

**Waterbird Society Council Meeting: Minutes**

Zoom Virtual Meeting

Tuesday, March 21, 2023

08:00-10:00 and 19:00-21:00 Eastern Time (GMT-5)

**Voting members:** Patty Szczys (2022-2023 President), Ricardo Zambrano (2022-2023 Vice President), Chris Custer (Treasurer), Kate Shlepr (2021-2023 Secretary), Clay Green (2020-2024 Past-President), Dave Moore (2022-2026 Past President), Gopi Sundar (Editor-in-Chief; ex officio voting member), Don Lyons (2021-2023 Councilor), Caz Taylor (2021-2023 Councilor), Jim Lyons (2021-2023 Councilor), Aliyah Caldwell (2022-2023 Student Councilor), Kiah Williams (2022-2024 Councilor), Marisa Martinez (2022-2024 Councilor), Jonah Gula (2023-2024 Student Councilor), Yat-tung Yu (2023-2025 Councilor), Diego Cisneros-Heredia (2023-2025 Councilor), Alison Kocek (2023-2025 Councilor)

**Voting members unable to attend:** Not applicable

**Committee members and visitors in attendance (non-voting):** Jeff Spendelow, Jeff Costa, Amanda Haverland, Gail Fraser, Jenna Schlener, Nellie Tsipoura

**08:03 Introductions, welcome (15 people online)**

**08:13 Approve the agenda** Caz/Alison Passes unanimous

**08:14 Approve past minutes (Corpus Christi - Oct 31, 2022)** Gopi /Caz Passes unanimous

**08:16 Finances - Chris**

- BioOne revenue loss is troublesome... lost \$10,000 revenue that'd need to be made up or cut expenses. Operating budget can't rely on investments for a bailout.
- Next year's outlook: dismal.
- BioOne revenue is 1-yr time lag, so seeing the impact of 2022 (2 issues in 1 year instead of 4), hopefully will improve by 2024 now that the journal is back on track.
- Q: Did BioOne change policy, or is it strictly a reflection of the number of hits on the journal? Chris says it's mostly journal hits. Q: So reason to think revenue will get back on track next year? Chris says hopefully yes.
- Special Issues have helped in the past - new pages, new readership. Could do more of this, but more work for Gopi, Paige.
- Look at the budget fresh - where can we focus our energy that might increase some revenue but cut expenses? It seems like we're already bare bones budget-wise. Insurance why? We've had it for 20+ years, never needed it... safety to keep. Printing & postage is high (\$10,000/issue...cost per issue increases if number of mailings decreases because fixed base cost). Would it be possible to reduce by turning online only? (Campaign to do this.) Additional costs to open access online...need to grapple with. **Needs more discussion (future Committee/Council meetings).** Even if we eliminate mailing, there will still be cost because the printer does a lot of the

formatting - cost would be shifted elsewhere if we shifted to digital only. (**Publications Committee will liaise with Printer.**) AOS is giving authors opportunity to highlight their papers - blogs, etc. Gopi + Paige work with communications to hand off authors to drive excitement about their papers. 1 lean year vs. constantly looking for ways to fund innovative work - so a plan to actively increase revenue would help us achieve other parts of the WbS mission.

#### **Editor's update - Gopi**

- Number of submissions 2022 - backlog, but 2023 should be back to what it used to. Special Issues, more submissions needed. Only 17 articles in progress right now - concerning & main limiting factor.. Spread the word. First & final decision time are better than average.
- Printer takes 2 months - Paige working with them to see why it takes so long.
- Have we ever explored advertising the journal? - tracking equipment, binoculars, etc. Vaguely remember we did that in the past, could explore.
  - But if we're moving online, this idea would have to work very differently (e.g., sidebars online).
  - Requires follow-up.
  - **All: send Publications Committee potential sponsor names.**
- **Waterbird-related papers in other journals - reach out and ask them to consider WbS next time. - Gopi has started doing this now, but anyone on Council+ can do the same.**
- **Send email to members/prospective members (n=2000 people) reminding them to submit to our journal.**
- Editors of other journals, Gopi has been talking. EIC travels to all meetings (Society funds).
- **Communications team - Gopi will talk to help draw people to our website.**
- IBIS is great at social networking- pays off. Be careful about email (predatory journals).
- Special Issues: when do these happen? Opportunistically. Gopi has started networking actively. They pay printing, mailing costs typically, so great benefits to society with only big time costs.

#### **Membership Committee - Jim**

- Background: Schneider was hosting service for many years. They recently informed us they were no longer going to service our society. Schneider used Memberclicks platform, so Jim, Jenna, and Michelle (Membership) trained to find out whether we could manage this platform ourselves.
- Seemed straightforward, but working out kinks. E.g., how to deal with free memberships that Council approved for 2023. (1) anyone submitting a grant - Nellie provided info, pretty easy. 2) Anyone submitting a manuscript to the journal from outside the US, Canada - Gopi/Paige provided. 3) Registering for an annual meeting from outside US/Canada, students, and early career - more difficult. Ricardo provided some info, but we don't have a good way to track students and early career members. Need to change the registration process so that the data are more accessible.)
- ~56 people are eligible for free membership this year - which is half of what we gave last year.
- Ready to announce free memberships for 2024, make it a bit easier for next year.

