

2020 ASIH Board of Governors Minutes: August 12th, via Zoom
[Includes 2020 Executive Committee Meeting Minutes]

President Beachy called the meeting to order at 12:05pm and reviewed some points of order related to how the meeting would be conducted virtually (for the first time in ASIH history, and due to the COVID-19 pandemic). The President and Secretary (Chakrabarty) served as panelists, while Editor Leo Smith administered the meeting over Zoom. Participants were asked to use the "Chat" function to comment, and were provided polls when voting took place.

Secretary Chakrabarty reminded everyone that while Guests could participate, only Governors could vote at this meeting. 70 governors were in attendance along with 39 guests.

Secretary Chakrabarty then read messages of regret from Governors Tracy Sutton, Carole Baldwin, Rick Mayden, Marlis Douglas, Catherine Malone, Patrick Gregory, Caleb McMahan, Harry Greene and Catherine Jachowski. (Apologies to Governors who were unable to join the meeting because of internet-related issues.)

This year we sadly report the passing of: Phil Heemstra (August 28, 2019), Rudolf G Arndt (September 29, 2019), Joshua Copus (November 13, 2019), Dick Zweifel (Nov 25, 2019), Peter Pritchard (February 26, 2020), Jack Randall (April 26, 2020), Barbara Brown (March 9, 2020) and Cindy Klepadlo (June 3, 2020). Our condolences to the colleagues, families, and loved ones of those who have passed.

President Beachy then called for a motion to approve the minutes of the 2019 meeting of the Board of Governors as published in *Copeia* 2019: 107(4), 814-822 (see Appendix E). The motion was made by Governor Donnelly and seconded by Governor Espinoza. The motion passed unanimously.

President Beachy then called MMPC Chair Henry Mushinsky to speak about future meetings. Governor Mushinsky noted that Marlis Douglas stepped down from her role on MMPC, but applauded her hard work over the years she served in that position. The 2021 meetings will take place in Phoenix, Arizona from July 21-25, and Lara Ferry will be the local host. The 2022 meetings will be in Spokane, Washington from July 27-31 with local host Nancy Staub. We would then hold our 2023 meeting in Norfolk, Virginia from July 12-16 at the original site of the cancelled 2021 meetings.

Governor Mushinsky brought up a problem with finding consensus over Childcare with one of the other JMIH societies and noted that the four JMIH society presidents appointed a committee to find a resolution by Christmas. Responding to a question about the potential that the Phoenix meetings may be jeopardized by the pandemic Governor Mushinsky stated that a virtual option will be explored with the meeting managers (BAI), but that it is too early to make any decisions. Governor Ferry noted

that the concern from one of the JMIH societies is that the childcare costs were a burden on the student membership. Secretary Chakrabarty noted that in the past ASIH has paid for childcare even when there wasn't full buy-in from the other societies. Governor Mushinsky and President Beachy then discussed how they were trying to get a consensus among the societies and were working on a plan. In response to a question from Governor Donnelly about the out-of-pocket costs if the Phoenix meetings were cancelled, Governor Mushinsky stated that it would be similar to the losses in Norfolk, and in the range of hundreds of thousands of dollars. When asked about insurance to cover a cancellation it was explained that none of the insurance policies we have or that are available (which are not cost-prohibitive) cover pandemics. President Elect McCormick moved to vote on the proposed meeting in Norfolk in 2023, the motion was seconded by Governor Walker, and the motion was passed unanimously.

Secretary Chakrabarty then read a summary of the two executive committee meeting minutes from June 24th & July 23rd 2020. These minutes were emailed in full to the BOFG and are also included below in full.

2020 ASIH Executive Committee Meeting Minutes

Members: Christopher Beachy (Chair and President), Frank McCormick (President-elect), Kathleen Cole (Past President), Brian Crother (Prior Past President), Robert Espinoza (LRPP Co-Chair), Deanna Stouder (LRPP Co-Chair), Wm. Leo Smith (Editor), Adam Summers (ENFC Co-Chair), David Hillis (ENFC Co-Chair), Katherine Maslenikov (Treasurer), Prosanta Chakrabarty (Secretary)

Note: Due to COVID-19, the JMIH meetings planned in Norfolk, Virginia were cancelled; we held two virtual EXEC meetings over Zoom.

Meeting 1 - June 24th

Guests: Mark Sabaj as Secretary Designate; Representatives of the ASIH Committee for Diversity, Equity, Inclusion & Belonging (Mariangeles Arce H., Anat Belasen, Rayna Bell, Chris Martinez, Rocky Parker, Adela Roa-Varon, Molly Womack).

President Beachy welcomed everyone over zoom and called the meeting to order at 1:04pm on June 24th, 2020. He noted that this would be the 1st installment of the 2020 Executive Committee Meeting of the ASIH and that there would be a second meeting in July. He asked everyone from the Executive Committee and from the Committee for Diversity, Equity, Inclusion & Belonging (shortened for these notes to the DEIB) to give short introductions, which we did.

