



Society for Freshwater Science

Board of Directors Meeting
Sacramento, CA
Saturday May 21, 9:00 am - 5:00 pm
Sacramento Convention Center, Room 308

NEXT ACTIONS

- *Matt and Emily will continue to communicate to membership (e.g., through the Presidents Corner in In the Drift) that it is important to book rooms at the conference hotels.
- *Emily Bernhardt and Mike Paul will post info on state travel exemptions on the annual meeting website.
- *Michelle Baker will continue to provide updates on the JASM meeting to the BOD.
- *Michelle Baker will e-mail the intent to collaborate letter to Matt Whiles for signature. He will send it back to Michelle and she will e-mail it CASS.
- *Emily Bernhardt will reconstitute the *ad hoc* website redesign committee.
- *Emily Bernhardt will reconstitute the *ad hoc* committee to complete the Executive Director report. She will expand the committee to include VPs, Finance chair, and Treasurer.
- *Emma Rosi-Marshall, Kim Haag and Mike Swift will join the *ad hoc* Executive Director committee
- *If the fellows program passes on Monday, Emily Bernhardt and Steve Thomas will put the fellows program on the agenda for Wednesday's BOD breakfast meeting.
- *Matt Whiles will discuss the task of finding sponsors for student awards with Al and Lucinda. Emily Bernhardt will consider appointing an additional person to the committee to specifically seek sponsors for student awards.
- *Emily Bernhardt will edit the Operations Manual to charge the sponsorship committee with identifying sponsors for the student awards.
- *Emily Bernhardt will revise the operations manual to reflect the suggested changes in the awards committee and how the Hynes Award is made.

*Petra Kranzfelder and Joanna Balszcsak will chat with the Endowment committee tomorrow during the committee meetings to coordinate funding of undergraduate travel awards.

*Emily Bernhardt will work with the Awards committee to consider revising the Hynes award criteria to include aspects other than just the paper.

*Emily Bernhart and Randy Fuller will talk to the Educational and Diversity committee about working with CASS to staff the SACNAS and MANRRS booths.

*Emily Bernhardt will add "send the operations manual to the committee chairs" to the operations manual.

*Steve Thomas will invite committee chairs to the next year's Wednesday BOD meeting in order to better facilitate communications.

*Emily Bernhardt and Kim Haag will work with Robert Creed to implement earmarking some of the general endowment awards to the early career members, and update the operations manual accordingly.

*Emily Bernhardt will transfer the updated operations manual to Emma and to Joy for posting on the web.

*Emma Rosi-Marshall will make sure the updated bylaws get posted on the website.

*Emily Bernhardt will form an *ad hoc* committee to work on code of conduct, responses, and grievance procedures. The committee will bring the draft back to BOD for consideration.

*Steve Thomas will contact ESA and AGU to get a sense of how their code has panned out and whether consequences have ever been implemented.

*Matt Whiles will consider including the diversity statement in his opening statements tonight and ask interested folks to contact Steve or Joanne.

*Matt Whiles will talk to the individual involved with last years' statements at the mentor mixer

DRAFT MINUTES

Emma Rosi-Marshall called the meeting to order at 9:07 a.m.

1. Introductions.

Attendees and guests introduced themselves (see lists attached).

2. President's Introductory Remarks (Matt Whiles)

Matt Whiles provided introductory remarks, thanking everyone for their service over the past year.

3. Consent Agenda (Emma Rosi-Marshall)

Motion

Mike Swift moved to approve the consent agenda consisting of 1) Minutes from March BOD Meeting; 2) Society Financial Report; 3) Journal Financial Report; 4) Secretary's Report and 5) Standing Committee Annual Reports.

The motion was seconded.

There was no discussion.

Vote: All in favor none opposed, no abstentions. The motion carried.

4. Support of Constitution Amendments (Sue Norton):

There are three amendment to the Constitution and Bylaws up for vote by the membership at the SFS Business meeting Monday. They are 1) "Assistant to the President" to be renamed "Vice President"; 2) The creation of a Journal Endowment and associated committee to oversee it; 3) the creation of an SFS Fellow program.

Motion

Emma Rosi-Marshall moved that the Board indicate its support for the proposed constitutional amendments.

The motion was seconded

There was no discussion.

Vote: All in favor none opposed, no abstentions. The motion carried.

