

# Society for Freshwater Science

Board of Directors

## Meeting notes

Zoom, 14 September, 1:00-3:00pm ET

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<https://zoom.us/j/572349192>

Meeting ID: 572 349 192

Convened at 1:00pm ET

**Attendees:** Amy Marcarelli, Emily Bernhardt, Chuck Hawkins, Walter Dodds, Stuart Findlay, Mike Swift, Joanna Blaszczak, Emma Rosi-Marshall, Natalie Griffiths, Dave Strayer, Angus Webb, Steve Thomas, Matt Whiles, Colden Baxter

### Summary of next actions

Website redesign

- Review website redesign proposals during December BOD

Executive Director Proposal

- BOD Committee needs to decide what model they chose for an Executive Director.  
Email David Strayer with comments on the EDC report the week of 19Sep2016

Fund raising strategy and organization

- Steve Thomas, Dave Strayer and SDC initiate fund raising and what needs to happen to move that forward.

Early Career Committee

- Next ExComm: Will the age of EC change and is there a process or does it just change?  
-This was a question that was not answered during the meeting.
- Natalie Griffiths will put an EC workshop proposal into the long-range planning committee.
- EC Committee will be sending out a survey to get more workshop ideas.

Membership representation-who identifies with SFS?

- Mike Swift will get additional membership numbers to Steve Thomas, Peter Levi, Emily Bernhardt

Membership dues

- BoD will review and vote on an income-based fee structure at December BOD.
- Steve Thomas will present a strategy of how to best represent membership numbers.

International meeting/engagement

- Next 3 months Emily Bernhardt, Colden Baxter and Steve Thomas will try to move on some international initiative

Society logo:

- Emily Bernhardt and Steve Thomas will suggest a plan for a new logo that can be discussed at the next ExComm meeting.

AFS Report to incoming POTUS

- Emily Bernhardt will draft a short letter that declines the offer by AFS because SFS did not help develop the report. Vote? No.

**Meeting notes are bolded**

I. Consent Agenda (Steve Thomas) - call for approval

1. Approved June BOD minutes
  - **Motion: Chuck Hawkins unanimous yea**

II. Updates (discussion not really needed at this point - brief announcements w/ links)

2. Inaugural SFS Fellows have been notified and nearly all have accepted the invitation with enthusiasm . Plans for recognizing these fellows and celebrating them at Raleigh 2017 are being developed.
  - **Chuck Hawkins will notify Susan Davies. The announcement of fellows will not come out ahead of society meeting.**
3. Website rfp is now complete - edits or comments are welcomed before this is posted by Friday, but no formal vote is required.

- Update from Chuck Hawkins on submissions already received
- Ad Hoc committee has been put in place that includes representatives from most SFS standing committees to provide feedback on resulting proposals [ Chuck Hawkins, Ayesha Burdett, Becky Bixby, Ryan Hill, Pam Silver, Pat Edwards, Mike Paul, Sean Sullivan, Lucinda Johnson, Bern Sweeney, Jen Folstad-Shah, Michael Monaghan]

**Discussion:**

- **RFP will be sent out to 40 vendors and about 20 work with NGOs. Should be able to be done under \$30000. Contacted SWS and did an internal design and then outsourced to only \$3000. Proposals from vendors will be due Oct 15<sup>th</sup> **Next action: Review website redesign proposals during December BOD.****
  - **Should be a one-time cost but this depends on who hosts the website and something the board needs to think about.**
  - **Proceed with RFP and then depending on how the RFP looks then can consider an internal ad-hoc to do the redesign.**
4. Finances (available for your review, Mike and Irwin will have the opportunity to raise any issues they want the BOD to be aware of)
    - **2016 SFS Annual Meeting was in the black. Budget does not include Web Redesign, but cost is not known so not listed as an item.**

[2016-2017 Budget Projection, August 16 2016](#)

[Freshwater Science income and expenses](#)

## 5. Annual Meeting Updates and Planning

### A. Raleigh 2017 (Emily)

- a. Website is live - special session proposals are coming in
- b. Meeting will have web app (paid for by not having face to face abstract sorting meeting).
- c. Plenary speakers committed - Nancy Stoner (Pisces Foundation, formerly USEPA); Kristen Podolak (TNC); Jeremy Monroe (Freshwaters Illustrated) [4th still pending]
- d. Raleigh walk through with Joy, Emily, Mike and Jim in late October
- e. HB2 (the bathroom rule) information continues to be updated on meeting website - please direct people to this site (<http://sfsannualmeeting.org/HB2.cfm>) if they express concerns or reservations about the issue