President Beachy then called on DEIB Co-Chair Mariangeles Arce H. to begin the presentation from the DEIB committee.

The presentation is a summary of the DEIB committee's report in the 2020 ASIH Board of Governor's Book (BOFG Report #44).

The presentation by the DEIB committee included the following key recommendations for the Executive Committee:

- 1- A name change of the journal *Copeia*, because it is named for a known racist. The committee recommended that the journal no longer be named after a person.**
- 2- An apology should be issued to Black and Indigenous people of color (BIPOC) and women who have published in *Copeia*. The newly named journal should solicit publications from people from underrepresented groups and waive publication costs for an inaugural issue of the rebranded journal. It was also recommended that the journal make some archived (>3 years old) articles open access if authored by members from underrepresented groups.**

The DEIB report noted that the 2020 diversity survey of the membership yielded only a 30.5% response rate (453 participants of 1484 ASIH members) and brought up that we had a significantly smaller percentages of Black/African, Hispanic/Latino, Asian, and Women than the overall percentage among STEM graduates in the United States. The DEIB report also noted our 2020 diversity metrics were about the same or lower than previous years the survey was distributed. The Committee is deeply concerned the ASIH is not representative of the demography of the U.S. and called for an assessment of the diversity composition of the ASIH leadership. The DEIB called for a commitment to fund 10 Cashner Student Awards, and to provide financial support for ASIH to be represented at national conferences that promote diversity in STEM. Professional development opportunities and social gatherings for underrepresented groups were also recommended. The DEIB also suggested that those taking elected positions in the ASIH should have professionally-led cultural training.

The DEIB then brought up issues of accessibility, noting that a large number of those surveyed stated that they need some form of accommodation. The committee made a number of recommendations to improve accessibility (including making microphone use mandatory and having the meetings in more mobility-friendly locations).

Overall the DEIB recommended increasing transparency around their initiatives, improving cultural competency by increasing inclusion and representation of underrepresented and minoritized groups and by improving accessibility at JMIH.

The full presentation from the DEIB is posted on the ASIH website

<https://asih.org/news/2020/presentation-asih-2020-survey-diversity>

President Beachy then thanked Dr. Arce H. and the DEIB for making actionable items and stated that EXEC values their efforts a great deal. DEIB member Rocky Parker noted that Secretary Chakrabarty had been capturing the Society's poor diversity numbers for some time but that there has been little change. Dr. Parker noted that he had to fight to get funding for the ten Diversity & Inclusion awards and believed there are serious philosophical problems that have prevented progress. Dr. Parker expressed frustration about the slow pace of change in the Society and he did not think there was much time for EXEC to act. LRPP Co-Chair Bobby Espinoza noted how few people were taking the survey, and that the diversity numbers may be even worse than they appear in the survey. He suggested that part of the membership renewal should include taking this survey. Dr. Parker then mentioned that ten Cashner student awards was not enough (given how many apply) and that the ASIH should also have an Instagram presence to bring in a younger generation to our Society [Secretary note: we have since created an ASIH IG account "ichsandherps" run by Sarah Gibson]. DEIB Co-Chair Rayna Bell thought we should make clear that we are recruiting a new and diverse membership and that we are offering a safe and welcoming home by confronting systematic racism. She and Dr. Parker noted that the Society has a number of early career members in our demographic that are progressively minded and whom we should recruit in our efforts to change.

Dr. Bell then said that changing the name of the journal should be a priority, but that cultural competency training should also be an integral part of membership in the BOFG, and that the BOFG should understand the issues raised in the DEIB presentation. Dr. Bell stated that we need to take responsibility of not having changed the name of the journal sooner, and to reach out to those marginalized communities with an apology. Secretary Designate Mark Sabaj noted that his institution provided anti-racism training and wondered if others had at their institutions; most had not.

Secretary Chakrabarty clarified that what sometimes appeared as slow progress was actually EXEC working out financial constraints and voting, and that the Society would still need some time to carry out the recommendations of DEIB. President Beachy noted that Secretary Chakrabarty did help on the early push in recognizing diversity and inclusion issues in the Society, and that he was thankful for the more recent voices calling for change and progress. President Beachy explained the constitutional mechanics related to changing the name of the journal, first via approval of the Editor then the Executive Committee then the Board of Governors would need to vote for any major changes to the society journal. *Copeia* Editor Leo Smith explained how he saw the timeframe for change progressing, mentioning that unless the BOFG voted in the next few weeks that the name change would not be possible for 2021 and would likely be delayed until 2022. He also noted other publication restrictions based on how far ahead he had to work on any volume of the journal.

DEIB Co-Chair Dr. Arce H. stated that diversity issues can't be kept in the background any longer as these issues are in the forefront nationally. DEIB members Dr. Anat Belasen noted that the inaugural issues of the rebranded journal should include stories of diversity and representation topics. Dr. Bell added that we could publish the images of past Cashner award winners. She also noted that she did not expect that the DEIB would only have a one-directional conversation with EXEC and hoped that the two groups could partner on several of the action items raised.