- Journal access from the website doesn't seem to be working the way it's supposed to, especially for recent (2 years) volumes.
- Email address for Membership Committee? Create a division of labor within the committee for these tasks.
- Q: flat rate for Memberclicks per year or by message? One bill a month - flat rate it appears.
- Membership types, demographics: DEI Committee suggested info to include in registration, membership application. For those who would receive free membership, still fill out a membership form, and **can we update that. Jim agrees yes, get suggestions from the DEI committee, will update. Also add these details to the Local Committee handbook.**
- How international is our membership? Information is not handy, but Jim will put some numbers together. >75% from US/Canada now and historically.

#### **Fellowship Ad Hoc Committee - Kate**

- Coming down the pipe - stay tuned!

#### **Nominating Committee - Clay**

- Membership of the nominating committee - changing?
- Clay will reach out to members of the committee to convene.
- If anyone would like to be on the Nominating Committee, reach out. Or if you have names, suggestions, please relay that info to Clay.
- **Kate+Patty: contact Committee Chairs re: push to recruit new members/chairs.**

#### **Strategic Planning Committee - Patty**

- Remember process: Committee formed early 2022, has been very active ever since.
- Some recommendations were not controversial, just put them in. Other recommendations were more controversial - brought to Council - then focused inquiry today.
- Today's feedback meant to polish prior to an April Town Hall. Final SP intended to be guidance for 8-10 years.

**MOTION: Accept mission statement (technical corrections made in real time). Marisa/Gopi PASSES unanimously.**

"Professional"? Leave mission statement as-is, but with modified version for advocacy type work or other similar situations.

- **Committee statements relevant to 4 goals of mission statement - SP Committee will be reaching out to other committees.**
- Look at each goal's recommendations with a committee lead for each. Emphasized cross-committee coordination (hence reformatted SP versus 2020 Vision).
- Spending philosophy - meta objective.
- Eliminate reliance on institutional memory by recording our decisions.
- Agree that the general structure is good. Add more detail.
- Assign Committees as point entities to move. Good, but how best to direct them?

- Virtual Town Hall Tue Apr 18, 2023 6pm – 7pm (EDT). Blast info to all members with an accompanying survey. Revise the Plan afterward for hopeful adoption in the Fall meeting.

**10:00 Break**

**19:02 Resume (16 people online).**

**2023 meeting - Ricardo**

- Oct 9-13 Fort Lauderdale, FL
- Mon = Council meeting; Wed = workshops (1-2); Fri = field trips
- 2 symposia so far, would like to have more proposals. **Ricardo/Local Committee will send a reminder to members next week and before the April 15th deadline. Add: request for nominations for awards.**
- Joint with Atlantic Marine Bird Cooperative (Monday, Tuesday).
- Registration (with updated form for Membership tracking) and abstracts open April 15. Dryfta software again.
- Request: 2 room rates waterview vs parking lot room rate. If you have tax exemption, please pick the more expensive waterview rooms. (\$145 vs. \$155 pre-tax.)
- Working on a shuttle from the airport to the hotel (close by). Within walking distance of the beach.
- No hybrid/virtual - all in person except for the Council meeting.
- Will have poster sessions and lightning talks.
- Student activities? Local Committee has not moved much on this yet, but there's time on Wednesday of the meeting if we want to fill it.

**2022 Meeting Report** - see document from Dale Gawlik (2022 Corpus Christi meeting Chair).

**Future Meetings - Patty** in lieu of Susan Elbin and Chip Weseloh.

- 2024: Great Lakes was the original plan, but Costa Rica (contact: Giselle) with Pacific Seabird Group has been moving instead. Timing is the hard Q (Feb vs. Oct/Nov) - will have to compromise. In discussion now, but maybe January. Bylaws workaround is 2 meetings in 1 year (e.g., January + November).
- Keep your eyes open for a preliminary proposal.
- Seems like a really good opportunity to engage and support folks in Central and South America. We also haven't met with PSG in a long time, so some younger members especially may benefit.

**Communications - Patty**

- Need more social media people and more posts. Lots of ideas - job ads, conversation earlier today about publications.
- Why 2 twitter accounts? Dividing labor in this case doesn't help. Combine? Auto link? But at this point, the Journal page is part of other journal-related networks... be careful about losing this.
- SP says we need a subgroup to figure out a Communications Strategy. Affirmed.

**Ornithological Council - Jeff**

- Wilson, AFO ornithological societies are funding OC at a higher rate than we are currently (\$10,000 versus \$6,000). PSG is at \$5,000.
- Updating strategic plan and finding new funding avenues. OC agreed to take over management of Ornithology Exchange. Will increase expenditure but don't know by how much. Donor covering for now, but need to identify a long-term solution.
- Clay Green was nominated to be on OC's IACUC board.

**19:39 Other business**

- Strategic Plan looking good. Reminder about upcoming Town Hall.
- BioOne journal access currently requires a workaround. The Publications Committee is working on it. **Patty/Gopi/Paige/Jenna/Jim will loop Stephanie Jones (former Editor) into the conversation to see if there was any lost institutional knowledge.**
- Pre-meeting (2023) survey results from Marisa. Really helpful! Send these every year? A post-meeting survey might be good too.

**19:54 Motion to adjourn Kate/Chris**