- ### B. Detroit 2018 (Colden) - meeting committee chairs identified (co-chairs - Donna Kashian, David Walters & members: Al Steinman, Laura Craig, Dave Janetski)
- **Colden Baxter will be working with Joy Brisighella in first week of October 2016 to get going on the Detroit meeting. Amy Marcarelli and Colden Baxter are drafting the theme for the meeting.**

## III. Items for Discussion

### 6. [Draft Report](#) of the Executive Director Committee\_(chair, Dave Strayer)

- **15,000k to 30,000\$ would support ~10hrs a week.**
- **BoD needs to develop a Funding Raising strategy that could serve as a template for the next 5 years before get an Executive Director to do this.**
- **Next action: Committee needs to decide what model they chose for an Executive Director**
- **Sponsorship and Development (SDC) has been doubled to include folks that know how to raise money. Consider asking the SDC to help craft a fundraising report.**
- **Fundraising is being raised by 6 to 8 different committees-needs to be consolidated.**
- **The report will be presented with the SDC and Steve and Emily will meet with them to start a conversation about how to consolidate fund raising efforts.**
- **EDC cannot agree on the list of ED duties: some fundraising and others feel administrative duties restrict creativity and productivity of the officers.**
  - **One suggestion is to put fundraising aside-not sure how or what this means.**
  - **Biggest waste of time is figuring out how things work: having a point person is critical**
- **Societies did not give information on how much they pay their ED...but the job duties will determine the cost to some extent...so comparing apples to oranges.**
- **15 to 30k Associations Management Company would cost more per task, but it buys professional knowledge and redundancy.**

- SWS goes thru AMPed in Madison WI. They bid on membership services
- **Action:** Steve Thomas, Dave Strayer and SDC initiate fund raising and what needs to happen to move that forward.
- **Action item:** Dave Strayer would like to collect comments by email by Board in the next week (week of September 19<sup>th</sup>) with serious questions or concerns. SFS has 50K to spend on a strategic initiative. Strayer thinks we need to spend it.

7. Report from the Ad Hoc Early Career committee (chair, Natalie Griffiths)

- **Currently an ad-hoc, but should be a new committee soon.**
- **Half the folks on committee would not be included as early career if the criteria for EC remain the same.**
  - **Currently there has been no change in the membership age.**
- **Ask Natalie Griffiths what the issue is with getting membership info from Joy for more than 10 years.**
- **What's the difference between early career and students? Post-graduate**
- **BOD should support a workshop at the next meeting. This is in the strategic plan. It will be funded out of the strategic plan and use those funds.**
- **Next action: Natalie Griffiths will put a proposal in to the long-range planning committee.**
- **Think strategically relevant to a broader group. Next action: EDCommittee will be sending out a survey to get more workshop ideas.**
- **Mike Paul and Jim Heffernan have been trying to set up NGOs to come to tables to interact with students and early careers.**
- **There was some discussion on how get International EC engaged too.**
- **ASLO does a lottery award for travel because not everyone is doing research that could be written as a research proposal. Good idea if we want more non-academic participants.**
- **Email correspondence raised point that more EC should be involved in SFS business and there was some question about the duration of EC. Copied text from E Bernhardt email, 21 September 2016**
  - The BOD agrees with the EC committee that the current designation of Early Career is too restrictive, the EC committee would like to expand this to 10 years post PhD (as is done by ASLO). BOD members were universally supportive of this in principle. Obviously we don't want this to lead to a loss of membership revenue, and indeed EC members are not asking for this change in order to get out of the higher membership fees, but because there are legitimate shared issues for people in this high transition phase (graduation through first position into more permanent jobs) that SFS as a community could better address.
  - We are proposing that we disentangle the designation "Early Career" from the membership fee structure and have unanimous board support to explore the possibility of shifting to an income based membership fee structure (as done by ESA). We have asked Peter Levi to prepare a self study (point 8) of how we might make this change in a revenue neutral way. This will be presented at the December BOD meeting.
  - Natalie Griffiths suggest that more opportunities be provided at the annual meeting for folks to get involved in committees like a booth with sign-up sheets and an opportunity during the Business lunch.