President-elect Frank McCormick had a concern that the focus so far was on students in a traditional academic pipeline, and he thought we could perhaps include Middle School students as well and highlight issues related to these younger students. He also noted that we tend to underrepresent those that use model organisms that are herps and fishes when gaging diversity, he suggested we look at the annual NSF doctoral survey to see how ASIH compares to other groups focusing on these organisms. He also noted that we need objective performance measures to access when we are starting to do better. Dr. Bell mentioned that the EXEC and the Board of Governors need to be more diverse and that would be one metric that could be used in assessment. She noted that the apology to the membership should come from the head of the journal and the Society and include how the racist viewpoints of Cope and others led to the homogeneous composition of the Society post WW2. She also noted that the issue of changing the journal name was brought up long ago but that it wasn't taken seriously. Treasurer Katherine Maslenikov commented that there might be pushback from the Board of Governors for an apology, and so she warned it would be difficult, but agreed that it should be done. ENFC Co-Chair Adam Summers stated that he would start a draft apology and that we should ultimately allow people to add names, including those on BOFG. Dr. Summers reiterated that Cope's racism was inexcusable especially because it was part of his published science; it likely prevented our Society from having good representation from those he besmirched.

Secretary Chakrabarty asked the DEIB if it would be acceptable to post their presentation on the ASIH website and to use their names in this Executive Meeting Report. They did not object. Past President Kassi Cole noted that it is important to have EXEC be part of this progress, and Treasurer Maslenikov added that the apology can't be just for the Society to feel better about itself, but that it has to include actionable progress.

Dr. Summers called for a motion to write an apology for the racist history of the Society and its members and publications, and to send it for approval to the EXEC and Board of Governors.

The motion was seconded and passed unanimously. Dr. Bell mentioned that this work needs to be done JMIH-wide so she asked to be sent recommendations about who else to talk to from the other societies.

[We then took a short break that allowed those that needed to step away to do so. President Beachy invited members of the DEIB who wanted to observe the remainder of the meeting to stay.]

Editor Leo Smith discussed the specifics for the name change to the Society's journal. He said there was already an immediate impact of discussing the name change, including a big spike in Twitter activity, as well as 'likes' on the ASIH Facebook account and a spike of new followers. He also received mostly positive social media comments, and that some people mentioned wanting to help fund the name change with donations. He also noted some negative comments that he received. Editor Smith said that if we need to make a change for 2021, that it needs to be done very quickly.

Editor Smith then put forward the motion that we change the name of *Copeia*, Dr. Cole seconded the motion and the Executive Committee voted unanimously in favor. After some discussion about potential names **LRPP Co-Chair Deanna Stouder then put forward a motion to change the name of the ASIH journal to '*Ichthyology & Herpetology*.'** The motion was seconded by President Beachy. During the discussion DEIB member Dr. Adela Roa-Varon noted that it might be more transparent to have an on-line vote for a new name. Editor Smith stated that we needed to have an available name for the BOFG to vote on soon and concurrently with the vote to change the name of the journal. President Beachy said that email would be the most accessible format to reach everyone in the Board of Governors and we needed to follow the set policies and procedures of the Society. Dr. Belasen then mentioned that having a social media poll for a new name would make more people feel involved in the process. Dr. Espinoza stated that these members of the DEIB had a good point in noting that having Society buy-in would be important. Dr. Bell added that such an open web vote would be best for transparency. President Beachy said he liked the idea of having a more open vote, and Dr. Cole stated that she often is told that EXEC runs the Society behind closed doors and recommended a survey to get input from the Society. Dr. Roa-Varon reiterated that an open door was better than a closed one. Editor Smith noted that having separate votes and surveys would delay the process so that the change would not happen by 2021 and that we would then have to wait for 2022 to make any changes to the journal name. He also stated that having a vote on several names for the new journal would mean he would need to purchase multiple web address and social media handles so that they don't get co-opted by someone who wishes to later sell those web addresses to us. He also noted that we only had about eight business days left to change the name for 2021. Dr. Espinoza and others agreed that it would be better to move forward with the name change following these constitutional procedures. The Exec agreed that we needed to act quickly to move the vote forward.

