handled at a USGS-wide level. Funding and staffing levels remain critically low.*

USFWS Migratory Bird permit problems – Over the past two decades, the OC has urged the U.S. Fish and Wildlife Service Division of Migratory Bird Management (DMBM) to simplify, streamline, and standardize its permitting processes and increase consistency among the regions. There has been much success but also a degree of backsliding because the standard procedures have not been committed to writing. The DMBM has been trying for approximately six years to compile a National Standard Operating Procedure manual, but in the meantime, new personnel are appointed but not given training, resulting in the recurrence of old problems and the emergence of new problems. In July 2018, OC pursued discussion with the USFWS Division of Migratory Bird Management about these many long-standing permit policy and procedures problems. OC Executive Director Ellen Paul met with Eric Kershner (Branch Chief for the Branch of Conservation, Permits, and Policy) and Ken Richkus (Deputy Division Chief and Acting Division Chief since Brad Bortner retired). For the first time in many years, we were hopeful that our persistent efforts would finally bear fruit! Key among these changes underway: an upcoming online permit application and reporting system (!) that was supposed to be completed as soon as February 2019, extending permit duration, and completing long-pending standard operating procedure manuals and the scientific collecting policy (which has been in draft since 1995). *Update: there has been no change in the status of any of the matters discussed at that July 2018 meeting. Hopes have been dashed once again. In the meantime, problems that had been fixed (twice before!) recurred, largely due to the lack of training of personnel and the lack of a written Standard Operating Procedures manual, which was initiated in 2015 and never finalized. Long-standing structural and process problems within the agency have now been exacerbated by the exodus of staff and lack of resources. An annual meeting of the regional directors and the national leadership was postponed due to the death of a key staffer; it was rescheduled to August 2019 and we are awaiting a report of the results of the discussions.*

Going up the chain of command – OC met with Aurelia Skipwith, the Department of the Interior Deputy Assistant Secretary for Fish, Wildlife, and Parks (and now the nominee to head the U.S. Fish and Wildlife Service) to urge DOI support for the efforts of the USFWS Division of Migratory Bird Management, including funding for the online permit application and reporting system, staffing, and efforts to reform and streamline permit procedures. During that meeting, OC also informed Ms. Skipwith of the decades of effort by OC and others to reach an agreement with the National Park Service (NPS) regarding the ownership of specimens collected on NPS land. This problem was on the brink of resolution via a "permanent custody" agreement. The NPS was planning a press conference and a pilot project comprising five museums but then suddenly and without explanation reversed course and left things to stand in the same unsatisfactory situation that had been problematic for biology collections for at least 30 years. At the same time, the OC asked Ms. Skipwith to look into the petition filed by the OC in 2014 to suspend or revoke the CITES "validation" requirement, which has proved unworkable and has the potential to result in the loss of valuable imported research material. *Update: Apparently, DOI has its hands full with major regulatory reforms and has attended to none of our requests.*

Drones - Interest in the use of these devices to monitor wildlife is intense; a growing number of researchers are already using them to study birds. It was not known if the Dept. of the Interior (DOI) would take the position that such use violates the Airborne Hunting Act. The OC contacted the DOI Office of the Solicitor and learned that no decision had been made. In December 2018, OC submitted a comprehensive analysis detailing the legislative history (which makes clear that Congress intended that such use be allowed), summarizing the peer-reviewed literature on the use of drones, and providing the state laws of drone use to help persuade DOI that the use of drones does not violate this law. Subsequently, the OC filed a petition to the DOI to ask that should the Solicitor determine that permits are needed, that the USFWS issue federal permits as many states have no provision for issuing such permits. In January 2019, the OC learned that in response to its efforts, the U.S. Fish and Wildlife Service will be issuing a new regulation – probably in November 2019, to allow the use of drones to study birds.

Effort to reduce USDA APHIS restrictions on imports - The USDA APHIS import program restricts avian imports as to any form of Highly Pathogenic Avian Influenza and as to Exotic Newcastle Disease. The material – regardless of age – must, in most cases, be treated to inactivate viruses. In some cases, the treatments can interfere with analytical methods or damage research material. To determine if these requirements are biologically necessary, the OC communicated with a leading virologist at the USDA Agricultural Research Service who is conducting research to determine the persistence of these viruses in ambient conditions. If that research determines the maximum survival period of the viruses under such conditions, the OC will ask APHIS to modify its requirements to incorporate the lack of risk of these imports. In August 2019, OC executive director Ellen Paul met with Erica Spackman, Ph.D., the research microbiologist at the USDA Agricultural Research Center and Linda Kahn-Tobin, DVM, from the APHIS National Import Export Services program. The purpose of the meeting was to review Dr. Spackman's progress in determining the viability of Highly Pathogenic Avian Influenza and Exotic Newcastle Disease viruses on non-living avian tissue and feathers. Dr. Spackman is still evaluating the data. She will prepare a risk analysis for APHIS that will (assuming the outcome is as anticipated) provided APHIS with scientific justification for relaxing its requirements for import of avian material from countries where one or both of these pathogens are present.

Centers for Disease Control joins the party - The OC learned in April that the CDC has apparently decided to include avian material in its control of import of animal products, contrary to its (2009) statement that it would not regulate avian imports although it has the regulatory authority to do so. The CDC acknowledged that its regulation duplicated the USDA/APHIS import controls and thus did not provide any additional protection of the public's health; caused confusion at ports of entry regarding which agency has primary authority to respond; gave the appearance of a lack of coordinated action by the U.S. government, and possibly interfered with the importation of products for research. When and why the CDC changed its stance is unknown. The OC opened a discussion with the CDC and APHIS and has outlined the problems that would likely occur as a result of the CDC's import control. The CDC requires permits unless the importer knows that the material is not infectious, but has not stated which pathogens are of concern. It allows imports without permits if the material has been treated, but its list of approved treatments does not match the APHIS list of approved treatments. Thus, an importer is required to have two certifications of treatment and may have to treat the same material twice, using two different methods. Moreover, the CDC methods are not suitable for all types of imports, most notably blood and other fluids.

Catalyzing discussion between APHIS and CDC on import control - After several months of effort trying to obtain basic information from the CDC about its import control requirements and asking that CDC and APHIS coordinate their efforts so as to prevent duplication and conflicting rules and processes, the OC finally persuaded the CDC to participate in a conference call in late September. That call resulted in a clear understanding of the CDC's very vague requirements and that understanding has now been reduced to writing and submitted to the CDC and will be shared with ornithologists once the CDC has confirmed that it is accurate and complete.

Customs and Border Protection re: hand-carried imports - Following a hiatus in August 2018 resulting from the vacation schedules of the CBP staff, OC resumed its discussion with CBP about ways to eliminate uncertainty as to the admission of hand-carried imports into the United States. The discussion focused primarily on imports for which a customs broker was engaged to submit the various required declarations, resulting in clearance and the issuance of an entry number prior to the arrival of the importer to the United States. The CBP headquarters staff seem to have little understanding of the on-the-ground processes at the passenger terminals and have, as a result, provided erroneous information. As a result, recent discussion focused on obtaining the correct information and requesting that CBP assure that the Customs officers in the passenger terminals are adequately trained. It appears that some are unaware that the entry number signifies that all relevant agencies have already cleared the import.

We also continue to focus on increasing the certainty of admission for those who opt to use the informal entry system rather than engaging a customs broker and also continue to press for a phone-based app and access to the "ACE" portal so that importers can submit their own declarations and obtain clearance on their own. This is a long-term effort given the complexity of the agency information requirements (the documentation for each agency's information requirements run to over 300 pages) and the CBP's professed lack of funding for this project.

Despite the sincere efforts of CBP staff to help resolve the problems, we seemed to be at an impasse and so engaged higher authorities...just before the government shut-down. A letter from

a CBP official, confirmed that the best option to reduce uncertainty and maximize the likelihood of a problem-free hand-carried entry is to use a customs broker. OC has been working with the ornithological community and a customs broker that specializes in imports of wildlife-derived scientific specimens and samples and results have been mostly excellent. However, problems remain, including one specific kind of import for which a pre-import declaration by a customs brokers is not feasible. In addition, there continues to be a need for training and guidance as some port inspectors seem to have erroneous information. When the shut-down ended, discussions resumed. In May, OC Executive Director Ellen Paul met with two leaders at U.S. Customs and Border Protection to address long-pending questions and concerns regarding the import of avian research material, pertaining in particular to hand-carried imports. Since the institution of the Automated Commercial Environment (ACE) system for declaration of imports, many ports have refused to allow the informal "*de minimis*" entry procedures that are allowed by law. In addition to resolving the questions and concerns, the CBP officials also informed us that they are developing new, simplified forms that can be used in lieu of an ACE entry. The two existing forms are extremely complex and filled with jargon and technical terms that only experts in the customs declaration business would understand. They are also developing an electronic entry for the "*de minimis*" informal entries which, unfortunately, will not be available to importers but is certainly a step in the direction of gaining direct access to the ACE system. The OC has offered to participate in beta testing of both the new paperwork and the new automated entry and continues to press for an app to allow importers to access ACE to declare their imports.

Use of controlled substances in field research - The OC recently opened a discussion with the Drug Enforcement Agency regarding the use of federally controlled substances in field research. Although researchers can obtain DEA licenses, the DEA restricts use of the substances to the registered location, making an exception for veterinarians pursuant to a recent change in the law. State restrictions on the use of state-controlled substances such as isoflurane, also pose barriers to field research that requires the use of anesthesia or chemical substances for euthanasia. Even if the American Veterinary Medical Association opts to recognized rapid cardiac compression as an acceptable means of euthanasia (following its upcoming review in November), ornithologists will still need to use both federally controlled and state-controlled substances in the field for anesthesia and for birds for which rapid cardiac compression is not appropriate. *Updates: The DEA has yet to respond to our request regarding restrictions on the location of the use of controlled substances although they have stated twice that they will soon respond. As to the state restrictions, the OC has compiled a list of the veterinary regulations for the fifty states and in the fall of 2019 will begin writing to each of the state veterinary boards and/or legislatures, as needed, to ask that an exemption for wildlife research be made to the restrictions (two states have such exemptions).*

APHIS request for input on new online permit system - APHIS is developing a new online permitting system. The current system, which has been in operation for approximately six years, has been problematic in myriad ways. The OC has requested that APHIS consider numerous changes but the agency did not have funding for programming until 2018. The APHIS staff alerted OC to its effort to develop an entirely new system and has requested OC's input, resulting in a lengthy interview by the consulting firm that is designing the new system and participation in a stakeholders meeting. In addition, we have asked to be included in the beta testing process. In conjunction with this effort, OC has renewed its request for APHIS to (a) resume its earlier

practice of issuing a single import permit instead of two separate permits and (b) extending the duration of permits to three years. These changes will save ornithologists time and money. In addition, OC was included in a survey of external stakeholders by the office of the APHIS Deputy Director for its organizational review of our Animal Products Permitting and Negotiation staff.

Permit guide updates - Updates to state permit guides have been completed and are now posted on the new BIRDNET. The several OC permit guides (for import/export to/from the U.S., for each of the 50 states, and for Canada) are ongoing; ever-changing regulations and procedures (some described below) are a significant challenge to their completion. Completion of the revision of the import guide was put on hold by the implementation of the new Customs and Border Protect ACE entry system and then by the discussions with the Centers for Disease Control. We have now decided to finish the revision of the import guide, noting the material that is subject to change or uncertainty, and then to publish interim updates as changes occur.

OC's 2014 petition for suspension or revocation of the CITES "validation" requirement – The USFWS had planned to respond to this petition in its 2016 update to the CITES regulations. However, the Administration put all regulatory updates on hold. The OC pressed the Department of the Interior and the White House Office of Management and Budget to allow that regulatory process to resume. Having been informed that this regulatory update will proceed, the OC has re-filed the petition and has been assured that it will be addressed in the CITES regulatory update that implements CITES changes made at the sixteenth (2013), seventeenth (2016) and eighteenth (2019) conferences of the parties.

General assistance with permits and related procedures - The OC helped over 100 ornithologists to obtain MBTA, ESA, and CITES permits, as well as permits issued by APHIS, and to navigate the complex import and export processes. In this past two years, we have also assisted with problems pertaining to the Centers for Disease Control, the Environmental Protection Agency, and Customs and Border Protection. Ornithologists also notify the OC about problems they have encountered and the OC works with the agencies to identify the source of the problem and devise ways to correct the problem. We receive at least one and often several requests for assistance with permits each week. The lists of individuals assisted with permits or animal welfare questions, which appears at the end of the bimonthly OC newsBRIEFS, is not repeated here.

Other policies that affect research and scientific societies

Organizing support for the University of Alaska Museum of the North - Alerted by Kevin Winker, the curator of birds at the University of Alaska Museum, to drastic funding cuts from the State of Alaska that would essentially force the museum to close, the Ornithological Council alerted its member societies and individual ornithologists to the situation and urged them to write to Alaska's legislature to override the Governor's budget. The OC itself wrote to every member of the state legislature. The OC also wrote an op-ed for submission to the Anchorage Daily News and collaborated with the Natural Sciences Collections Alliance on the op-ed.

OC instruction for faculty, students, and IACUCs – Upon request, OC offers in-person or on-line instruction on permits, animal welfare issues, the role of science in bird conservation, and other

topics of interest. For instance, in November OC Executive Director Ellen Paul conducted a full-day seminar for the staff of the Biodiversity Research Institute; the first half of the seminar covered permit requirements and procedures and the second half of the day covered animal welfare requirements and compliance issues.