5. Sacramento Update (Amy Burgin)

There are 950 registrations so far. The high participation required that about 30 presentations need to be moved to the poster session.

The timing of the meeting is a little odd, but the meeting committee hopes that folks will take advantage of the long weekend.

Lessons learned: the debriefing call with the Milwaukee committee was invaluable. Sponsorship was weak. Hotel block: 456 rooms were picked up which did not quite meet the 80% target. Although reducing the hotel block is one potential remedy, doing so would prevent us from booking into many convention centers, and SFS needs that amount of space.

Discussion: Joy has made some adjustments to the hotel room options and targets for the Raleigh meeting. However, there are new options for housing (e.g., AirBnB) and members may not realize the importance of booking at the conference hotel.

*Matt and Emily will continue to communicate to membership (e.g., through the Presidents Corner in In the Drift) that it is important to book rooms at the conference hotels.

Planning for the business lunch and off-site function was difficult because folks don't RSVP. How can we get folks to RSVP? Answer: consider making the field a required yes or no on the registration form.

Sharing the award nomination packages with the person in charge of the opening plenary would have made it much easier to develop the slide show.

6. Raleigh update (Mike Paul)

The theme of the meeting is: Designing our Freshwater Futures. There are three subthemes: Inspire, Inform and Insert. The local arrangements chair is Jim Heffernan. Jim is also spearheading the sponsorship drive and has already gotten started.

Discussion: Consider highlighting local craftspeople, such as the nearby pottery community.

Contingency planning in light of HB2. Attendance might be down because of several states are not allowing travel to NC, and some members may elect not to attend. We may be able to reduce our hotel room night commitment if HB2 is not repealed. State employees can apply for an exemption on travel bans.

*Emily Bernhardt and Mike Paul will post info on state travel exemptions on the annual meeting website.

7. JASM 2022 (Michelle Baker)

The committee has drafted a letter of intent to collaborate. It would be signed by the Presidents. CASS currently includes AFS, ASLO, CERF, SWS, PSA. The next step after the letter of intent is to develop the Memorandum of Understanding. By December 2016 liaison to JASM planning committee needs to be identified. By May 2017, the MOU needs to be place, the lead organization identified, and a conference management contract signed.

Discussion: Would SFS be the lead organization again? Answer: the lead organization has not been discussed. Given that we are currently planning for 2022, when should start planning the joint meeting after this one? Answer: Planning would be easier if there were a stable group of participating organizations. Right now a different group of societies are participating than participated in the Portland JASM meeting.

Motion

Emily Bernhardt moved to sign the letter of intent to collaborate.

The motion was seconded.

Discussion: Is there going to be a conflict with our meeting planning contract? Answer: there'd likely be a new RFP for the meeting. Our current meeting planning contract expires prior to the meeting—the next RfP can be written to accommodate a JASM meeting year.

Vote: All in favor none opposed, no abstentions. The motion carried.

*Michelle Baker will continue to provide updates on the JASM meeting to the BOD.

*Michelle Baker will e-mail the intent to collaborate letter to Matt Whiles for signature. He will send it back to Michelle and she will e-mail it CASS.

8. SFS 2018-2020 Meeting Place Selection (Dave Strayer)

2020 will be held in the east. This year we will start the list of potential venues. Any feedback on potential meeting venues is welcome

2019 will be held in the west. We current have bids from 4 cities: Boise, Spokane, Salt Lake City, and Santa Fe. Note that Santa Fe is really too small for us. The committee will review the bids and make a recommendation to the board.

2018 will be held in central North America: The committee began with 30 suggestions and winnowed down to 2 finalists: Cleveland and Detroit. Joy visited both facilities and reported that Detroit offered the better facilities and venue.

EPC recommends Detroit for 2018. Meeting would be held May 20-24. Detroit is easy to get to. It is right across border from Windsor Ontario. IAGLR is there this year, so we can learn from their experiences. Detroit offers a shuttle service (SKOOT) from airport at \$20. The conference center (COBO) is newly renovated and we have the best parts reserved. There is free WiFi. A riverboat is possible for the banquet. There is a good place for the fun run along the River Front. Other nearby attractions include Belle Isle Park and the Detroit River International Wildlife Refuge (a good option for a birding field trip).