President Beachy then asked Treasurer Maslenikov to explain our finances for covering the proposed name change (Editor Smith stated he believed it would cost about \$12,500). The Treasurer explained that we took a big financial hit for the cancellation of JMIH 2020, to the cost of \$80,000. This amount would be presumably recouperated when we met in Norfolk in 2023 (as we paid for the hotel and other items in advance for 2020 and shifted them for a 2023 meeting). The Treasurer stated that we do have funds for this journal name change, but that we also have a lot less money than we did before COVID-19 struck. The Treasurer noted that we are getting slightly more funds per quarter (about \$4K from publishing related payments) but that we might need to start the discussion of raising the membership fees. Dr. Cole said that we need to see the name change as important and urgent, and President Beachy was in favor of spending the money. Secretary Chakrabarty mentioned that when people suggested providing donations for the name change that he asked them to send their donations to the Cashner fund to support DEIB supported students. Revisiting the motion on the floor, **the motion to bring the vote to the BOFG to change the Society journal's name to '*Ichthyology & Herpetology*' passed EXEC unanimously.**

Secretary Chakrabarty then mentioned that the notes for this meeting will be included with those of the second 2020 EXEC meeting. He stated that he would start the process towards running the BOFG voting for the name change as soon as possible.

[**Secretary note: That name change passed the BOFG on July 2, 2020 with a margin of 88 in favor to 11 opposed. The BOFG was given a week to vote with an email sent on June 25th requesting a vote that included an explanation of the motion.]

President Elect McCormick moved to adjourn at 3:39p.m. and we did so at that time.

EXEC Meeting 2 - July 23rd

Guests: Mark Sabaj as Secretary Designate;

All members of EXEC were present [names listed above but note David Hillis resigned from the ENFC and EXEC on July 8th.]

We began with a welcome and pleasantries from President Beachy to open the meeting at 1:02pm.

Treasurer Maslenikov went over her report (TREA #10 in 2020 BOFG book). She outlined the ways ASIH has lost money this year including from the cancellation of JMIH 2020 and other factors. She noted that our accounts are now settled with the other societies and with the hotels in Norfolk. BioOne numbers are also down from last year but closer to the average over the last few years. Editor Smith explained that these fluctuations in BioOne revenues are due to views and downloads of papers in the journal. Treasurer Maslenikov stated that ASIH took a loss in the overall operating budget (including from printing the journal, paying for awards [those not endowed], and paying for meeting insurance for the first time, etc.), she noted our investment returns are doing well. LRPP Co-Chair Stouder said we should not touch these investments, and raised the point of potentially having a COVID surcharge as some businesses have done. **Treasurer Maslenikov explained that we could potentially raise the cost of membership dues because of the general increased costs of doing business (not just due to COVID issues). She said she would prefer not to have to raise dues as this point and instead suggested we have an awareness campaign to promote "Sustaining Members" (a membership category that is at a donation level to the Society).** President Beachy stated that he would like to add that push for sustaining memberships to a blast email to the ASIH. Editor Smith noted that BioOne is a positive stream of income and that the journal is an important source of revenue for the Society. Secretary Designate Sabaj asked about 'banked' money for 2023. Treasurer Maslenikov explained that costs related to cancelling the meetings this year would go towards a meeting in Norfolk in 2023, at which time we will recoup much of the operating funds lost this year.

Secretary Chakrabarty mentioned that in a year that we are thinking about underrepresented groups that we should not increase dues and the Treasurer agreed as did other members of EXEC. Treasurer Maslenikov added that we should include definitions to the different kinds of memberships. [Secretary Note: We have now added a definition to the 'sustaining membership' category on the ASIH website. The donation categories were also updated to include explanations and non-members can now donate to these funds.]

Continuing with her report Treasurer Maslenikov stated that she noticed that in reading EXEC meeting minutes from previous years that a few Treasurer related items had not changed despite being voted on. She will get with Secretary Chakrabarty to check items from the past that did not have not been completed by previous Treasurers. Katherine mentioned that she worked with a new auditor than previous Treasurers and found updated information (reflected in Table 4 of the BOFG book). The Treasurer explained that the 990 tax forms for this year are delayed but that the auditor has filed an extension with the IRS. These 990 forms will be circulated to the BOFG for approval later in the year. President Beachy thanked the Treasurer for her work during this difficult time and transition. Editor Smith explained that in her work the Treasurer may find there are a number of

changes that can be made to the ASIH finances that won't require raising dues. Treasurer Maslenikov mentioned she is not recommending touching the endowments or raising dues at this time, and that she is working on the goal of figuring out the best way to illustrate where we have funds and how best they can be used.

Editor Smith then summarized parts of his EDIT report – explaining that there are no rules about certain aspects of the editorship position such as publishing obituaries of non-members and reducing publication fees for some non-members upon their request; he asked for confirmation from the EXEC that he had the ability to make these relatively minor decisions as Editor without an EXEC vote. He noted that these items all relate to the society journal but some also related to the finances of the Society. Secretary Chakrabarty stated that the examples the Editor provided were all minor and fall under the Editors discretion. Editor Smith then mentioned that there were many submitted papers in the queue for review, more than in previous years, and that it may get substantially more expensive to publish the journal if the percentage of papers accepted is roughly the same. After some discussion the EXEC agreed that these decisions too should fall under Editor's discretion until a time it becomes so expensive or time consuming to be a burden to the Editorial office or to the Society.