Informing ornithologists about policy changes that affect the way they do their research or that affects bird conservation and management. Via Ornithology Exchange (which now hosts both the NEOORN and AVECOLS discussion groups) and direct e-mail, OC posted updates on various issues of concern. For instance, in Jan-Feb 2019, OC published an article on the homepage of OrnithologyExchange explaining the [automatic extension of MBTA permits](#). When the shutdown ended, OC contacted the Bird Banding Lab to determine the [impact of the shutdown on the banding permits](#) and reported that information on OrnithologyExchange. - Continued to monitor the progress of the lawsuits (one filed by several states and the other filed by several conservation organizations) seeking the overturn of a USFWS policy decision that the Migratory Bird Treaty Act does not apply to incidental take; [the information is published](#) on OrnithologyExchange

Providing scientific information about birds

OC provides scientific information about birds to government agencies, business entities, landowners, the press, and others. Further the OC continues to be available to its member societies to help craft statements or address policy issues of concern to the societies. For instance, in July 2018, OC Executive Director Ellen Paul met with Jeff Stratford, chair of the conservation committee of the Wilson Ornithological Society, to explore conservation activities that the WOS might engage in and the ways that the OC could assist their efforts.

OC management and news

Gwen Brewer, who represents the Neotropical Ornithological Society, has been elected chair and Bill Bowerman, who represents the Raptor Research Foundation, has been elected vice chair. Founder and former chair David Blockstein is drafting a new strategic plan at the behest of the American Ornithological Society; to prepare for that strategic plan, he distributed a survey to the OC member societies and is now analyzing the responses. He next plans to distribute a survey to individual ornithologists (society members or not) and incorporate their responses into the strategic planning process.

Waterbird Society - Treasurer's Report – 2019 (Oct. 20, 2019)

Prepared by: **Christine M. Custer**

Overview – Our Society is in great financial shape. Our expenses and revenues are both changing in tandem, and we are maintaining a positive gap between the two (Fig. 1). The revenue line has exceeded the expense line since ~2005. The up-tick in expenses in 2018 was because the Society paid for most of the Vancouver meeting costs. Based on revenue and expenses to date (Oct. 21) and

a comparison to the same expenditures and revenue at this same time last year (Fig. 2), we will finish the year similar to previous years, i.e. in excellent financial shape with a decent surplus. The difference between the 2019 (light blue bar) and 2018 (dark blue bar) as of Oct. 21 in both years are similar for revenue. On the expense side (Fig. 2, lower graph) 2019 and 2018 differ for the Edotir's Office and Print/Mail because all 4 issues were printed and mailed by this time in 2018, whereas the 4th issue for the current year was just printed and mailed so those expenses have not yet been paid.

Figure 1. Summary of all revenues and expenses

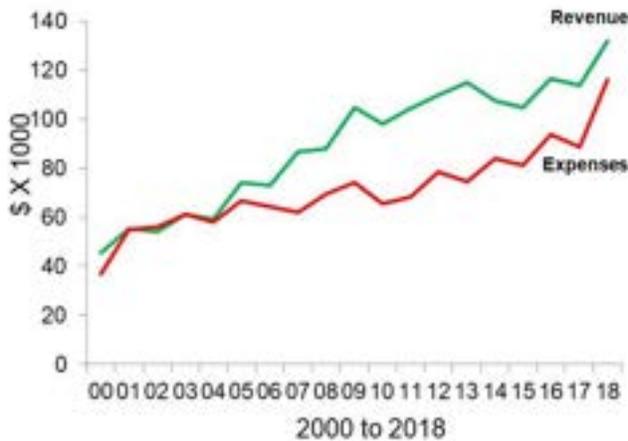
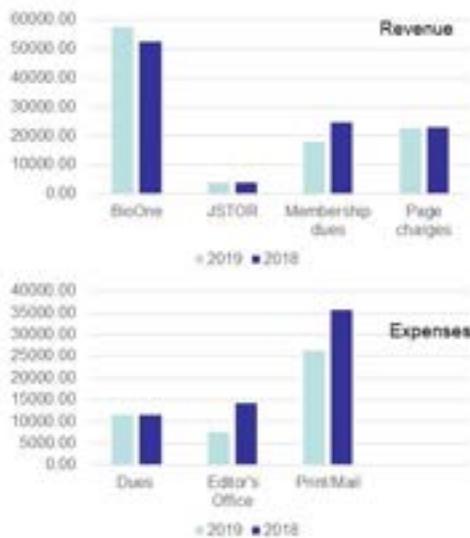


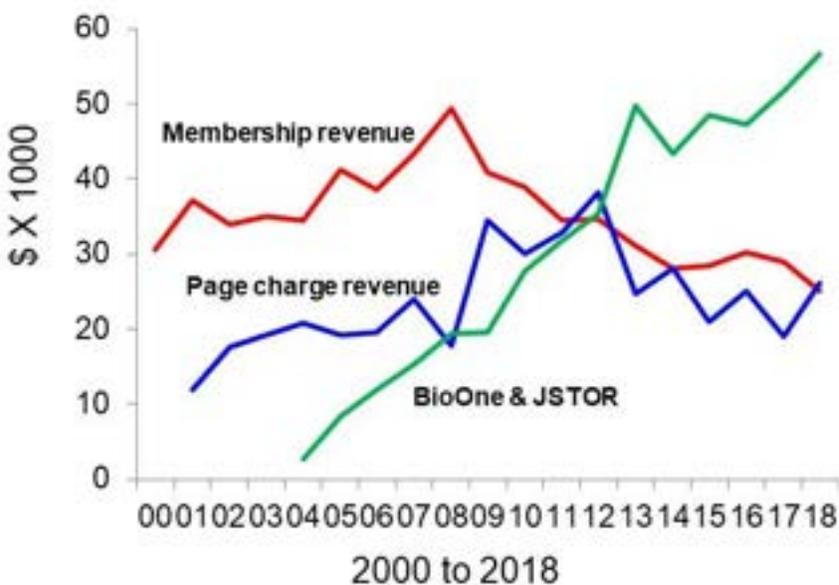
Figure 2. Comparison of 2019 vs 2018 revenue (upper) and expenses (lower). Values as of October 21, 2019.



All annual financial reports are available at www.waterbirds.org.

Revenue – Our three main sources of revenue continue the trends from the past several years with BioOne & JSTOR as our largest revenue source (Fig. 3), with our membership dues and page charge revenues being roughly equal (\$26K each). Whereas membership dues and page charge revenues were traditionally the most important revenue sources in the early years of our society, our electronic revenue sources now surpass those two starting in 2013, providing us with a tripartite revenue stream. That is a healthy situation, i.e. to be more diversified in our revenue streams. Our trajectory for membership revenue seems to be continuing its slow decline, whereas our electronic revenue continues to increase. Membership revenue (red line) increased slowly through 2008 and has declined fairly consistently since then but appears to have stabilized. Because of how the Vancouver meeting fees were structured, we added few new members as a result of that meeting. The decline in membership revenue dollars is also because we have not increased our dues for nearly 10 years and there has been a shift away from membership with print subscriptions to electronic only. Electronic memberships cost members less, hence less revenue is generated. Print subscription revenue (libraries) has also declined slowly as well, but both membership categories are more than offset by BioOne and JSTOR revenue (green line). It is likely that many libraries, as well as individuals, are opting for electronic subscription packages, such as BioOne and JSTOR, rather than continuing to purchase a paper subscription for the journal.

Figure 3. Main revenue sources

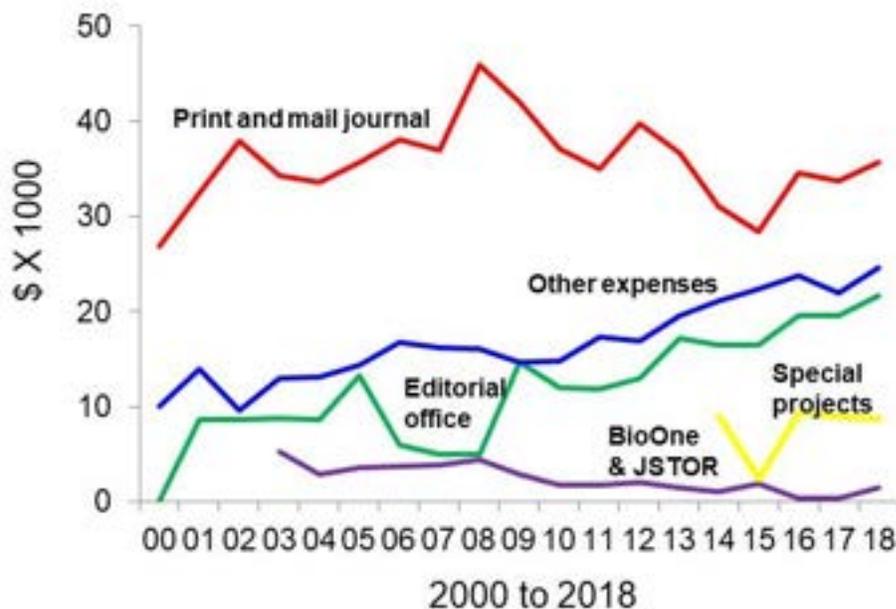


Two years ago, we voted to engage with Cengage, which is also a subscription based service, similar to BioOne, but which has a different client base. We do not anticipate that the two client bases will overlap or compete, so they should be additive in terms of providing revenue. We generate ~\$5.00 in revenue in 2017 and \$8.10 in 2018. We won't be paid those moneys until that

amount reaches \$50. Page charge revenues, because they are voluntary, are more variable, but are averaging >\$25K year.

Expenses – Our largest expense is still to print and mail our journal (Fig. 4) followed by editorial office costs and general operating costs. Our costs to print and mail the journal now costs the same as it did in 2000 because we are printing and mailing fewer paper copies and because our printer, E.O. Painter Printing Co., raises costs only modestly, if at all. E.O. Painter Printing Co. has been very proactive in helping us contain costs, such as moving to digital printing, etc. Digital printing now allows us to offer the option of color plates at a more reasonable cost (\$450 per plate); more authors are opting for this feature which they pay for. Furthermore, our current policy is that new members, that we acquire via the meeting registration process, will be ‘electronic only’ members so that smooth’s out the ‘Print and Mail’ expenditures line and keeps that expenditure more predictable year to year. Another important reason that our publication costs have remained essentially flat since about 2002 is because more than ¾’s of students and a growing number of regular members are now electronic-only members, so there is no need to print and mail those journals.

Figure 4. Main expense sources



Our ‘other expenses’ are for general operating costs, and includes web page hosting, dues to the Schneider Group for membership services, liability and Directors and Officers insurance, etc.; these have started to creep up, but are still very reasonable. Our BioOne and JSTOR costs have actually decreased because some of those costs to convert files to the appropriate electronic format are now being born by the respective companies. Finally, we added a new expense category in 2014, shown by the yellow line, which are Special Projects. We spend ~\$9000 in 2014 to pay for computer programming for meeting registrations and abstract submission, scientist travel to our meeting in La Paz, Mexico, and to begin the process to convert our paper archive to digital format.

In 2015, we spent \$2000 to bring in a special plenary speaker from the Netherlands to the Bar Harbor, ME meeting and a small amount to tweak the meeting programming. In 2016 we paid for a major re-development of our web page (\$4680), as well as, travel stipends for 3 South American scientists to travel to the First International Heron Symposium being held here in New Bern. Our special projects total for 2016 was \$9373.00. In 2017 we engaged a fund-raising company to assist in that effort (\$8995). We will have access to their extensive database of Foundations for 2 more years to help in those efforts. Please let me know if you have interest in fund raising because there are 1 more slot for interested members. The Special Project in 2018 was to cover the cost of our 2-day meeting ahead of the IOC meeting in Vancouver, BC. Some of those costs were also paid in 2019 (see details in Table 1). Whereas we received repayment in full of the loan that we made to the IOC Organizing committee, that meeting did not produce any additional revenue whence we had to cover the costs associated with our own meeting in Vancouver.

For Special Projects, our policy is to identify projects that enhance the Society and then set that money aside from our Operating surplus for dispensation the following year rather than it being transferred into the general endowment and then removed later on in the year. Furthermore, Council decided to spend up to ~30% of the projected Operating surplus in any given year (for 2018 = ~\$4700 per year) with the rest of the surplus going to the general endowment. If a Special Project becomes a re-occurring expense then it makes sense to move it to the Operating budget. Over the past several years, one of our reoccurring special projects has been to increase travel funds for student travel, but also to occasionally fund scientists from developing countries to attend our annual scientific meeting (Project #4). We are now using \$3000/year from past meeting profits to augment the revenue from the silent auction, so it is no longer considered a special project.

Specific details for our operating costs so far in 2019 are in Table 1, but to highlight a few details. We front end load most of our revenue, except for page charge revenue. We have received \$129.6K to date, and expect ~\$5-\$6K more over the next 2 months primarily from page charge sources. *Waterbirds* volume 42(3) was recently printed, so we have not begun to receive page charge payments for that issue. Regular memberships bring in \$11.3K while student memberships and library subscriptions bring in \$1.4K and \$2.7K. No more membership revenue is expected in 2019. The miscel. income includes our share of the remaining OSNA funds how that that organization has official dissolved, plus a little bit from Amazon Smile.

On the expense side, the Kushlan and Nisbet awards, and the Society's research award have been distributed. The credit card fees are for page charges that are charged on a credit card (3% of amount charged), plus the monthly fees for security and access fees etc. charged by the credit card companies. There will still be payments to the credit card companies ~equal to the ¼ of the amount shown to finish out the year. The Dues category covers Ornithological Council (\$5K), and the rest to the Schneider Group. Not reflected in Table 1, as yet, is the final quarterly payment still to be billed by the Schneider group (~\$2165 each) and one more issue of the journal to be produced (~\$8K-\$9K). As noted earlier the \$6.6K for Special Projects in 2019 was the remainder owed for the Vancouver meeting.

Table 1. Operating and balance sheets for 2019, Year-to-Date. Investment values on the Balance sheet are values as of Jan 2019.