Discussion: Is COBO union? Answer: It is hybrid. Anything with 4 wheels requires union personnel to move. Is it possible to extend Federal rates to more groups? (e.g., states). Answer: We might be able to negotiate. There are good options for birding field trips.

Motion

Dave Strayer moved to approve Detroit as the meeting location for 2018.

The motion was seconded.

There was no further discussion.

Vote: All in favor, none opposed, no abstentions. The motion carried.

BREAK

Update on new web manager and website redesign (Matt Whiles)

Ryan Hill is the new web manager. The RfP is just about good to go and is expected to be finalized in the next few weeks.

Discussion: How to make sure that redesign meets the committees' needs? Answer: 2 surveys have been distributed.

Who oversees the look and feel? Answer: The current adhoc website redesign committee=Ryan, Tina, Chuck, Alisha and Becky

Budget issues? Kim budgeted for overlap of Tina and Ryan. We need to Looking at a range of 15K to 30K need in 2017 for the redesign and implementation. Current content management system is proprietary. Need a new management system.

*Emily Bernhardt will reconstitute the *ad hoc* website redesign committee.

Executive Director (Dave Strayer)

We've discussed the idea of an executive director who would take on some of the activities that would benefit from additional continuity.

The *ad hoc* committee currently consists of Randy Fuller, Lucinda Johnson, Matt Whiles, Nick Aumen, Mark Luttenton and Dave Strayer. A report is underway.

The committee has identified three main challenges:

1. What exactly would the director do? There is a very large list of possibilities that includes routine business, financial oversight and fundraising. We need to winnow the list.
2. What model fits our society? Full time? Part time? Do we share with another society? Do we pay an association management company?
3. What is the cost, and how would we pay for it?

If SFS is to thrive in the future, it is important to move this conversation forward. Funding an ED at 20K per year would add about \$10 per member to membership costs. Right now SFS asks for a significant time commitment from the President, Past President and Vice President: estimated at 1 day per week. This makes recruiting for these positions difficult. The Treasurer and Finance Committee chair are other positions that could benefit from an Executive Director.

Discussion: There can be a conflict between the executive director and the BOD. It's a little bit of a catch 22—we need money to hire an executive director, but they could help bring in resources. Contracting for services may help, but may not provide continuity. If sponsorship is a major problem, could a services company do it? We would need a tight RFP. We need to prioritize what we do as well as tasks that we should be doing but currently are not.

*Emily Bernhardt will reconstitute the *ad hoc* committee to complete the Executive Director report. She will expand the committee to include VPs, Finance chair, and Treasurer.

*Emma Rosi-Marshall, Kim Haag and Mike Swift will join the *ad hoc* Executive Director committee

Update from University of Chicago Press (Kari Roane)

The circulation report: individual institutional subscriptions are increasing at a nice rate. Consortia subscriptions are a little volatile. There are good prospects for 2017. UCP is aiming to continue broadening the journal's international reach.

Discussion: What is the known universe of potential subscriptions? Answer: we are aiming for 750 or 800 direct subscriptions.

Comment [s1]: Should this be Steve Thomas (current VP), rather than Emma Rosi-Marshall (past VP)? I don't recall the details of the discussion, but appointing current VP would seem to be more sensible.

Where is China in the usage statistics? Note that the subscription model may be becoming less relevant because of SciHub, ResearchGate, Mendelay etc.

SFS Fellows Program (Emma Rosi-Marshall and Matt Whiles)

We are anticipating a new SFS fellows program after Monday's vote. What would we like the fellows to do?

The first class will be populated with Award of Excellence and Environmental Stewardship. One task is that they will evaluate new nominations and figure out how to structure new membership. Note that fellows have to be active members for 10 previous years.

Discussion: It would good if they met and discussed as a group what they might do. Help with policy white papers? Engaging with the mentor mixers? Long-range sponsorship?

Should they meet and report ideas back to the BOD? It would be good to Identify one person to be the liaison with the BOD and report back to the BOD next year. We are shooting for 60 fellows total. The initial cohort is 10-15. The committee will elect about 4 a year after that.

What is the purpose of the fellow program? Answer: it gives a good PR opportunity for the society and the local scientist for very little cost. If this is the case, then the main activity may be to identify new fellows and follow up with appropriate PR.

*If the fellows program passes on Monday, Emily Bernhardt and Steve Thomas will put the fellows program on the agenda for Wednesday's BOD breakfast meeting.