The Editor noted that he very much likes Allen Press, but that BioOne now provides open- access via their website, and that rather than having AllenPress create a new website for the new journal name (as they are doing) we could just use BioOne. He suggests that the next time we have a new contract with AllenPress that we just move those web items to BioOne. Secretary Designate Sabaj asked about details related to library subscriptions and Editor Smith began explaining the economics behind that, but said essentially 'it would be close to a wash' but that he would research this point further in the future. Treasurer Maslenikov noted that we might have an increase in subscribers because of the positive feelings surrounding the journal name change. Editor Smith said we should consider using the BioOne portal instead of AllenPress in the future because BioOne is a better revenue stream for the Society. Editor Smith explained that the cost of publishing has increased but that he also increased the charges for printing color figures and other items to deal with that cost increase. He also described why some of the Associate Editors were not very happy with the change to PeerTrack as an editorial manager but he expected the setbacks they are experiencing will be worked out soon and stated that authors prefer the new system to AllenTrack. He also mentioned that he and Production Editor Kathleen Smith have redone lots of the website items related to the journal name change. He said that due to the name change that the impact factor would take a hit after next year, as we will be citing the old journal name – but that we will use the *Copeia* impact factor for reports over the next three years until the '*Ichthyology & Herpetology*' journal name is integrated into the impact factor evaluation system.

President Beachy then mentioned that John Nichols, grandson of the Society journals founder, John Treadwell Nichols, will write the first article under the new journal name. Editor Smith stated that there will be some highlighting of papers and historical perspectives for young scientists and those from underrepresented groups planned for '*Ichthyology & Herpetology*.'

Secretary Chakrabarty then brought up a proposal to provide a small remuneration to the ASIH Secretary, Treasurer, and Editor. He noted that he did not personally need such recompense but was thinking of incoming officers and the current Treasurer and Editor's superhuman efforts this year. He noted that he used less than half of his Secretary budget each year and that the additional funds, about \$15K could go to the Secretary, Editor and Treasurer at about \$5K each as a small salary. There was general agreement that these officers should get some salary if they choose to, and that it would help with recruitment and retention of these officers. He noted that the JMIH Program Officer is paid more than that \$5K each year for putting together the abstract book among other duties. Treasurer Maslenikov said that the salary should stay under a particular dollar amount for tax purposes for the Society but she did not know that exact figure at the time. She also added that she had signed on as a volunteer to help the Society as had the other officers, but she did see value in having a salary for some officers. LRPP Co-Chair Stouder mentioned the need to do a 1099 for such taxes and that it was a bit complicated to deal with. **With clear support for the effort the EXEC charged the Treasurer**

to look into the details of providing a salary to the ASIH Editor, Treasurer and Secretary (all of whom abstained from voting).

Secretary Chakrabarty then noted that in his role he had a budget for running the ASIH office which included funds to pay student workers and that the Treasurer and Editor should have a similar budget. At Louisiana State University (where the current Secretary is employed) the Secretary's ASIH budget was treated by the University as a grant with a budget code, and he thought this flexibility should also be awarded to the Treasurer and Editor who currently do not have this ability. ENFC Co-Chair Summers said that at his institution he was able to create a certain type of account that did not charge overhead or taxes. **Treasurer Maslenikov will look into it creating an account for the Treasurer and Editor after being empowered by the EXEC to do so.**

President Beachy led a discussion about an apology from the ASIH to ichthyologists and herpetologist to underrepresented groups to be published in 'Ichthyology & Herpetology' if approved. He made a motion to forward the current draft of the ASIH apology to the BOFG and Secretary Chakrabarty seconded. There was some discussion about how to improve the wording and context of the apology and then **the EXEC passed the motion unanimously.** [See Appendix G of the BOFG report for this apology.]

The EXEC thanked the ASIH Webmaster Dennis Murphy for his service migrating items off of the old K-State website onto our ASIH website. Editor Smith said he would work closely with the Webmaster on items related to the journal name change.

Next Treasurer Maslenikov introduced a proposal from an ASIH Collections Committee subcommittee led by Sarah Huber. That committee would like to provide ASIH accreditation to collections similar to what the American Alliance of Museums does for institutions except the ASIH accreditation would go directly to collections. (Any collection that already has AAM approval would have ASIH accreditation as well, under their proposal.) The committee would like to begin reviewing proposals by the next JMIH meeting and they are looking to get a stamp of approval from ASIH. The Mammal Society has created a similar accreditation program. Editor Smith asked if there would be a geographic limit to the accreditation and Treasurer Maslenikov said that there would not be a limit since the committee does not need to go in-person and everything can be done virtually. Secretary Chakrabarty wondered who had authority over the committee, and noted some of the language in the questionnaire was potentially problematic. Treasurer Maslenikov mentioned that the text was from the Collections Committee and that they were trying to set a standard for best practices for ichthyology and herpetology collections. LRPP Co-Chair Espinoza liked the proposal and thought it would benefit smaller collections when they applied to NSF grants for collections. **The EXEC agreed to move the Collections Committee accreditation program proposal forward to the BOFG (See Appendix H.)**