3:46 AM 10/18/19 Accrual Basis		Waterbird Society Profit & Loss January 1 through October 18, 2019	
		<u>Jan 1 - Oct 18, 19</u>	
Ordinary Income/Expense			
Income			
Auction/Raffle Proceeds	499.00		
BioOne	57,522.00		
Donation			
Professional/Travel grants	5,000.00		
Research awards	18,447.00		
Donation - Other	300.00		from Midwest SETAC
Total Donation	23,747.00		
Interest Income	439.95		
JSTOR	4,014.34		
Membership Dues			
credit card fees	-841.62		
donations	400.00		
Emeritus	480.00		
Family Dues	245.00		
Life Dues	1,750.00		
OSNA miscel.	478.00		annual
Regular Dues	11,250.00		
Student Dues	1,370.00		
Subscriptions	2,700.00		
Membership Dues - Other	210.00		
Total Membership Dues	18,041.38		
Miscellaneous Income	2,714.27		OSNA (ISSN) (\$2700.00), Amazon/mbis
Page Charges			
41(3)	139.00		
41(4)	8,610.00		
42(1)	9,056.17		
42(2)	4,780.00		
Total Page Charges	22,585.17		
Total Income	129,563.11		
Expense			
Allen Press	1,055.92		back issue storage, claims
Awards			
Kushlan Award	8,600.00		
Nisbit Award	4,720.00		
Professional Travel Award	5,115.85		
Society Research Award	4,927.00		
Total Awards	23,562.85		
BioOne-expenses	828.80		
Credit Card fees	2,710.46		associated with page charge payments
Dues	11,495.00		(\$645) Schweder (3-qt), \$5000 OC
Insurance	2,145.00		
Journal Editor Expenses			
Editorial Assistance	1,680.00		} for 2 issues
Journal Editor Expenses - Ot...	5,919.46		
Total Journal Editor Expenses	7,579.46		
Miscellaneous Expense	241.15		web fees, subscriber's mailing
Officer Expenses			
Treasurer	94.29		postage stamps and checks
Total Officer Expenses	94.29		
Printing & Postage			
41(4)	9,323.26		
42(1)	9,095.61		
42(2)	7,970.33		
Total Printing & Postage	26,389.20		
Professional Fees	517.08		web page expenses, NU/corp annual fees
Special Projects	6,683.78		remaining Vancouver meeting expenses
Total Expense	83,302.79		
Net Ordinary Income	46,260.32		
Net Income	46,260.32		

Waterbird Society
 Balance Sheet
 As of October 19, 2019

	Oct 19, 19	
ASSETS		
Current Assets		
Checking/Savings		
Cash in Checking	2,320.72	
Meeting_checking	50,015.52	
Money Market	124,769.14	
Parsec		
Kushlan - cash	10,868.98	values are as of 1/1/2019
Kushlan Amer. EuroPacific-CL	28,480.70	
Kushlan Dodge&Cox	8,310.85	
Kushlan Fidelity contra	56,871.27	
Kushlan IsharesCore S&P Small...	8,318.40	
Kushlan Janus enterprise	9,283.33	
Kushlan JanusHend.Midcap Val...	12,564.35	
Kushlan Metro. West Bond	23,268.89	
Kushlan Oppenheim. Int Bond FD	4,303.58	
Kushlan Oppenheim. Devel. Mar...	12,905.24	
Kushlan Oppenheim. Int. Bond	1,786.66	
Kushlan OppenheumSeniorFlo...	4,438.87	
Kushlan Templeton Global Bond	10,531.46	
Kushlan Thorn. Ltd term income	4,003.02	
Kushlan Vanguard Inflt Linked	1,960.12	
Kushlan Vanguard Inflation	15,475.52	
Kushlan Vanguard ShortTerm In...	19,470.10	
Kushlan Vanguard Whitehall FDS	61,456.12	
Kushlan Wisdom Tree Intl.	10,298.60	
Nisbet - cash	3,198.54	
Nisbet Amer Funds Inflt Linked	753.46	
Nisbet Amer. EuroPacific-CL	9,087.40	
Nisbet Amer.Funds Inflt Linked	6,451.41	
Nisbet Dodge & Cox	12,945.23	
Nisbet Ishare Growth	20,236.80	
Nisbet IshareCore S&P	831.84	
Nisbet Janus Enterprise	6,398.85	
Nisbet Janus Hend. Enterprise	4,143.84	
Nisbet Matt. Pacific Tiger	3,521.85	
Nisbet Oppenheim Intl Bond	1,340.00	
Nisbet Oppenheim. Senior FloatR	1,793.94	
Nisbet Templeton Global Bond	5,782.56	
Nisbet Thron.Ltd term income	11,816.22	
Nisbet Vang. Intl Equity	2,819.40	
Nisbet Vang. Whitehall FDS Hig	32,755.80	
Nisbet WisdomTree Intl Equity	8,388.00	
Society - cash	24,920.90	
Society Amer. EuroPacific-CL	88,692.34	
Society Dodge & Cox	23,003.60	
Society Fidelity Contra	88,596.15	
Society Ishares S&P Small Cap	10,398.00	
Society Ishares S&P US Growth	22,502.90	
Society Janus Enterprise	19,032.03	
Society Janus Midcap Value	15,238.53	
Society Matt. Pacific Tiger	18,523.99	
Society Metro. west Bond	52,061.37	
Society Oppenheimer Intl Bond	19,889.72	
Society Senior Floating Rate	11,363.75	
Society Templeton Global Adviso	20,759.18	
Society Vang. Whitehall FDS Hig	173,605.74	
Society Vanguard InflationProof	45,588.58	
Society Vanguard Intl Equity	10,934.70	
Society Vanguard Short Term Inv	59,249.17	

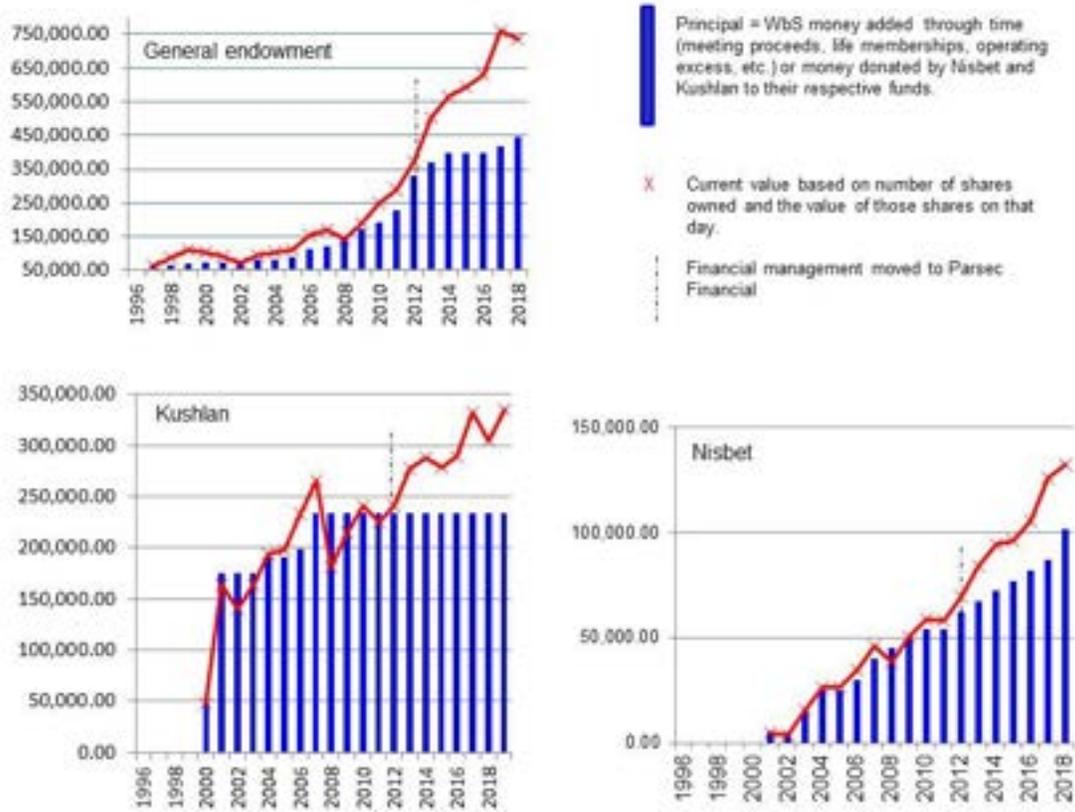
Waterbird Society
Balance Sheet
As of October 19, 2019

	Oct 19, 19	
Society WisdomTree Midcap	26,094.75	
Society WisdomTree TR Emerg...	5,026.80	
Total Parsec	1,172,143.40	
Total Checking/Savings	1,349,248.78	
Total Current Assets	1,349,248.78	
TOTAL ASSETS	1,349,248.78	
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
Holding - meeting proceeds	23,903.62	used for student travel awards
Holding - UMES 2019 meeting	46,993.70	
Holding WoodStork	8,585.21	
Total Other Current Liabilities	79,482.53	
Total Current Liabilities	79,482.53	
Total Liabilities	79,482.53	
Equity		
Opening Bal Equity	0.02	
Retained Earnings	1,222,659.34	
Net Income	47,106.69	
Total Equity	1,269,766.25	
TOTAL LIABILITIES & EQUITY	1,349,248.78	

Gail has obligated \$3400 for study travel awards which does not show up in Table 1. Because those funds now come from a dedicate fund (\$3000/year see Balance Sheet Holding – Meeting Proceeds) plus the silent auction proceeds from the previous year, they will not change our Operating budget totals. Editorial Office costs shown in Table 1 will double to cover the costs for the remaining two issues for the year. There will be additional Professional fees for our IRS 990 preparation. We also have a \$500 cost for our recent officer and councilor election, \$400 more to Allen Press for back issue storage and claims, plus items already mentioned above. Once those costs are in, I anticipate ending the year with \$20,000 in the black. Using the 30% rule, we will have ~\$6K for Special Projects for 2020. On the Balance sheet, the values for the investment funds are as of Jan. 1, 2019.

Finally, a general summary of the three investment accounts is in Fig. 5. The stock market has been doing well for the past several years. Ricardo Zambrano, Chair of the F&I Committee will be providing more detail on the investments in his report.

Figure 5. Investment summary since inception



End of Treasurer's Report

2020 Budget

The proposed budget for 2020 is pretty much identical to the past few year and is based on actual expenses and revenue from 2019. The only change I am recommending is that we increase the amount for student travel awards from \$3000 + the silent auction proceeds to \$5000 + silent auction proceeds. We now have a dedicated fund (surplusses from annual meetings) and that now contains ~\$24,000 plus what ever surplus is generated from this meeting. The projected amount available for Special Projects based on the 30% rule is ~\$5000 - \$6000 available. Special Project's funding does not have to be decided now, but can be allocated over the course of the coming year and new ideas added as needed.

Table 2 – Preliminary draft budget for 2020.

11:05 AM 10/21/19 Accrual Basis		Waterbird Society Profit & Loss Budget Overview January through December 2020	
		Jan - Dec 20	
Ordinary Income/Expense			
Income			
Auction/Raffle Proceeds	500.00		
Awards-donations	23,450.00	transferred from endowments	
BioOne	57,500.00		
Donation			
Professional/Travel grants	5,000.00		
Total Donation	5,000.00		
Interest Income	600.00		
JSTOR	4,140.00		
Membership Dues	18,000.00		
Miscellaneous Income	200.00		
Page Charges	28,000.00		
Total Income	137,390.00		
Expense			
Allen Press	800.00	back issue storage & claims	
Awards			
Kushlan Award	8,800.00		
Nisbit Award	5,000.00		
Professional Travel Award	5,000.00		
Recognition Award	250.00		
Society Research Award	5,000.00		
Student Travel Awards	5,000.00	** suggested increase from \$3K ***	
Total Awards	29,050.00		
BioOne-expenses	1,408.00		
Credit Card fees	3,500.00		
Dues	13,680.00	Schneider & OC (B&C)	
Insurance	2,144.00		
Journal Editor Expenses	17,000.00		
Mailing Ballots/Meeting Notices	800.00		
Miscellaneous Expense	1,000.00		
Officer Expenses	500.00		
Printing & Postage	34,000.00		
Professional Fees	1,300.00	web page, Onip box, etc.	
Total Expense	105,182.00		
Net Ordinary Income	32,228.00		
Net Income	32,228.00		

Bylaws Committee of the Waterbird Society

2019 Annual Report

Membership:

Jeff Spendelow, Co-Chair: JSpendelow@usgs.gov

Chris Custer, Co-Chair: CCuster@usgs.gov

Dave Moore: Dave.Moore2@canada.ca

This committee welcomes new members—those interested in serving should contact the chair.

2019 Committee Activities:

No requests were made by Council of the WbS Bylaws Committee for changes to the Bylaws since our last report was filed.

2020 Proposed Work of the Committee:

As the result of some confusion about how the Nominating Committee operates, the Bylaws Committee will discuss the potential need for making a change to the bylaws to remedy this situation in 2020.

Requests for Council Action:

The Committee has no issues that require discussion or voting at the upcoming Council meeting.