8. Income based dues exploration initiated by Emily & Steve

- **Peter Levi (PUI Ad hoc chair of this initiative) is researching how changing SFS fee structure to salary-based would impact society revenue. He is considering:**
  - two or 3 year membership to help keep members current
  - fee structure
  - or both.
  - **Goal: Get membership to reflect those that feel affiliation to increase societal impact.**
  - **Next action: Mike Swift will get additional membership numbers to Steve Thomas, Peter Levi, Emily Bernhardt**
- **Motion: Supportive of the development of a proposal for an income based due structure to be determined by Peter's Levi future analysis.**
  - **Motion: by Emma Rosi-Marshall, unanimous yea**
- **Next action: BoD will review and vote on an income-based fee structure in December.**
- **Next action for Steve Thomas will present a strategy of how to best represent membership numbers.**

9. International Meeting Possibility - Brisbane 2021 - (Angus Webb & Colden Baxter)

- **Bid was rejected: Discussion points that followed:**
  - **But would like to talk about other meetings. Stuart Bunn and Ross pushed engagement but not going anywhere. SFS needed a proposal of what we are considering doing.**
  - **Is the BOD still interested in working towards an international meeting? Maybe Steve and Emily should be on the call because of the ASLO possibility of being in a 4 year rotation with ASLO. Merging international meeting idea with rotating ASLO**
  - **ASL and New Zealand society to have joint meeting and Angus Webb indicated that they really want a joint meeting. Want to try again to get SFS in NZ or AU with the help of Stuart Bunn. Anything like CASS at the international level? Consortium of international freshwater societies that could get together? **Next action: next 3 months Emily Bernhardt, Colden Baxter and Steve Thomas will try to move on some international initiative****
  - **How to help EC and students to attend the international meetings? SIL has mechanisms for getting funds for student travel.**
  - **How to raise money for international student travel to SFS and other meetings?**
  - **Put resources into chapter meetings for years with international meetings.**
- **INSTARS and International exchange could facilitate more students to attend international meetings.**
- **Angus Webb's summary of international meeting report copied from email:**

- First, there is good support in Australia and New Zealand to hold an international meeting. I mentioned the 5-yearly cycle of joint meetings between ASL and NZSFS, and people seemed intrigued by the idea of SFS joining into that cycle.
  - I noted that the primary reason (as far as I could tell) for ASLO pulling out was the fact that it would be too expensive for students to come to Australia, and that this problem wouldn't go away in future for them (which means that future meeting ideas will also hit this hurdle)
  - But I noted that this is also a yearly problem for non-north American students and ECs to attend SFS, and that we need to find ways to improve international student/EC exchange in general. This seemed to get some good traction, coming on the heels of the discussion about attracting and retaining EC members.
  - Emily was going to talk to Stuart about this to hopefully lever off his good work in putting together the ultimately unsuccessful Brisbane bid.
  - The idea also came up of an international equivalent of CASS as an umbrella organization to better organize joint activities of similarly focused societies in different countries. This was Steve's idea after I mentioned that there was an initial misunderstanding on this side of the Pacific that SFS was seeking to assimilate ASL and NZSFS Borg-style as regional chapters of SFS.
- So a few positives despite the unfortunate outcome for Brisbane and the work that particularly you and Stuart have put in.

#### 10. SFS Website Logo Redesign Opportunity (Steve and Emily)

Emily & Steve propose

1 - solicit members for design ideas - via In the Drift and society emails

**Discussion of approach to consider a new society logo or not:**

**First, need to approach the society with a survey: keep current logo, then some general description to get feedback from the society. Then, if interest, solicit a web designer to come up with alternatives. How well people feel the current logo represents SFS. Whether multiple logos would serve the needs of the society.**

**Next action: Emily and Steve will suggest a plan for a new logo that can be discussed at the next ExComm meeting.** Ideas so far:

- Survey society to gauge interest in a new logo
- Get rid of logo
- Adopt many logos

2- include logo development (with these ideas) as part of the website redesign - ask for 2-5 ideas

3 - hold vote at SFS 2017 so members can choose whether to adopt one of

these

new logos or retain the current logo

10. [American Fisheries Society Report "Future of the Nation's Fisheries and Aquatic Resources: The Challenges"](#) - AFS has asked all CASS member societies to sign on in support of this report.

Asking for signatures by the end of the month. CASS will be voting in the next week to discuss. Need to give him feedback ASAP.

**Next action: Emily Bernhardt will draft a short letter that declines the offer by AFS because SFS did not help develop the report. Vote? No.**

**Emily Bernhardt motions to adjourn and second**

**What's ahead for December BOD Meeting**

- An impact assessment of an income based dues system (report from Peter Levi)
- Traveling plaques... *(just kidding, want to see if you are paying attention)*
- Code of Conduct (with working draft, report from Joanna Blaszczak)
- Bylaws streamlining revisions (with proposed changes presented by Jeff Muehlbauer)
- Website redesign process updates (Chuck Hawkins)