Secretary Chakrabarty then brought up the ASIH Symposium Chair's request to approve the following items:

1. **Diversity, Equity, and Inclusion in Ichthyology and Herpetology**, Tingle et al. (co-sponsored with the other societies); full day, \$1500 [originally scheduled for 2020, but deferred due to cancellation of meeting]
2. **Exemplary practices in herpetological education**; Pinou and Shaefer; half day, no budget [this was originally to be sponsored by SSAR, but because it is related to a cross meeting award, and SSAR will not be participating with JMIH in 2021, a JMIH symposium is desirable, and it will be coordinated with a SSAR workshop at their meeting later in the summer].
3. **Why are there so many kinds of fishes? A showcase of early-career ichthyologists**; Miller et al.; full day; \$1500 [new proposal]
4. **The biology of whiptail lizards (*Aspidoscelis*)**; Barley et al.; full day; \$1500 [new proposal]

After a discussion, EXEC approved all four items and directed Secretary Chakrabarty (who abstained because he was involved in one of the proposed symposia) to charge the ASIH Symposium Committee Chair to notify the symposia organizers and to work with MMPC to add these to the 2021 JMIH schedule.

We then discussed adding new members to EXEC, including graduate students and representation from the Committee for Diversity, Equity, Inclusion & Belonging (DEIB). LRPP Co-Chair Stouder said she approved adding members as long as they were aware of the serious nature of the position and the heavy time commitment. Editor Smith voiced concern about the temporary nature of some of the positions that would only be on EXEC for a single year, especially if there were rotating co-chairs. There was also some discussion about the large size of EXEC ever since co-chairs were invited. Prior Past President Crother noted that the students and DEIB would act as the conscience of the Executive Committee were they to sit on EXEC. Editor Smith noted that to add members to EXEC we would need a constitution change, and to do that the BOFG and the entire membership would need to vote.

LRPP Co-Chair Espinoza made a motion to allow one of the Chairs of DEIB to be added to EXEC and to move that motion forward to the BOFG. The motion was seconded by Treasurer Maslenikov and all approved.

Prior Past President Crother noted that the students work hard on the ASIH committees in which they have representation and they deserve a seat at the table on EXEC. President Beachy brought up the point about students being ephemeral in terms of their roles as student committee members. Secretary Chakrabarty noted that the graduate students already selected representatives to be on EXEC for this year, but they were unaware of the constitutional changes required for them to serve. LRPP Co-Chair Stouder reminded EXEC that students were full voting members on the other ASIH committees where they have representation. President Elect McCormick raised some concern about students not having enough time to understand the processes related to being on EXEC. Treasurer Maslenikov thought they should be given the opportunity to rise to the occasion. Past President Cole brought up potentially inviting students as non-voting members. LRPP Co-Chair Espinoza said that student members should be full members with voting privileges so that their opinions would have force. President Elect McCormick said the advantage of having student representation was that we could recruit them into leadership positions as they moved up the academic ladder. Secretary Chakrabarty asked if having student members on EXEC meant that they would automatically become officers, which would allow them to get their dues and registration covered by the Society. It was clarified that members of EXEC were not automatically officers. **Secretary Chakrabarty then moved to make the President of the Committee on Graduate Student Participation a member of EXEC and to allow that proposal to be forwarded for voting to the BOFG. The motion passed by acclamation.**

We then discussed the lack of ASIH EXEC representation on the Meeting Management Planning Committee. Secretary Chakrabarty noted that this committee had a lot of control over what happens at JMIH but that the ASIH EXEC was not represented. Prior Past President Crother mentioned that there should be more of a regular rotation and Past President Cole brought up term limits. Secretary Chakrabarty noted that the President of ASIH should at least be an ex officio member, and several people brought up potential structural changes including adding members. President Beachy noted that the four JMIH society presidents acted as an overseeing body when decisions about the cancellation of the meetings needed to be made. After some further discussion the issue was tabled.

Prior Past President Crother then brought up the issue of creating term limits for Past Presidents on the Board of Governors – he noted that there are 37 Past Presidents on the Board of Governors (versus 50 elected and 30 officers/editors) so the Past Presidents make up a large percentage of the voting body of the ASIH Governors. Prior Past President Crother thought that past presidents should have an additional one year on the Board of Governors after serving as PPP and that they would need to be re-elected afterwards to rejoin the Board of Governors. He noted that if we wanted more diversity on the BOFG, that this rule change was one way to be more inclusive.