Respectfully submitted, Jeff Spendelow & Christine Custer, Co-Chairs

3 October 2019

Publications Committee of the Waterbird Society

2019 Annual Report

Membership:

Erica Nol, co-chair (enol@trentu.ca)

Brian Palestis, co-chair (bpalesti@wagner.edu)

David Essian (dessian2015@fau.edu)

Jim Fraser (fraser@vt.edu)

Clay Green (claygreen@txstate.edu)

Gopi Sundar (gopi.sundar@gmail.com)

2018-2019 Committee Activities:

- A.! Helped transition between Stephanie Jones and Andy Kasner as Editor of *Waterbirds*. Part of the transition involved discussing strategies to increase the readership and quality of the journal. Some of these included:
- 1)! Selection of and use of editors for Special Issues because Special Issues attract readers perhaps more than individual papers. This item was discussed at the last meeting but still needs talk from the society leaders, and perhaps a vote. The major issue here is how the roles of the Editor and Special Issue Editor can be in conflict. Here it is clear that the Editor is in charge, but the roles of the two have created problems in the past, especially if the authors submitting papers think that theirs will always be accepted.
 - 2)! We are continuing to explore options for "online early" papers, to show 'in press' papers. This is an item that the Editor is hoping/planning to talk with Painter about. One option may be to post a tentative list of papers for respective upcoming issues in the future. The list of papers for upcoming issues would go on the Waterbirds site. It would be difficult to also include the abstracts very early because they may change in the proofing phase and then would not match the final copy.
 - 3)! Invite authors to submit, especially for review papers.
 - 4)! Movement to having more standardized letters from the Editor and partial deadlines. The new editor does try to use a standard letter to authors on letterhead and sent as an attachment rather than just sending a decision in the body of an email, but the idea of specific due dates is seen as challenging. The editor states that he would be hesitant to lose a good manuscript because the authors did not get it back to him within a specific time frame, and he can see trying to enforce such due dates will require more time tracking and sending reminders, without the use of an electronic submission system. The editor has started making some indication in letters for accepted manuscripts needing revision concerning how the timing of resubmission may affect which issue the paper could appear in. We agreed that 3 months was an appropriate time-period for re-submissions. Andy will work with Associate Editor Sara van der Leek, to build a routine where reminders are sent to authors after three months, to encourage them to get manuscript revisions back and/or ask them what they intend to do.
 - 5)! The Editor thinks that we should wait to go to an online submission system, as Andy's experience with the Texas Journal of Science gave a lot of work to the Editor, when what the author really needed was to keep track of their manuscript. Andy and Sara will work on creating emails that update the authors.

B.! Worked with BioOne to fix problems that arose with their switch to a new format, such as problems with frontispieces, the lack of email information for corresponding authors, and password problems for those getting administrator access to the site. Helped to track down a missing erratum. Brian Palestis continues to serve as link between the Editor and BioOne for highlighting featured articles from *Waterbirds* on the BioOne website, although the formatting here has also changed in both formatting (via an email to BioOne, rather than Brian performing this manually) and what is featured (one featured article, but can still make the others open access).

C.! Provided information to Amanda Moore, the webmaster, for updating on our webpage on how to submit to and access the journal.

The BioOne site now lists the five “Most Read” and five “Most Recently Cited” articles, updated monthly under “Featured Content” at <https://bioone.org/journals/waterbirds>. The five most read, as of 3 November 2019 are listed below:

Analyzing Pellets and Feces of African Royal Terns (*Thalasseus maximus albididorsalis*) Results in Different Estimates of Diet Composition

Jan Veen, et al. (2018)  Open Access

Hunting and Consumption of Passerine Birds by Wild Mallards (*Anas platyrhynchos*)

Silviu O. Petrovan, et al. (2017)  Open Access

In Memoriam: Thomas W. Custer 1945-2018

Stephanie L. Jones, et al. (2019)  Open Access

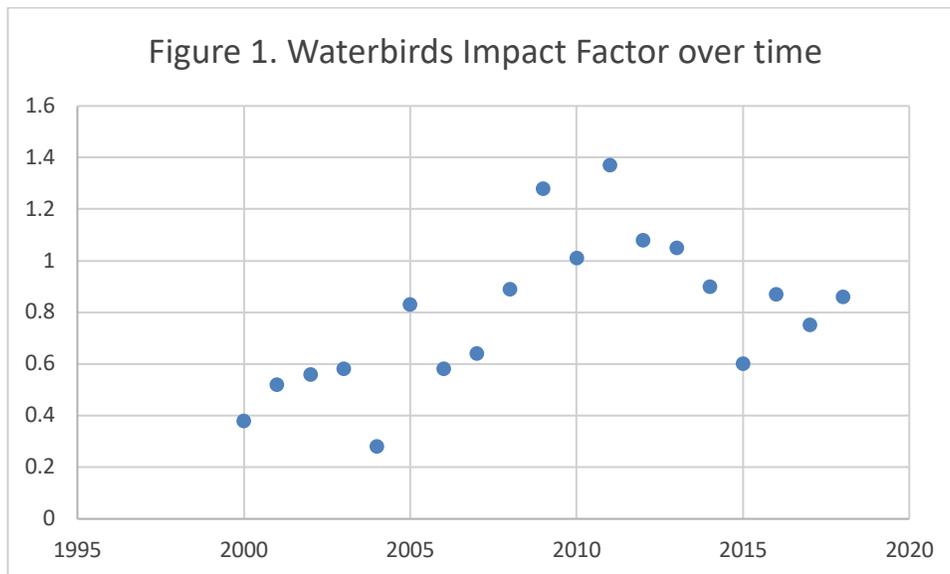
Patterns of Mercury Accumulation in Tissues of Western Sandpipers (*Calidris mauri*) Wintering on the Coast of Sinaloa, Mexico

Guillermo Fernández, et al. (2018)  Open Access

Prey Choice by Declining Atlantic Flyway Semipalmated Sandpipers (*Calidris pusilla*) at a Major Wintering Area in Brazil

Carlos D. Santos, et al. (2019)  Open Access

According to BioOne, the impact factor for the journal has been showing a positive trajectory, since 2000 (Figure 1) although there was around 2010. The current impact factor of *Waterbirds* is 0.86. According to the website DiamScience (<http://diamscience.org/collections/show/157>), *Waterbirds* is ranked 9 of 21 Ornithological journals.



Both indices are based on the number of times articles published in *Waterbirds* are cited, and are similar to last year's numbers. Rankings have slightly improved, up from 12th in 2017 to 9th in 2018. One of the questions that was raised when interviewing candidates for the position of Editor, was how they might envision helping to raise the impact factor. There were some good ideas presented including using more social media to advertise papers, soliciting review papers (see above), and making sure that papers are reviewed and published quickly. Open access was also mentioned as a way of increasing accessibility of the journal, and there may be a model for this that does not jeopardize the revenue stream from BioOne and JSTOR, but concerns have been raised in the past about the high fees often charged to authors to publish in open access journals. We are not sure whether these high fees are primarily from for-profit journals and whether we could allow for lower fees for this option for all. Currently a few articles in each issue of *Waterbirds* are designated as open access without any additional fees, to highlight featured articles and increase visibility of the journal. Note that the top 5 most read articles above were designated as open access, which speaks to the importance of access. This topic is worthy of further research.

Respectfully submitted by:

Brian Palestis and Erica Nol (co-Chairs).

Waterbird Society Membership Statistics 9/24/19

Jim Fraser, Pat Baird Co-chairs Membership Committee

Total 395

Total 395 from 31 countries

By Country

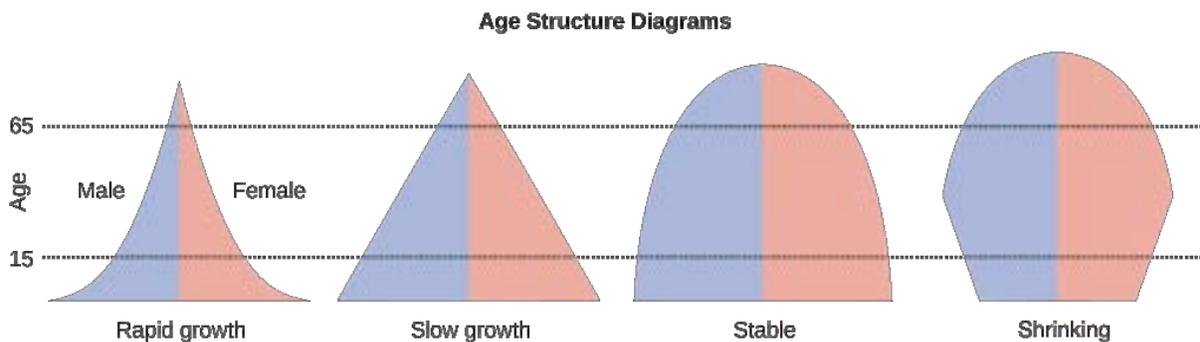
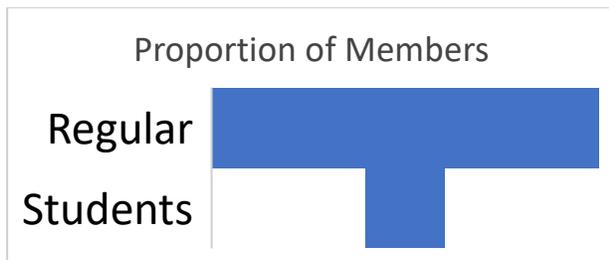
USA 295 (74.7%)

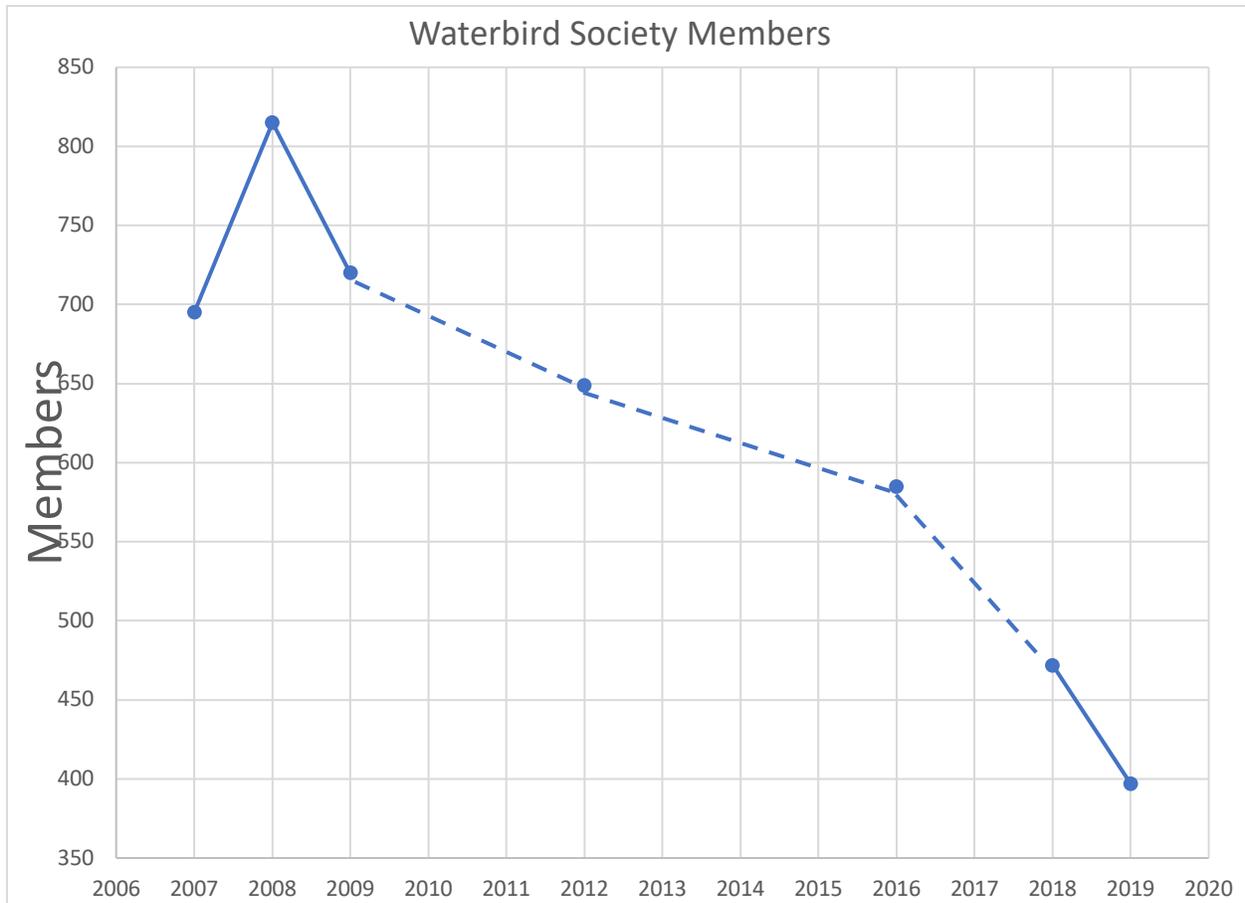
Canada 35 (8.9%)

Canada + USA = 330 (83.5%)

Other in Western Hemisphere 11 (2.8%)

Students 68 (17.2%) [56 from USA and Canada (82% of students, similar to total membership)]