Council Science Society Presidents (CSSP) update (Dave Penrose)

Dave provided an overview of the activities of the CSSP and the meeting last week. The CSSP provides a great opportunity to speak with a much larger voice and provides our presidents with the opportunity to learn from other societies.

Presentations at the annual meeting included: member retention vs. recruitment; big data; frontiers of science.

LUNCH

Student Awards (Peggy Morgan)

Identifying sponsors for student awards has become a struggle. This years' sponsors included only Frigid Units and Elsevier. How to delegate this to the sponsorship committee?

Discussion: Committee meetings are tomorrow, which provides an opportunity to communicate this need to the sponsorship committee.

*Matt Whiles will discuss the task of finding sponsors for student awards with Al and Lucinda. Emily Bernhardt will consider appointing an additional person to the committee to specifically seek sponsors for student awards.

*Emily Bernhardt will edit the Operations Manual to charge the sponsorship committee with identifying sponsors for the student awards.

The board thanked Peggy for her service in managing the society's Student Awards.

Hynes Award (Alex Flecker)

There were several challenges with awarding the Hynes Award nomination.

The chair is the person in their last year on the committee. Alex got an e-mail in March asking for an update and was surprised that he was the chair. The way it is supposed to work is that nominations are received by the committee chair in March. The committee then reviews the nominations and votes.

The recipient is quickly contacted and the recipient gives a talk at the conference in May.

We need a better process to solicit and receive nominations and to let the chair know that they are the chair. Nominations were not received properly, but still the committee received 10 awesome nominations.

Suggested changes to the operations manual:

- The committee needs to elect a chair for the next year. The chair needs to receive the operations manual.
- The nomination package should go to a central place in the web.
- Limit the number of roll-over nominations (top 5?). Alternatively, request nominators to resubmit?
- Criteria are all based on the paper. Include criteria that are based on the CV?
- Be sure that there is opportunity for the committee to discuss the nominees prior to the vote.
- The diversity of the nominees was very low. Include a statement in the announcement that we encourage diversity.
- Winner is announced at the annual meeting (#1), then the speaker gives a talk at the following meeting (#2).
- Consider increasing the cash award, and give it to the recipient at meeting #1.
- Clarify whether self-nominations are allowed (or not).

*Emily Bernhardt will revise the operations manual to reflect the suggested changes in the awards committee and how the Hynes Award is made.

*Emily Bernhardt will work with the Awards committee to consider revising the Hynes award criteria to include aspects other than just the paper.

Discussion: Allow self-nomination letters? The consensus was that self-nomination should be allowed in order to support students who may not have active mentors. However, clarify in the solicitation instructions that it would be great if the nomination letter would come from someone other than the nominee.

MOTION

Emma Rosi-Marshall moved to increase the Hynes award to \$1000

The motion was seconded.

Discussion: Endowment awards are all \$1000. The Hynes award has not been increased since its inception.

Vote: all in favor, none opposed, no abstentions. The motion carried.

Finance and Treasurers reports (Kim Haag, Mike Swift)

Kim Haag: Membership is at 1400. This is a little low. At this point in the year, we would expect membership to be about 90% of the total over the year. Membership has been 1625 give or take for the last few years.

The reserve is in good shape, providing an opportunity to fund one-time expenses (e.g., web redesign).

Kim's term is up in 2018. Her goals include moving to more standard accounting practices. Our historic practice of segregating funds as they come in has started to work against us. She would also like to identify what options might be available to fund an executive director.

Mike Swift: SFS ended the year with 70K in checking account. Expenses are down because of the move to Utah State for membership services.

The Milwaukee meeting had a profit of 14K. Half goes to the presidential discretionary (special projects) fund and funding strategic plan initiatives.

Chapters: \$2780 in dues has gone to our chapters. However, the Chapters don't seem to be doing anything with the money. Chris Swan has a list of the chapter members.

Endowment: We are no longer matching endowment from general revenues. The final ending balance for this year was a little less than 700K.

Last year was a tough year in the market, so our investment accounts are down a little.

Discussion:

Have chapters increased workload for the treasurer? Answer: a little extra bookkeeping, but not much. Are there guidelines on what chapter money can be spent on? Answer: not really.

Is it a problem that we were unable to completely top up the special project (aka president's discretionary) money and strategic planning funding? Answer: It might be, but isn't a problem yet.