Dr. Crother noted we need changes to the ASIH Constitution and the Policies and Procedures Manual for this rule change. Editor Smith noted that those Past Presidents would also be voting for or against those changes as members of the current Board of Governors. Editor Smith mentioned that the power shift would move to Associate Editors (which the Editor has discretion to appoint and multiply) so it might be worth discussing their role on the BOFG as well. Treasurer Maslenikov noted that at least the AEs are voted on and are serving an active role in the Society. Editor Smith noted that he could add AEs as Editor, so it needs to be made clear that the new AEs could not vote as BOFG members until they are elected by the membership to their editorial roles. After some discussion about the length of the term limit **Prior Past President Crother made the following motion to change the ASIH Constitution: "Past Presidents of ASIH will no-longer be lifetime members of BOFG; Past Presidents will now serve a single, five-year term as a member of the new BOG class (one of ten new members), after their role as Prior Past President; at the conclusion of that term they would need to be re-elected to the BOFG to re-join."** The motion was seconded by Editor Smith and passed unanimously. It will now be brought to the Governors for a vote followed by a vote by the membership.

We then scheduled the Board of Governors meeting for 12pm Eastern on the 12th of August, 2020. Editor Smith has agreed to administer the meeting over Zoom. He noted that only members can attend and vote and that there should be a push to have Governors renew their memberships. Secretary Chakrabarty apologized for letting this part of his duty lapse, but he did not push people to renew this year because of issues related to COVID-19 and the cancelling of the meeting. (Note: We have since reached out to BOFG members who have not renewed to remind them of the need to do so before the meeting.)

President Beachy called for any remaining new business. Hearing none, Secretary Chakrabarty moved to adjourn the meeting, which was seconded by LRPP Co-Chair Espinoza. We adjourned at 4:22pm.

END OF EXEC MEETING MINUTES

In his summary of the EXEC meetings, Secretary Chakrabarty added that the BOFG would be voting on the three motions that were passed by Exec (in bold in the minutes), but also an additional motion passed by Exec more recently that would better accommodate virtual meetings and a shortened timeline for voting. If passed by the BOFG these four motions would then be voted on by the full membership later in the year, likely in November or early December.

Secretary Chakrabarty then thanked the Exec, Board of Governors and ASIH for allowing him to serve these last five years. This will be his last time reading these minutes as Secretary. He wished Mark Sabaj good luck and less tumult in his tenure as the incoming Secretary.

President Beachy then asked for blanket approval of BOFG agenda items and reports of officers, representatives, and committees, exempting those removed by EXEC and BOFG members for discussion. Governor Cannatella moved for blanket approval, and Governor Taylor seconded. The motion passed.

We then discussed exempted reports.
Before the meeting Governor Buth exempted Report #11 (EDIT)

Report #11 EDIT: Governor Buth and Editor Smith suggested an edit, and added the following line in the 4th paragraph to that report "Additionally, we can look at the acceptance and rejection numbers for all papers in 2019. In 2019, 77 manuscripts were accepted and 39 manuscripts were rejected (33.6% rejection rate); this compares to 54 accepts and 45 rejects in 2018 (45.5% rejection rate) and 75 accepts and 47 rejects in 2017 (38.5% rejection rate)."

Treasurer Maslenikov, Exempted Report #18 noting that the Graduate students reported getting an "extra \$2000" from EXEC but in fact they would be provided \$2000 to cover expenses (which usually amount to about \$2000 such as food for symposia) – not additional funds.

Governor Walker Exempted Report #36 and #50 noting that there was a duplication in report #36, and that Hector Espinosa-Perez was accidentally omitted from the Names of Fishes Committee.

Those mistakes have been corrected and the Secretary apologies for these mistakes. [An updated 2020 BOFG book is now available on the ASIH website.
https://asih.org/sites/default/files/2020-08/2020_BOG-Book_2020-08-14.pdf]

President Beachy then called for a vote and discussion on the '*ASIH Apology to Underrepresented Ichthyologists and Herpetologists*' [Appendix G.]

The EXEC composed and approved a statement apologizing for the racist history of the Society, its members and publications (as had been recommended by the DEIB), it was now up to the Board of Governors for a vote. There was a discussion among several members about adding Hispanic and replacing Latinx with 'Latino/Latina/Latinx' or 'of Latin/Hispanic descent.' ENFC Chair Adam Summers, one of the chief architects of the apology, clarified the use of Latinx as a gender-neutral term, and that this is the first apology not necessarily the last.

Governor Parenti noted that there was a loophole for ASIH life members in the apology. A portion of the text states that members will follow our Codes of Ethics/Conduct 'upon joining or renewing.'

Dr. Summers revisited the statement and the following apology was shared with the membership.



ASIH Apology to Underrepresented Ichthyologists and Herpetologists

The American Society of Ichthyologists and Herpetologists acknowledges its past and present discriminatory behavior toward scientists of different genders and color, including Black, Latina, Latino, Latinx, Asian, and Indigenous persons. Although individual members of ASIH have worked to increase diversity and inclusion, as a Society we have failed to explicitly address our issues of sexism and racism to the detriment of all of our scientists and professionals. For our actions and inactions, we apologize to our colleagues, particularly our colleagues of color and those harmed or discouraged from the fields of ichthyology and herpetology by our behaviors.