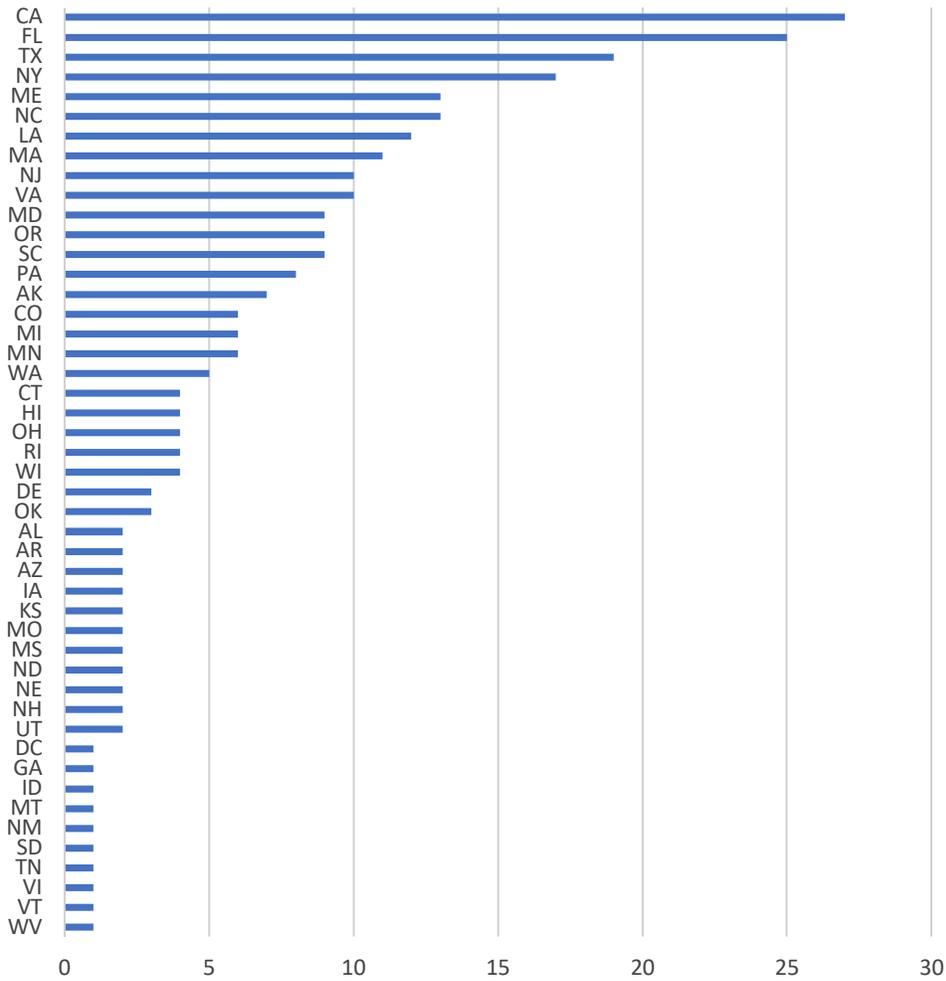


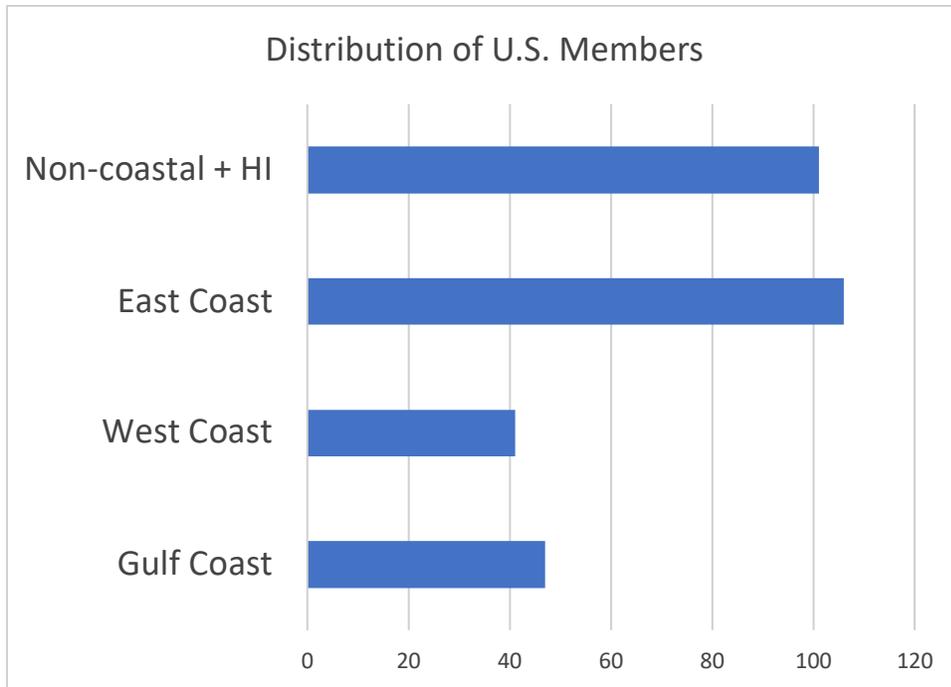


WBS and peer groups

- **Waterbird Society** 395
- Wader Study Group 574
- WHSG ? ~ 150? (210 at meeting in Panama, 99 received travel assistance)
- Pacific Seabird Group ?
- Raptor Research Foundation 900 (web site)

US STATES BY NUMBER OF MEMBERS





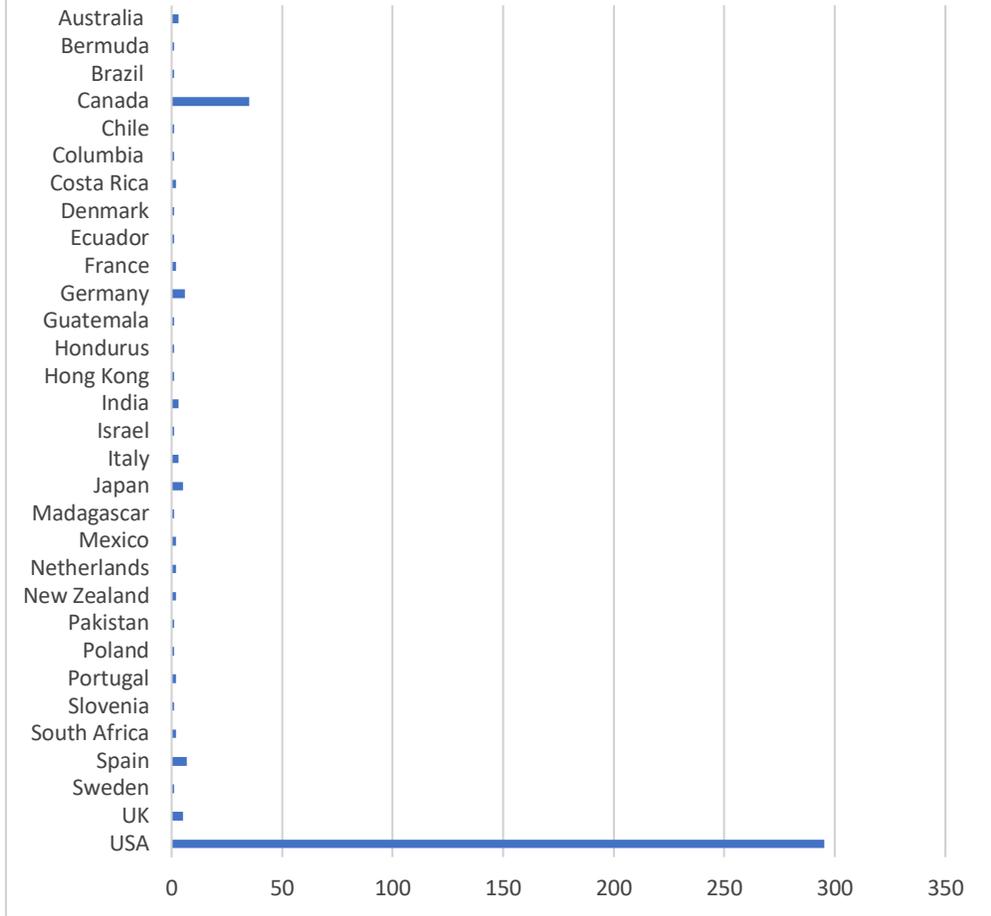
Possible ways to stabilize/increase membership

Assumption: Meeting quality and accessibility will help; a portion of students and newly minted professionals once they become members, will stick with the Society

- Hold more meetings in biologist rich locations (East coast of U.S.)
- Advertise meetings broadly
- Continue to expand student travel awards
- Other ways to encourage faculty mentors to bring their students?
- Make meetings attractive to young people/involve young people in meeting planning, especially social events.
- Try to have good field trips, not too costly
- Travel award targeting Latin American biologists/students?

USA	295	74.7%
Canada	35	8.9%
Spain	7	1.8%
Germany	6	1.5%
UK	5	1.3%
Japan	5	1.3%
Italy	3	0.8%
India	3	0.8%
South Africa	2	0.5%
Portugal	2	0.5%
New Zealand	2	0.5%
Netherlands	2	0.5%
Mexico	2	0.5%
France	2	0.5%
Costa Rica	2	0.5%
Sweden	1	0.3%
Slovenia	1	0.3%
Poland	1	0.3%
Pakistan	1	0.3%
Madagascar	1	0.3%
Israel	1	0.3%
Hong Kong	1	0.3%
Hondurus	1	0.3%
Guatemala	1	0.3%
Ecuador	1	0.3%
Denmark	1	0.3%
Columbia	1	0.3%
Chile	1	0.3%
Brazil	1	0.3%
Bermuda	1	0.3%
Australia	3	0.8%

WBS Members by Country



2018 Grant Committee Report

Committee: John Brzorad, Rena Borkhataria, Liz Craig, Dave Moore, Gopi Sundar Nellie Tsipoura and Jan van der Winden (Chairs)

In 2019, we received 15 proposals for the Kushlan Award, 8 proposals for the Nisbet Award, and 17 proposals for the WbS award. As in previous years, applications were broadly international (Table 1) and represented a diversity of waterbird species (Table 2).

As a first round, the committee split the applications and each committee member reviewed a subset of the proposals. Each one was assigned to at least two members and each member independently ranked the applications on their list according to the rubric posted on the Society's web page (<http://www.waterbirds.org/grants/kinfo>). Based on everybody's rank, the chair created a short list. If there were strong discrepancies between reviewers, applications were also reviewed by the chair or sent to an additional reviewer for feedback. The top three applications for each award were discussed and assessed further and final decisions were made during a conference call on March 29th, 2019.

The following grants were awarded (summaries of proposed work attached at the end of this report):

Nisbet	Mateusz Ledwoń	Migration in species with female desertion: the case of Whiskered Tern	\$4,000.00	for research
Nisbet	Sarah Bolinger	Examining bias in predation estimates for multi-fate nest survival models of Least Terns in Southeast Louisiana	\$720.00	for conservation
Kushlan	Anastasia Rahlin	Using environmental DNA sampling to determine heron and bittern occupancy in western Michigan: a metagenomics approach	\$5,300.00	
Kushlan	Kate Shlepr	Evaluating potential genetic adaptation and increased population resilience in the federally-listed Wood Stork (<i>Mycteria americana</i>)	\$3,500.00	
Waterbirds	Lindsey Tiegs	Use of Rails as Indicators of Hydrologic Change and Subsequent Wetland Quality in the St. Louis River Estuary	\$4,927	

Topics to be addressed at the Council meeting in New Bern:

- ! Availability of funding in 2019
- ! Maximum award amounts
- ! Research vs conservation criteria

Table 1. Region of institutional affiliation for 2019 applicants.

<u>Region</u>	<u>Kushlan</u>	<u>Nisbet</u>	<u>WbS</u>
N America	4	2	7
S America	1	1	1
Europe	3	5	3
New Zealand			1
Asia	6		3
Africa	1		2
Total	15	8	17

Table 2. Study species breakdown for 2018 applications

Species Group	Number of proposals
Anatidae	2
Cranes	1
Egrets and Herons	6
Egrets, Herons, and Ibis	1
Egrets and Herons; Storks	1
Gulls and terns	8
Marsh birds	2
Rails and Bitterns	2
Seabirds	2
Shorebirds	6
Storks	8
Various waterbirds	1

Summaries of proposed work

Mateusz Ledwon, Institute of Systematics and Evolution of Animals Polish Academy of Sciences

Migration in species with female desertion: the case of Whiskered Tern

Female Whiskered Terns desert during the chick and post-fledging period, while males continue parental care. Females can benefit from desertion by starting migration earlier or by re-nesting with a new mate. The main aim of this study is to compare male and female migration strategies: start of migration, numbers of stopovers, rate of migration, and place of overwintering. In this study, we will equip 50 adult birds (~25 pairs) with geolocators, which will be recovered after the birds have returned to the breeding area to obtain data about bird movement. For the first time, movement between sexes will be compared in species with uniparental desertion and long-distance migration.

Sarah Bolinger, Institutional affiliation (if any): University of Louisiana at Lafayette

Examining bias in predation estimates for multi-fate nest survival models of Least Terns in Southeast Louisiana

Beach-nesting birds are among the fastest-declining avian groups, and face increasing risk due to climate change and sea level rise. In Louisiana, many efforts are underway to forestall coastal subsidence and rebuild the coastal barrier islands that protect more inland areas. The Caminada Headland in Louisiana is a newly-restored beach site that was attractive to nesting Least Terns in 2017, and further study of this nesting population will help determine if the site is a population source or sink. The role of different ecological pressures will be assessed through use of nest surveys and cameras, which will allow us to evaluate bias in predation estimates and improve nest survivorship estimates, leading to better population demographic projections.

Anastasia Rahlin, University of Illinois at Urbana-Champaign

Wetland bird declines can be mitigated if we better understand wetland bird occupancy in relation to wetland habitat management, and if we develop non-invasive surveying techniques for sensitive wetland bird species. We propose using environmental DNA water and soil sampling techniques, coupled with point count and playback surveys, to determine Black-crowned and Yellow-crowned Night Heron, and American and Least Bitter occupancy across northwest Michigan. We have already developed eDNA methods to detect rail species in the field, and we would like to expand our methodology to include rails and bitterns. We hypothesize eDNA sampling will yield better occupancy estimates than point counts and playback. We hypothesize we will find more Ciconiiformes DNA in soil samples from low-flow environments, and in water in high-flow regimes. We propose to test whether less urbanized wetland habitat patches with high amounts of emergent vegetation result in greater heron and

bittern occupancy to find critical habitat patches and better manage habitat for migrating and breeding wetland bird species.

Kate Shlepr, Florida Atlantic University

*Evaluating potential genetic adaptation and increased population resilience in the federally-listed Wood Stork (*Mycteria americana*).*

In the 1930s, over 90% of the United States (US) population of Wood Storks (*Mycteria americana*) nested in the Everglades, Florida. Wood Storks were federally listed as an endangered species in 1984 but now appear to be recovering despite frequently low nest counts and poor productivity in once-active Everglades colonies. Since the 1990s, Wood Storks have shifted the timing of their breeding season, expanded their range northward and into novel habitats in urban areas, and have begun consuming non-native fishes. The aim of my proposed research is to monitor colony productivity and compare the genetics of Wood Storks nesting at the core of their historical range ('Historical') with those in urban habitats and at the northern edge of the species' range ('Edge'). Higher productivity in 'Edge' colonies would indicate that birds nesting outside of the Everglades may be capable of sustaining growth of the whole US population. Genetic differentiation between 'Historical' and 'Edge' nesters would provide further evidence that Wood Storks are actively adapting to the human-altered landscape. Increased population size and stability are recovery criteria which must be met before the Wood Stork can qualify for removal from the federal Endangered Species List.