What does it mean specifically to "normalize" our accounting? Answer: instead of keeping all of these separate funds, instead we should look at an annual report that starts with a yearly basis, income, and expenses and provides a bottom line for the year. We should be aiming for uniformity in the treasurer's, finance and auditor's reports.

Why is meeting profit not considered income? The bylaws say that the meeting should break even. This policy dates back to Ron Hellenthal, and apparently was put into place after a couple of meetings that did not do very well. The BOD may wish to revisit this. Counting meeting revenue could provide with a stable income stream to do the society's business. The two ways to do this is to increase meeting registration or increase sponsorship.

CASS Update (Randy Fuller)

Randy is the SFS representative to CASS. One of the highlights of the year was the CASS booth at Engineering and Science Festival. Matt McTamany was instrumental in making it happen. Booth

highlights included an aquatic insect petting zoo, an aquatic science photo booth, and “make a phytoplankton” game.

CERF rejoined CASS this past year.

Activities included working on a letter of intent for the next joint meeting and conducting a congressional briefing on EPA’s National Aquatic Resource Survey program.

Questions for the board: We have been asked to help co-sponsoring a booth at SACNAS from PSA. Costs are \$1000 for the booth \$465/person to work at the booth.

Similarly, SWS is asking for help sponsoring a booth at the MANRRS conference, which is targeted towards minority scientists.

Discussion: Could we display SFS identifiable material? Answer: yes. The consensus is that both of these conferences are great outreach opportunities and well worth doing.

MOTION:

Kim Haag moved to support the booths at both SACNAS and MANRRS.

The motion was seconded.

Discussion: Do we know what the cost of MANRRS is? Answer: no, but it is expected to be about the same as SACNAS.

Vote: all in favor, none opposed, no abstentions. The motion carried.

Discussion: How do we staff the booths?

*Emily Bernhart and Randy Fuller will talk to the Educational and Diversity committee about working with CASS to staff the SACNAS and MANRRS booths.

Endowment Committee (Robert Creed)

Are undergraduates eligible for the endowment awards?

Can we redirect them to the undergraduate travel awards?

The committee voted and that we would open up the awards to undergraduates.

Does the board need to vote on this? Answer: it’s an operations manual thing, so the committee can decide.

Endowment committee will coordinate with the SRC. There are now more award opportunities for undergraduates. We should ensure that an individual can win only one.

*Petra Kranzfelder and Joanna Balszcsak will chat with the Endowment committee tomorrow during the committee meetings to coordinate funding of undergraduate travel awards.

The chair of the endowment is the 5th year member of the committee. There is a heavy learning curve. How to maintain communication and continuity? The committee proposes instituting an assistant chair position (i.e., the 4th year member). The assistant could provide backup for the endowment chair and help writing thank you letters to the donors.

It seems like a great idea. Making sure hand-offs occur smoothly seems to be a problem being encountered by many committees.

Should we open up additional awards for early career members? Some of the general endowment could be used to do this.

Next Actions:

*Emily Bernhardt will add "send the operations manual to the committee chairs" to the operations manual.

*Steve Thomas will invite committee chairs to the next year's Wednesday BOD meeting in order to better facilitate communications.

*Emily Bernhardt and Kim Haag will work with Robert Creed to implement earmarking some of the general endowment awards to the early career members, and update the operations manual accordingly.

*Emily Bernhardt will transfer the updated operations manual to Emma and to Joy for posting on the web.

*Emma Rosi-Marshall will make sure the updated bylaws get posted on the website.

[FWS Editor's Report \(Pamela Silver\)](#)

The last of the backlog was published in the August 2016 issue. Turnaround time is much more acceptable. The backlog was due in part because of special issues, which increased submissions. Submissions and pages have stabilized at 1600. Aiming to keep it the journal at this size for the next few years. The 2-year impact factor is in and is up.

A database has been created of all the articles to get an idea of scope change. This allows many types of useful analyses of scope and authorship. A significant number of papers were very applied. 10% are taxonomic, 5% are genetic. What is missing seems to be conservation papers. 83% of the papers had at least one SFS member. 25% of the articles of the 34 years of publication history were published as SFS.

[Journal Manager's report \(Irwin Polls\)](#)

There was a journal deficit in 2015 of about 10K. The deficit was mostly attributable to page charge invoices that were not sent. The problem was corrected. The 2016 budget looks like it will be balanced assuming 1600 pages. In 2017, the journal will begin to charge \$150 /page for color. The budget looks like it will be balanced, assuming 1600 pages.