Lindsey Tiegs, Nelson Institute for Environmental Studies, UW-Madison

Use of Rails as Indicators of Hydrologic Change and Subsequent Wetland Quality in the St. Louis River Estuary

We propose to utilize the St. Louis River Estuary on Lake Superior as a study system to investigate how large-scale hydrologic events (ie., changes in lake water level, river flow) influence the structure/function of the adjacent wetlands within the estuary (ie., aquatic invertebrate populations, native vegetation biodiversity & floating seed production), and whether these shifts are reflected in the survivorship, site loyalty, and/or behavior of local rail populations. Ultimately, we will attempt to use rails as indicators of system-scale hydrologic change and local wetland quality due to their reliance on specific hydrological conditions, which makes them especially vulnerable to shifts in wetland structure and function.

September 23, 2019

Student Activities Report.

Vancouver 2018

Twenty-one oral presentations were judged. There was no WBS poster session due to the IOC structure. The following WBS members participated in the judging: Liz Craig, Susan Elbin, Stephanie Jones, Brian Palestis and Gail Fraser.

Charles van Rees, *Navigating a paved paradise: Landscape genetics of an endangered Hawaiian waterbird* won the best student paper award.

Émile Brisson-Curadeau, *Location, location, location: the geographic association of thick-billed murrelets with their prey promises a new economic way to map fish distribution in the Arctic* won the paper award

The winners were announced at the WBS social and posted on the WBS website.

Baltimore 2019

The student travel award was posted on the website in early May. We received 14 travel award applications: six undergraduate, three masters and five PhD students. Only one PhD student was outside of North America. All of the \$3,499 was allocated prior to the early-bird deadline.

Co-Chair Juliet Lamb will be overseeing the judging at the 2019 meeting since I cannot attend.

Finally, I worked with the Conservation Chair Jonathan Cohen on the new student Conservation Award criteria and judging form.

Gail Fraser

Outreach and Communications Committee of the Waterbird Society

2019 ANNUAL REPORT

Membership:

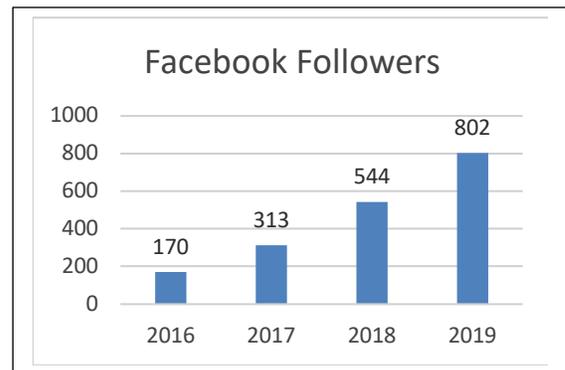
- ! **Nellie Tsipoura** (NJ Audubon, Nellie.tsipoura@njudubon.org)
 - ! **Amanda Haverland** (American Bird Conservancy, ahaverland@abcbirds.org)
- Co-chairs:
- ! **Alison Kocek** (SUNY College of Environmental Science and Forestry, !akocek@gmail.com)
 - ! **Pat Baird** (SFU Centre for Wildlife Ecology, BC Canada, pab7@sfu.ca)

2017-2018 Committee Activities:

- ! The WbS audience on social media continues to grow, including on [Waterbird Society Facebook](#), and [Twitter](#). The Facebook page for the [Waterbirds journal](#) is also active, however to a lesser degree.
- ! **Allison and Pat** have been the main contributors to Facebook and have done a great job!
- ! Tweeting on behalf of WbS has been somewhat sparse: the average is about 3 tweets per month.

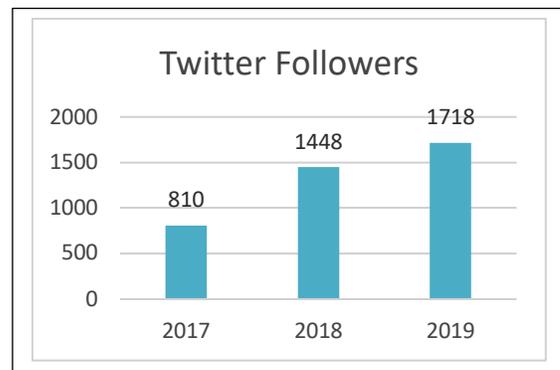
FB Followers

- ! 2016: 170
- ! 2017: 313 (143 increase)
- ! 2018: 544 (231 increase)
- ! **2019: 802 (258 increase)**



Twitter Followers

- ! 2017: 810
- ! 2018: 1,448 (638 increase)
- ! **2019: 1,718 (270 increase)**



Outreach and Communications Committee of the Waterbird Society

2018-2019 Proposed Work of the Committee:

This committee will continue to maintain updated information on the site and on social media. We request input from the Council and Chairs to update and expand the content of our various webpages.

Requests for Council Action:

- ! We would like to continue to send out information and generate interest in the Society through social media.
 - ! We owe the increase in social media activity in the past to the students who became involved in the committee.
 - ! To continue to increase our social media activity, we need to reach out to more students to participate.
 - ! Twitter could use more attention... could recruit more people to help.
 - ! The Journal FB page could focus on highlighting articles in the Waterbirds journal (need a person to sign-up to do this).
- ! As in previous years, we would like to draw attention to the success of the annual meeting during and shortly after the meeting.
 - ! Event to highlight:
 - ! Student awards, important council decisions, and the social events highlighting the local host.
 - ! The active participation of council members would be a huge help!
 - ! Take pictures during the meeting and post on social media with **#Waterbirds2020**

Outreach and Communications Committee of the Waterbird Society

Most popular Facebook posts of 2019

Waterbird Society
Published by Maura Kozak on January 11, 2019

Remains of a 32-year-old Arctic tern found in Scotland, making it the oldest known individual of its species to have bred in the UK.



Remains of UK's oldest Arctic tern found
The seabird discovered at Farnham National Nature Reserve in

Get More Likes, Comments and Shares
Boost this post for \$20 to reach up to 2,000 people

826 People Reached 349 Engagements

204 Reactions, Comments & Shares

136	18	112
Like	On Post	On Shares
18	8	10
Love	On Post	On Shares
3	8	5
Wow	On Post	On Shares
10	8	87
Wow	On Post	On Shares
3	8	5
Wow	On Post	On Shares
7	8	7
Comments	On Post	On Shares
22	22	0
Shares	On Post	On Shares

45 Post Clicks

0 Photo Views 20 Link Clicks 28 Other Clicks

RELATIVE FEEDBACK

1 Like Post 0 Help to Posts

0 Report as Spam 0 Unlike Page

Waterbird Society
Published by Maura Kozak on February 1, 2019

Thought to be extinct on the Hawaiian Islands for centuries, Newell's Shearwaters and Hawaiian Petrels were recently rediscovered using acoustic monitoring.



Confirmed: Two Endangered Seabirds Have Been Rediscovered on Oahu

1,632 People Reached 119 Engagements

89 Reactions, Comments & Shares

88	18	40
Like	On Post	On Shares
18	8	10
Love	On Post	On Shares
5	1	4
Wow	On Post	On Shares
0	0	0
Comments	On Post	On Shares
9	9	3
Shares	On Post	On Shares

30 Post Clicks

0 Photo Views 14 Link Clicks 18 Other Clicks

RELATIVE FEEDBACK

1 Like Post 0 Help to Posts

0 Report as Spam 0 Unlike Page

Waterbird Society
Published by Maura Kozak on January 28, 2019

Wonderful news for Piping Plover and other beach-nesting birds on Jones Beach, Long Island, NY!



Feral cats relocated to keep piping plovers safe
Since August, 25 feral cats have been trapped, neutered by

Get More Likes, Comments and Shares
Boost this post for \$20 to reach up to 4,000 people

1,993 People Reached 271 Engagements

279 Reactions, Comments & Shares

234	21	290
Like	On Post	On Shares
17	8	17
Love	On Post	On Shares
1	0	1
Wow	On Post	On Shares
3	0	2
Wow	On Post	On Shares
13	8	12
Comments	On Post	On Shares
22	22	0
Shares	On Post	On Shares

98 Post Clicks

0 Photo Views 9 Link Clicks 90 Other Clicks

RELATIVE FEEDBACK

1 Like Post 0 Help to Posts

0 Report as Spam 0 Unlike Page

Waterbird Society
Published by Maura Kozak on March 19, 2019

New research shows that recent climate change is having profound effects on wetlands and waterbirds across the Americas West.



Climate change negatively affects waterbirds in the American West

Get More Likes, Comments and Shares
Boost this post for \$20 to reach up to 4,000 people

1,495 People Reached 112 Engagements

78 Reactions, Comments & Shares

32	9	18
Like	On Post	On Shares
5	1	9
Wow	On Post	On Shares
24	9	21
Wow	On Post	On Shares
1	0	0
Comments	On Post	On Shares
12	12	0
Shares	On Post	On Shares

35 Post Clicks

0 Photo Views 12 Link Clicks 22 Other Clicks

RELATIVE FEEDBACK

1 Like Post 0 Help to Posts

0 Report as Spam 0 Unlike Page

Waterbird Society
Published by Maura Kozak on May 29, 2019

More than 200 murres have been found in 10 miles of beach, which state Fish and Wildlife says is probably just a fraction of the total which died.

"Murres are in the middle of their breeding season. They lay their eggs on high rocks above the water line. They lose their life on the open beach and are pretty scappy," Fish and Wildlife said. "Typically, you would find one dead carian per kilometer this time of year. It's doubly alarming because this is the wrong time of year and the wrong species to be washing up on shore."



Major die-off of Common Murres under way along the Mendocino Coast

Get More Likes, Comments and Shares
Boost this post for \$20 to reach up to 4,000 people

870 People Reached 148 Engagements

59 Reactions, Comments & Shares

4	6	4
Like	On Post	On Shares
1	6	1
Love	On Post	On Shares
3	1	1
Wow	On Post	On Shares
10	12	20
Wow	On Post	On Shares
0	2	3
Comments	On Post	On Shares
9	9	4
Shares	On Post	On Shares

96 Post Clicks

0 Photo Views 24 Link Clicks 62 Other Clicks

RELATIVE FEEDBACK

1 Like Post 0 Help to Posts

0 Report as Spam 0 Unlike Page

Waterbird Society
Published by Amanda Harland on January 14, 2019

Senate Votes to Protect Additional 17,000 Acres of U.S. Coastline

1,933 People Reached 150 Engagements

105 Reactions, Comments & Shares

92	28	64
Like	On Post	On Shares
3	2	1
Love	On Post	On Shares
0	0	0
Comments	On Post	On Shares
10	10	0
Shares	On Post	On Shares

45 Post Clicks

0 Photo Views 12 Link Clicks 32 Other Clicks

RELATIVE FEEDBACK

1 Like Post 0 Help to Posts

0 Report as Spam 0 Unlike Page

Conservation Committee of the Waterbird Society

2019 Annual Report

Co-Chairs:

Jonathan Cohen (jcohen14@esf.edu)

Charles Clarkson (cec2p@virginia.edu)

Members:

Jeff Spendelow (jspendelow@usgs.gov)

Susan Elbin (selbin@nycaudubon.org)

Nellie Tsipoura (nellie.tsipoura@njudubon.org)

Ricardo Zambrano (ricardo.zambrano@myfwc.com)

Brad Andres (Brad_Andres@fws.gov)

Katharine Parsons (katharinecparsons@gmail.com)

Alison Kocek (arkocek@syr.edu)

Kate Sheehan (kate.l.sheehan@gmail.com)

Caroline Poli (cpoli@ufl.edu)

Paige Byerly (pabyerly@gmail.com)

2018-2019 Committee Activities:

- 1)! We determined the fourth recipient of the “Publication Award for Outstanding Contribution to Conservation.” The award is intended to recognize papers in *Waterbirds* that further our Society’s mission to promote conservation based on sound science.

The award went to:

Chawaka, S. N., S. T. Mereta, P. L. M. Goethels, L. Lens, and P. Boets. 2017. Effect of human-induced environmental changes on bird diversity and abundance in natural wetlands of southwest Ethiopia. *Waterbirds* 40:129-143.

- 2)! We developed a new student presentation award for the annual meetings, the “Waterbird Society Best Student Paper in Conservation”. We revised the student evaluation form, which was approved for use at the 2019 annual meeting.

2019-2020 Proposed Activities

We continue to receive alerts from OC on potential legislative issues that the Conservation Committee might want to get involved in, but so far none that OC has recommended we take action on. In the coming year, we will attempt to be more proactive in identifying advocacy opportunities.

Diversity Committee Annual Report
November 2019

Committee Members: Rena Borkhataria, Sandra Bouwhuis, Daniel Catlin, Elizabeth Craig (co-chair), Susan Elbin (co-chair), Auriel Fournier, Jim Fraser, Erin Heller, Juliette Lamb, Sean Murphy, Erica Nol, Kate Sheehan, Sara Schweitzer, Melanie Steinkamp, Tom Virzi, Chip Weseloh, Ricardo Zambrano

The mission of our committee is to make a bold, clear message that the Waterbird Society is inclusive of all waterbird biologists, regardless of their gender identity, sexual orientation, race, ethnicity, economic status, age, religion, etc. The role of the Diversity Committee is to promote and celebrate diversity in our society.

2019 Activities

The Local Committee for the 43rd Annual Waterbirds meeting in Salisbury, MD, has planned a full day devoted to diversity and inclusion. Because UMES is an historically black college, the timing was right to focus attention on students of color. The full day event will take place on **Friday, November 8**. (See page 2)

An NSF grant was secured to help fund the diversity day program. The proposal for the meeting includes “Diversity Day, a full day of outreach efforts to students at UNES which happens to be a Historically Black College or University” and was based on a proposal by the local committee (Bowerman, Schwartz, and Paul) to NSF.

The Diversity Committee had several conference calls with Ellen Paul, about how the committee could best contribute to the effort. As it turns out, the Diversity Day is really a stand-alone event focused on the STEM students at the local college. The committee is in the process of scheduling a meeting time at Salisbury.

Proposed activities for 2020

Plan a workshop/paper session for the 2020 meeting Texas. Focus will be on the extent to which we incorporate human diversity in our research efforts, including methods, successes, challenges, etc.. Liz Craig volunteered to take the lead on drafting a paper for presentation during the session.

Request to Council: Elbin and Craig are ready to step down from their leadership role in the Diversity Committee and request the Council appoint new chair(s).

Respectfully submitted,

Susan Elbin and Liz Craig
Co-chairs, Waterbird Society Diversity Committee

Waterbird Society Diversity Program
Ellen Paul, Bill Bowerman, and Jurgen Schwartz

To further the efforts of the Waterbird Society to promote diversity in the study of natural sciences and in careers based on the natural sciences, the Society is offering a full day of outreach efforts to students at UMES (a Historically Black College or University or HBCU) and several other HBCUs in the region.

The full day event will take place on **Friday, November 8**.

The morning session will include talks by notable achievers in academia, federal agencies and conservation organizations. These six speakers will tell the students how they became interested in nature, obtained academic degrees, internships, and other training opportunities, and found career opportunities and excelled in natural resource conservation and management and academic science. They will also address challenges faced as a person of color in white-dominated fields and how they are changing that culture in their own organizations and universities.

Speakers include:

- ! Miguel Mora, Texas A&M University
- ! Keyana Ellis Reynolds, Ph.D. USDA Forest Service Program Manager, Volunteer and Student Resource Assistant Program (and UMES alum)
- ! Dawn O’Neal, Director, Science Impact Project, Nature Conservancy
- ! Maya Solomon, USDA Forest Service, Training Program Manager
- ! Teferi Tsegaye, USDA Agricultural Research Service, National Program Leader, Water Resources

A panel-format Q&A will follow these talks, facilitated by Dr. Moses Kairo, Dean of the School of Agricultural and Natural Sciences at UMES.

Over the extended lunch period, students will have an opportunity to meet and converse with the many state and federal agencies, NGOs, and private sector employers who have been invited to participate in the event. These agencies and organizations hire interns and offer careers in science-based natural resource conservation. Students will be able to learn about the types of jobs and careers offered, the academic background and skills needed, and, of course, make valuable contacts.

A pre-conference webinar will be offered in mid-October (live for those students who can participate; recorded for those who can’t) to offer training as to how to open a discussion with potential employers, make a great impression, and make the best use of time-limited interactions.

The afternoon sessions will feature three “demonstration” papers. The demonstration papers will be 45 minutes each, including Q&A. Presenters will explain how they became interested in biology/ecology as kids/undergrads; their college majors; undergrad or summer field work projects; how they decided to go to grad school; how they decided where to go to grad school; whether to seek a M.S. vs. a Ph.D and why; what grad school is like in terms of coursework and research and working with an advisor; why they chose to do this particular research – what questions were they trying to answer; the literature search; why they decided to use these particular methods; then the traditional paper presentation. Followed by discussion of how the information they produced can be used by natural resource agencies, private landowners, decision-makers, etc., and how the information gets to the people who we hope will use it. In the evening, students may present their research or their pathway stories at a poster session and reception.

Students will be welcome to attend all paper sessions as their schedules permit.

State and federal natural resource agencies, natural resource conservation and management NGOs, and other, relevant organizations and corporations will be invited to send representatives to offer information about career opportunities and diversity programs at their agencies and organizations.

(reprinted from the Waterbird Society webpage <https://waterbirds.org/annual-meeting/waterbird-society-diversity-program/>)

**Waterbird Society Finance and Investment
Committee Performance Report
January 1, 2018 – June 30, 2019**

This report summarizes the performance of the Waterbird Society investment portfolio- consisting of **Nisbet** and **Kushlan** Endowments as well as the general **Waterbird Society** Endowment for the period January 1, 2018 - June 30, 2019.

Committee membership:

Ricardo Zambrano, Chair
Chris Custer
Jim Frasier
Nellie Tsipoura

General Considerations and Investment Performance.

The investment philosophy for the Waterbird Society, follows the strategy established several years ago. The investment philosophy consists of two principles:

- 1) Follow one diversified, long-term program that will carry you through all market conditions because one cannot predict what the market is going to do. Those who come out ahead over the long haul are those who follow a long-term methodology and do not switch among philosophies.
- 2) A mix of 60-70% diversified stock and 30-40% bond funds has been shown to produce the highest average returns over many years.

The three endowments, Nisbet, Kushlan and Waterbird Society general, are invested in similar mixes of securities (stock-based) mutual funds (~70%) and bond-based mutual funds (~30%) since the goals for all three are similar. The endowments are invested through **Fidelity Investments**, however, the fund diversification and allocations are managed by **Parsec Financial**, an investment management and financial planning firm. This has been the case since the summer of 2009 after the Waterbird Society Council voted to have a professional investment management firm manage our endowments.

The total market value for all three endowments as of September 30, 2019 was: **\$1,313,483.26**. The market value by individual account was: Waterbirds General Endowment \$823,552.20, Nisbet Endowment \$154,857.99, and Kushlan Endowment \$335,073.07. The total annualized return for all three endowments since inception (January 31, 2015) was **6.28%** (Figure 1). The rates of returns for all three endowments were also significantly lower than most market indexes (Figure 2). However, when you compare the returns for all Waterbird Society endowments against blended market indexes (at 60% stocks and 40% bonds) the rates of returns are almost similar (Figure 3).

The total account value for the 2018 calendar year was **\$1,172,143.40**. **Transaction costs, fees, and charges** by Fidelity Investments in the calendar year of 2018 totaled **\$7805.70**. This works out to **0.66%** of the portfolio for all 3 endowments combined in 2018. In addition, the **annual fee** charged by Parsec for management of these funds is **0.6 %** per year. This fee equaled approximately **\$7,518.69**. The total fees charged by Fidelity and Parsec combined for 2018 totaled approximately **\$15,324.39**.

Figure 1. Rate of returns for all Waterbird Society accounts.

Endowment	YTD	1-Year	3-Year	5-Year	10-Year	Since Inception	Life Start Date
Nisbet	12.87%	3.91%	7.61%	--	--	6.25%	1/31/2015
Kushlan	13.11%	2.60%	8.02%	--	--	6.38%	1/31/2015
Waterbird General	12.73%	3.20%	7.62%	--	--	6.24%	1/31/2015
Total	12.84%	3.12%	7.72%	--	--	6.28%	1/31/2015

Figure 2. Rate of returns for Market indexes for comparison*.

	YTD	1-Year	3-Year	5-Year	10-Year
S&P 500® Index	+20.55%	+4.25%	+13.39%	+10.84%	+13.24%
Dow Jones U.S. Total Stock Market Index	+20.05%	+2.81%	+12.78%	+10.40%	+13.09%
Dow Jones Industrial Average	+17.51%	+4.21%	+16.44%	+12.28%	+13.56%
Nasdaq Composite Total Return Index	+21.54%	+0.52%	+15.89%	+13.51%	+15.49%
MSCI ACWI ex USA (Net MA Tax)	+11.74%	-1.05%	+6.52%	+3.07%	+4.61%
Bloomberg Barclays Municipal Bond Index	+6.75%	+8.55%	+3.19%	+3.66%	+4.16%

*The widely recognized indexes provided are broad indicators of the U.S. stock and bond markets and are included for informational purposes to provide general market overview.

Figure 3. Rate of returns for market indexes with 60% Stock and 40% Bond blend.

	YTD	1-Year	3-Year	5-Year	10-Year
Index Blend 60% Stocks (Taxable Bond)	+13.73%	+5.09%	+7.79%	+6.33%	+7.85%
Index Blend 60% Stocks (Municipal Bond)	+13.02%	+4.42%	+7.85%	+6.40%	+7.99%

The majority of the assets are invested in domestic stocks followed by foreign stocks, bonds, and cash (Figure 4). Balance histories for all three endowments combined for one year and from inception are found in Appendix A. The Dow Jones market Index is included for comparison. Ticker symbols and fund names for each endowment are found in Appendix B. Monthly and annual financial statements by Fidelity Investments are provided to the chair of the Finance and Investment Committee and the Treasurer. Quarterly performance statements by Parsec Financial are provided to the chair of the Finance and Investment Committee and the Treasurer.

Figure 4. Asset allocations for all three endowments.



Social Responsible Investments

At the 2017 Waterbird Society Council meeting in Reykjavik, Iceland, the Finance and Investment Committee was asked by Council to request green ratings and ethical ratings from Parsec for our investments. Parsec provided information on three Social Responsible Investments (SRI) that were available and included similar funds (non SRI) already in the Waterbird's Society's portfolio. The funds include a large cap fund, a mid-cap fund, and an international fund. In general, the returns for year to date, one year, three year, and since inception tend to be lower for SRI funds than for non-SRI funds. As far as cost, or management fees, SRI funds tend to be about the same or more expensive to manage than non-SRI funds, sometimes as much as half of a percentage point (0.5%). At the 2018 Vancouver, Canada WBS council meeting, the Finance Committee was instructed to have Parsec purchase some SRI funds for our portfolio. On 22 April 2019, Parsec sold all or partial shares of three existing funds in our portfolio and purchased three SRI funds. The SRI funds were distributed amongst the three different endowments (Figure 5).

Figure 5. Trades by Parsec from non-SRI funds in the Waterbirds Society portfolio to SRI funds on 22 April 2019.

Kushlan Endowment

SELL ALL (≈ \$11K) Wisdom International Eq and purchase Domini Impact International with proceeds

SELL ALL (≈ \$11K) Janus Henderson and purchase Parnassus Mid Cap with proceeds

SELL \$20K Vanguard High Dividend and purchase Parnassus Core Equity with proceeds

Waterbird General Endowment

SELL ALL (≈ \$8K) Wisdom International Eq and purchase Domini Impact International with proceeds

SELL ALL (≈\$23K) Janus Henderson and purchase Parnassus Mid Cap with proceeds

SELL \$50K Vanguard High Dividend and purchase Parnassus Core Equity with proceeds

Nisbet Endowment

SELL ALL (\approx \$9K) Wisdom International Equity and purchase Domini Impact International with proceeds

SELL ALL (\approx \$8K) Janus Henderson and purchase Parnassus Mid Cap with proceeds

SELL \$10K Vanguard High Dividend and purchase Parnassus Core Equity with proceeds

Conclusions

Stock and bond return in 2018 and the first half of 2019 have been rising moderately but with wide fluctuations. In July 2019 market indexes (e.g. Dow Jones, S&P 500, and Nasdaq) reached record highs but have since dropped slightly. Most economists feel that the stock market usually corrects itself every ten years. The market started recovering in 2008 after the Great Recession and we have now had nearly 12 years of constant increases and record highs. However, currently the tariff war with China as well as slow-downs in global economies, including the U.S. have led to fears of an impending recession. The Federal Reserve has been slowly cutting interest rates to fend off such a recession.

Our financial advisor, Parsec, believes slowing growth is currently a global theme. Fortunately, unemployment is low with some wage growth. The U.S economy has remained resilient despite overseas growth lagging. However, this year U.S. growth has dropped to levels similar to global growth rates. Economists have noted an inversion to the yield curve which typically signals an impending recession. Parsec's message is to be vigilant while remaining opportunistic. Parsec believes that "there is unlikely to be a community consensus of a recession before we are actually in one". As a result, investment strategy in the short term is one of cautious optimism.

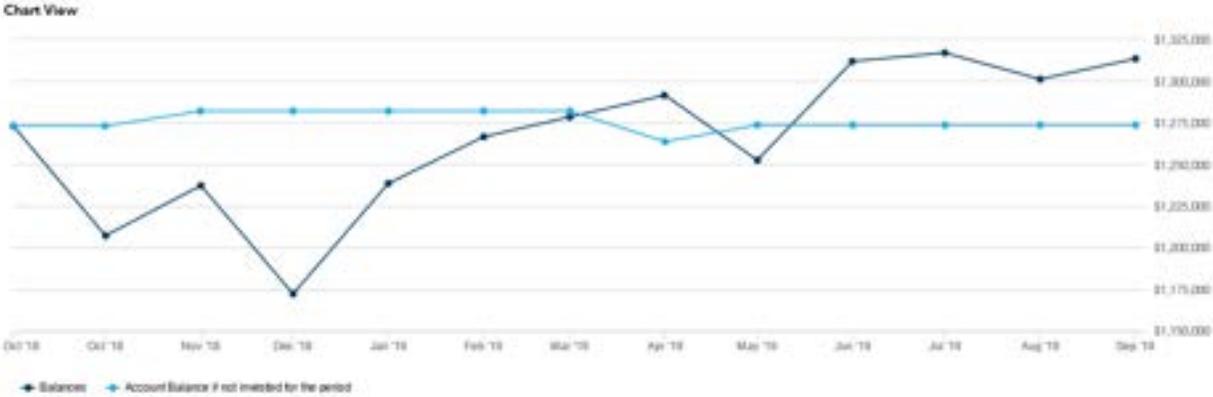
(Source: Parsec Quarterly News, June 1, 2019).