We anticipate beginning the journal endowment fund this year, pending Monday's vote by the membership. Appointments to the journal endowment committee will be made by Emily Bernhardt. One member comes from the BOD. 80% of interest and dividends will be used to fund the awards. 20% remains in reserve. To get it going, we will use some money from the base.

Discussion: How will funds be used? Answer: Ideas include page charges, color charges, open access, providing ESL editorial assistance.

SFS Code of Conduct Statement (Steve Thomas and Joanna Blaszczak)

Joanna presented a draft code of conduct. The code would be posted on the website and in the program manual. ESA and AGU use the same statement.

Discussion: Is there anything we can do while the code of conduct is being finalized and adopted?

Answer: For tomorrow's mentor mixer event, distribute a brief statement. If the student's organize the event, they can pass out the statement.

How to move to adopt a statement for the society? Answer: Structure the code in three parts: 1) Positive statement of conduct. 2) Describe unacceptable behavior. 3) Describe the consequences.

What is the process for reporting and moving issues up into the society? Grievance procedure documents exist that we can draw on.

Consider that the BOD may have some liability. Note that the board has liability coverage, so any consequences need to be implemented by the board. None of us need permission to say something to the person.

Question: Do we still have access to a lawyer? It would be good to pass the code of conduct and grievance procedures by a lawyer.

*Emily Bernhardt will form an *ad hoc* committee to work on code of conduct, responses, and grievance procedures. The committee will bring the draft back to BOD for consideration.

*Steve Thomas will contact ESA and AGU to get a sense of how their code has panned out and whether consequences have ever been implemented.

*Matt Whiles will consider including the diversity statement in his opening statements tonight and ask interested folks to contact Steve or Joanne.

*Matt Whiles will talk to the individual involved with last years' statements at the mentor mixer

New Business

Becca Winterring: Would TIC be able to donate money to sponsor a student? Answer: Yes, the committee can vote to spend their money anyway they like.

Motion

Mike Paul moved to adjourn.

The motion was seconded.

Vote: all in favor, none opposed, no abstentions. The motion carried.

The meeting adjourned at 3:45.

Attendees

Name	E-mail	SFS Role
Susan Norton	Norton.susan@epa.gov	Secretary
Natalie Griffiths	griffithsna@ornl.gov	Early career BOD rep
Petra Kranzfelder	Krans081@umn.edu	SRC rep to BOD
Steve Thomas	Sthomas5@unl.edu	Incoming Vice President
Emily Bernhardt	Emily.bernhardt@duke.edu	President-Elect
Michael Paul	Michael.paul@tetrattech.com	Non-academic BOD rep
Walter Dodds	wkdodds@ksu.edu	Academic BOD rep
Michelle Baker	Michelle.baker@usu.edu	BOD
Matt Whiles	mwhiles@zoology.siu.edu	President
Emma Rosi-Marshall	rosimarshall@caryinstitute.org	Vice President
Dave Strayer	strayerd@caryinstitute.org	Past President
Chuck Hawkins	Chuck.hawkins@usu.edu	Pub Comm chair
Kim Haag	khhaag@usgs.gov	Finance committee chair
Mike Swift	swift@stolaf.edu	Treasurer
Chris Robinson	robinson@eawag.edu	Non-N. Am. BOD rep

Guests

Sally Entrekin	sendreki@gmail.com	Incoming secretary
Joanna Blaszczak	Jrb78@duke.edu	SRC Chair, incoming SRC rep to BOD
Joy Brisighella	joy.brisighella@usu.edu	Meeting manager
Amy Burgin	burginam@gmail.com	Meeting co-chair
Becca Winterringer	rwinterringer@trcsolutions.com	TIC rep
Nick Aumen	naumen@usgs.gov	Chair LRPC
Dave Penrose	dave@penrose.consulting	Former President
Randy Fuller	rfuller@colgate.edu	former President
Irwin Polls	ipolls@comcast.net	Business manager of FWS
Pamela Silver	Psb3@psu.edu	FWS editor
Peggy Morgan	mmorgan@pinellascounty.org	Student awards chair
Colden Baxter	baxtcold@isu.edu	Incoming President-Elect