Prepared October 20, 2019

Prepared by Ricardo Zambrano
Ricardo.Zambrano@MyFWC.com

APPENDIX A

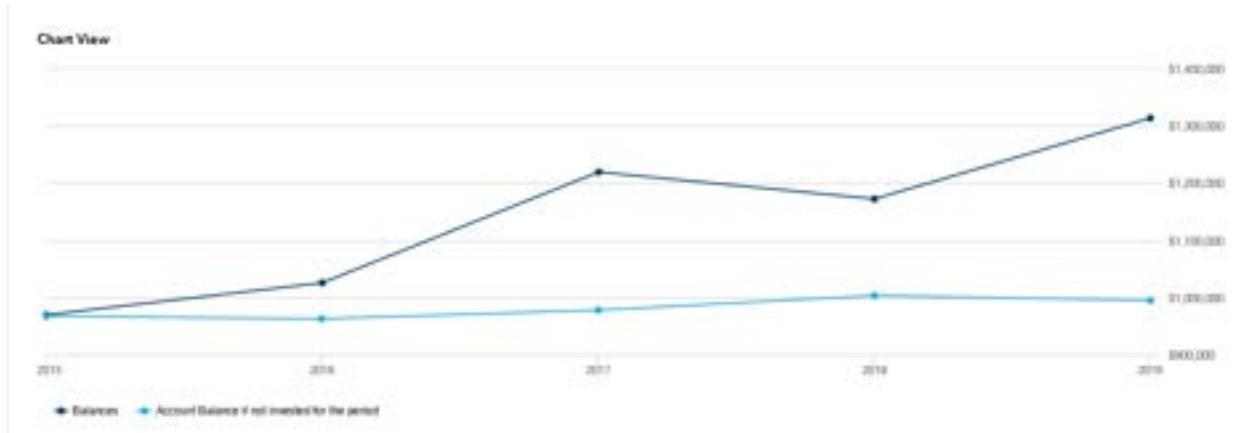
Balance history for all endowments combined for one year (October 2018 - October 2019)



Dow Jones Market Index: October 2018 – October 2019 for comparison purposes.



Balance history for all endowments combined since inception (02/2015 - 09/2019)



Dow Jones Market Index: October 2015 – October 2019 for comparison purposes.



Ticker Symbol and Fund Name per Endowment

NISBET

Symbol	Description
FDRXX**	FIDELITY GOVERNMENT CASH RESERVES
AEPFX	AMERICAN EUROPACIFIC GROWTH FUND CL F2
DFGBX	DFA FIVE YEAR GLBL FIXED INC PRTF INSTL
DODIX	DODGE & COX INCOME
DOMIX	DOMINI IMPACT INTL EQUITY INVESTOR
EALDX	EATON VANCE SHORT DURATION GOV INC A
IJR	ISHARES CORE S&P SMALL-CAP E
IUSG	ISHARES CORE S&P US GROWTH ETF
JMCVX	JANUS HENDERSON MID CAP VALUE T
MPTX	MATTHEWS PACIFIC TIGER FUND
PARMX	PARNASSUS MID CAP
PRBLX	PARNASSUS CORE EQUITY INVESTOR
THIFX	THORNBURG LTD TERM INCOME CLASS A
VAIPX	VANGUARD INFLATION PROCTED SEC ADM CL VANGUARD INTL EQUITY INDEX FUND INC FTSE EMERGING MARKETS
VWO	ET
YYM	VANGUARD WHITEHALL FDS HIGH DIVIDEND YIELD ETF SHS

KUSHLAN

Symbol	Description
FDRXX**	FIDELITY GOVERNMENT CASH RESERVES
AEPFX	AMERICAN EUROPACIFIC GROWTH FUND CL F2
DFAPX	DFA INVESTMENT GRADE PORTFOLIO INSTL
DFGBX	DFA FIVE YEAR GLBL FIXED INC PRTF INSTL
DODIX	DODGE & COX INCOME
DOMIX	DOMINI IMPACT INTL EQUITY INVESTOR
EALDX	EATON VANCE SHORT DURATION GOV INC A
FCNTX	FIDELITY CONTRAFUND
IJR	ISHARES CORE S&P SMALL-CAP E
JMCVX	JANUS HENDERSON MID CAP VALUE T
ODVYX	INVESCO OPPENHEIMER DEVELOPING MARKETS Y
OIBAX	INVESCO OPPENHEIMER INTERNATIONAL BOND A
PARMX	PARNASSUS MID CAP
PRBLX	PARNASSUS CORE EQUITY INVESTOR
THIFX	THORNBURG LTD TERM INCOME CLASS A
VAIPX	VANGUARD INFLATION PROCTED SEC ADM CL
VFSUX	VANGUARD SHORT TERM INVMT GRADE ADMIRAL

VYM VANGUARD WHITEHALL FDS HIGH DIVIDEND YIELD ETF SHS

WATERBIRD GENERAL

Symbol	Description
FDRXX**	FIDELITY GOVERNMENT CASH RESERVES
DFAPX	DFA INVESTMENT GRADE PORTFOLIO INSTL
DFGBX	DFA FIVE YEAR GLBL FIXED INC PRTF INSTL
DGS	WISDOMTREE TR EMERGING MKTS
DODIX	DODGE & COX INCOME
DOMIX	DOMINI IMPACT INTL EQUITY INVESTOR
DON	WISDOMTREE TR US MIDCAP DIVID
EILDY	EATON VANCE SHORT DURATION GOV INC I
FCNTX	FIDELITY CONTRAFUND
FEUPX	AMERICAN EUROPACIFIC GROWTH FUND F3
IJR	ISHARES CORE S&P SMALL-CAP E
IUSG	ISHARES CORE S&P US GROWTH ETF
JMCVX	JANUS HENDERSON MID CAP VALUE T
MIPTX	MATTHEWS PACIFIC TIGER FUND INSTL
PARMX	PARNASSUS MID CAP
PRBLX	PARNASSUS CORE EQUITY INVESTOR
VAIPX	VANGUARD INFLATION PROCTED SEC ADM CL
VFSUX	VANGUARD SHORT TERM INVMT GRADE ADMIRAL
VWO	VANGUARD INTL EQUITY INDEX FUND INC FTSE EMERGING MARKETS ET
VYM	VANGUARD WHITEHALL FDS HIGH DIVIDEND YIELD ETF SHS

Appendix C. List of Special Projects and their status.

Special Project title (see full description in footnote below for each numbered entry)	Cost	Timeframe ^a	Priority / Status	Enhancement			
	1-time or reoccurring cost			Membership	Journal	Meeting	General Society
1. Establish a research fund analogous to, but complimenting the Nisbet and Kushlan Funds	\$2000/year	Medium	 Donel				
2. Provide logistical aid in support of meeting: purchase meeting software (registration and abstract submission), development, or rental	\$3000 - \$4000 if purchased/programed, or \$4500 - \$7500 /year if contracted	Short	 Donel				
3. Teleconference ability enhancements	?	Short					
4. Travel award enhancements	\$3000 - \$5000/year	Short	 Donel				
5. Miscel. meeting enhancements	\$1000/year	Long					
6. Recognition awards	\$3000/year as needed	Short	 Donel				
7. Expand number of pages published	\$2000 - \$4000/year	Long					

9 – Archive and oral history at 40 th annual meeting	One time -????	Short					
10. Web page design	One time - Up to \$5000	Short					
11. Stipend for Past Presidents or Editors to attend 40 th annual meeting	One time - ????????	Short					
Other projects							

^a time frame for implementation

1. **DONE** - There are now worthy, but unfunded research proposals being received by the Nisbet and Kushlan award committee. There is now perhaps room for some of these proposals to be funded by the General Endowment. This would be done only after consultation with both Ian Nisbet and Jim Kushlan so that the value of those two award funds is not diminished in any way. The Nisbet and Kushlan awards were established to fund research on gulls and terns (Nisbet) and long-legged wading birds (Kushlan). On occasion that mandate has been broadened to include conservation activities on those taxa rather than strictly research. A niche for the General Endowment might be to fund conservation activities and leave the other two endowments for research projects. Another niche might be to fund waterbird studies on other groups of Waterbirds e.g. marsh birds or waterfowl. Other options should be considered as well. A tentative amount could be set at \$1500 - 2000/year to be consistent with the other two awards.

Assessment metrics: 1. A greater diversity of proposals submitted for consideration. 2. A greater number of proposals submitted for consideration. 3. Higher quality of proposals submitted.

2. **DONE** - The annual scientific meeting is a critical aspect of the WbS's mission. As the membership has grown, and the size and complexity of the annual meeting has increased, it has become more difficult to find individuals willing to step forward and organize these meetings. There are two aspects to hosting a successful annual meeting: the scientific program and the logistical detail. Those logistical details include many mundane tasks such as accepting registration fees, printing up name badges and receipts, organizing a web page, accepting abstracts etc., etc., all of which are needed to have a smooth running meeting. These details can be time consuming and the learning curve steep. The WbS could help with the latter by providing

support, both financially and with expertise, for abstract submission, registration fee payment, name tag and receipt preparation, budgeting etc. Whereas some of this help is already contained in the Meeting Handbook, logistical help could be expanded. Options include purchasing meeting organization software, paying for additional programming by our current web page provider, or paying the annual fee for such software from OSNA or a commercial organization (eg. <http://theconferencemanagers.com/>). We would also provide the knowledge to use that software efficiently and easily. ** \$2000 has already been allocated in the 2013 budget for this purpose, but initial estimates for new programming from our current web page provider would be an additional \$1500. **Assessment metrics:** 1. Easier to find local hosts for the annual meeting. 2. Positive feedback from local hosts about the ease of organizing an annual meeting.

3. Because of the increasing costs to attend meetings, and our desire to have the broadest representation from across the world on Council, the Society could also pay the cost to have high-quality teleconference capability at all Council meetings. Video conferencing capability does not seem to be necessary. The amount needed to purchase equipment (e.g. inexpensive hand-held cord-less microphones), rental of audio equipment, or paying for teleconferencing services on site all would need to be investigated to find the most appropriate solution and might vary based on the amenities offered at each venue. **Assessment metrics:** 1. Conference call participants can actually hear what is being said at the Council meeting. 2. Conference call participants report satisfaction with the process.

4. **DONE** On an occasion basis, funds have been appropriated to fund student travel awards over and above the silent auction proceeds. This expenditure could be codified as a standard expenditure of the operating budget. Additionally, additional funds could be appropriated to fund, or partially fund, scientists from developing countries to attend the scientific meeting. Guidelines would be established, but cost effective options might be to fund scientists from developing countries that are relatively near the annual meeting site. A tentative amount could be set at \$3000 - 5000/year \pm for these two travel categories together with the silent auction proceeds being applied to the student travel portion, i.e. if \$1000 were raised at the silent auction then the amount contributed for student travel awards would = \$500. Relatively more money should be appropriated for established scientists rather than students because of the higher probability that established scientists will remain active in the Society. **Assessment metrics:** 1. A higher number of scientists from developing countries attend the annual meeting. 2. An increase in the number of members from developing countries.

5. An additional meeting enhance could be providing funds annually to the local organizing/scientific program committees for one or more plenary speakers. A set amount should be established (e.g. \$1000/year/speaker) to provide stability for the planning process and could be used at the discretion of the local committee.

6. **DONE** In conjunction with the newly reconstituted Awards Committee (formerly the International Awards Committee), a set amount should be appropriated annually, biennially or triennially, for these awards. These awards have not been given for several years because of earlier financial

limitations. The Honorarium to the awardee is used to defray travel costs to the annual meeting at which the award is presented. Money appropriated for these awards would not be used if suitable a candidate was not selected for an award. An initial amount could be set at \$3000 per award/meeting.

7. Currently the maximum number of scientific pages published per year is set at 599. This number could be raised to 640 - 700 pages, an additional 10 - 50 page per issue, when the quantity and quality of the submissions warrants. Additional pages would cost the Society between \$1000 and \$4000/year.

9 –IN PROGRESS Archive and produce an oral history at the 40th annual meeting, New Bern, NC. Provide funding for a professional to audio-, and perhaps video tape, recollections and reminiscences from members on past events, significant and otherwise, to help preserve and the history of the Society. **Assessment metrics:** Said audio- and videotapes are produced and served on our web page.

10. DONE Web page design to upgraded, and to make finding information easy for the public, our members, and us. The designer will help us organize the content we currently have and will guide us in options for enhanced options e.g. Sighting report forms, interactive maps, and linking to social media. We want our site to be “responsive” so that it looks wonderful on phones/tablets as well as on computer screens. Up to \$5000 can be used to update and modernize the web page. **Assessment metrics:** We want to increase visibility of our awards and grants and journal contents, and we want to enhance the use of and thus recognition of our logo/brand.

~~11. Stipend for Past Presidents or Editors to attend 40th annual meeting. A stipend to help past Presidents and past Editors to attend the 40th annual meeting with the purpose to enhance and celebrate the 40th anniversary of the Waterbird Society. **Assessment metrics:** The number of past Presidents and past Editors who attended the meeting in greater than the number who might have attend without the financial support.~~

Other projects

Special Project Proposal: Chip Weseloh

Whereas The Waterbird Society is an international scientific, not-for-profit organization dedicated to the study and conservation of waterbirds.

And Whereas the Waterbird Society would like to play a larger role in and be a more recognized supporter of international waterbird science,

And Whereas Council has been briefed on the successful application by three of its members (two of whom are past or current Presidents) to host and organize the 2nd Herons of the World Symposium and Workshop in conjunction with the Pan-African Ornithological Congress in Victoria Falls, Zimbabwe, 16-20 November 2020,

And Whereas the Waterbird Society contributed financially to assist off-continent heron researchers to attend the 1st Herons of the World Symposium and Workshop in 2016,

And Whereas the Waterbird Society does not have any current Special Projects under consideration, and the following motion satisfies all the criteria for a Special Project of the Waterbird Society, i.e. Membership (we will have a Society Table at the PAOC meeting to flog the Society), Journal (we will have display copies of several past journals), Meeting (we will have handouts on our 2021 meeting –and possibly 2022) and General Society (that will be evident from the three above features) and our treasury currently has at least \$3K of unassigned funds available,

I would like to move that the Waterbird Society contribute \$3K to a GoFundMe fund raiser to support (primarily) African researchers in attending this meeting.