We can address some of these issues in the near term. Our journal will be renamed Ichthyology & Herpetology in 2021*. We have pledged support for the Cashner Student Awards to provide funding and professional development to a diverse cohort of early-career scientists to attend the annual meeting. The ASIH Prior Past President will oversee the review process of the annual awards and work with the committees to ensure the candidates and awardees fully reflect the range of diversity and talent in our Society. We will develop a Code of Ethics that all Society members must agree to upon joining or renewing. Life members will be asked to agree to this Code of Ethics as well. All members will agree to the JMIH Code of Conduct, and all members who serve on a Society committee or the Board of Governors will be required to read and abide by our Constitution and the Bylaws. The ASIH Executive Committee and Board of Governors will work with our Committee for Diversity, Equity, Inclusion, and Belonging to prioritize and implement further actions. We will revise our governing policies to promote greater inclusion and diversity in our Society. As we move forward as a Society, we commit to being more inclusive and equitable.

*Motion to change journal name: https://bit.ly/ASIH_Journal_Motion

Governor Salcedo moved to approve the apology statement and Governor Craig seconded. The motion passed.

We then called on IHCC Co-Chair Sarah Huber to introduce a proposal on Collections Committee Accreditation [Appendix H.] She explained that in 2017 the ASIH EXEC gave approval to the IHCC to formulate a plan to provide ASIH accreditation (i.e., a 'stamp of approval' to show the collections are meeting curatorial standards) for ichthyological and herpetological collections. She explained that the goal for accreditation is not just for promoting a high standard but also to help support smaller collections. Governor Salcedo asked if there needed to be members from ASIH that were part of the collections to receive accreditation, the answer was no, although everyone participating would be encouraged to become members. She also explained that accreditation would be carried out via a survey and virtual visits. Calling for the question Governor Rivas made the motion to approve the accreditation program and the motion passed unanimously.

We then went on to discuss Constitutional Changes presented by the Executive Committee. (To change the ASIH constitution, approval is needed from at least 2/3 of Governors and a full vote from the membership must take place no sooner than 3 months after the change is presented to them.)

The following motions were presented and all passed with over 90% approval.

Motion 1: "Past Presidents of ASIH will no-longer be lifetime members of BOFG; Past Presidents will now serve a single, five-year term as a member of the new BOG class (one of ten new members), after their role as Prior Past President; at the conclusion of that term they would need to be re-elected to the BOFG to re-join."

In a discussion Governor M. Wake asked what would be the status of current past presidents. Prior Past President Crother explained that all but the last five presidents would be removed from BOFG at the end of this year. Several past presidents explained that they were in favor of the motion before the vote.

The motion passed, and will now be presented to the full membership.**

***An amendment was made to this motion by PPP Crother to be voted on by the BOFG. PPP Crother moved to turn 30 of the vacated past-president positions on BOFG (as of 2021) into elected BOFG positions. This addition would change the number of elected BOFG members from 50 to 80; Constitution, Article V, Section 1, p2; PPM, BOFG, Committee Appointment and Tenure, a, p40), with 20 of these positions reserved for graduate students and postdocs.*

Motion 2: The 'Chair of the Committee on Student Participation' will be added as a member of the Executive Committee of the ASIH

In a discussion Helen Plylar and Bill Ludt corrected the motion that previously had 'President' incorrectly in place of 'Chair.' The motion passed, and will now be presented to the full membership.

Motion 3: A Chair of the Committee for Diversity, Equity, Inclusion & Belonging will be added as a member of the Executive Committee of the ASIH

Governor Frost noted that he was in favor of the addition but that he wondered if the Executive Committee was getting too large. Secretary Chakrabarty noted that this was discussed at the EXEC meeting but that it was decided that these additional members could be accommodated.

The motion passed, and will now be presented to the full membership

Motion 4: Allow Constitutional Changes to Permit Virtual Meetings and Voting when necessary.

"In addition to changes to the Constitution and Bylaws being voted on at the annual meeting with three months notice, changes to the Constitution and Bylaws and other timely Society matters may be proposed by the Executive Committee and voted on by the Board of Governors and Society members via electronic voting with seven days notice."

LRPP Co-Chair Deanna Stouder asked if seven days was enough time for a vote and Editor Smith explained that seven was a minimum time frame for emergency situations.

The motion passed, and will now be presented to the full membership.

Secretary Chakrabarty then explained that despite the positive vote on Motion 4, that we would still need to honor the 3-month rule for the full membership to vote on these and other items. We will therefore have a BAAM (Business & Award Meeting), hopefully some time in November or early December. He presented a plan to have a fun "BAAM Zoom!"™ where we could have a celebration of ASIH Plenary winners, best paper awards and real and fake resolutions as well as voting. We do need a quorum of 100 for votes, but we hope to get many more.

We then voted to approve having a virtual BAAM (aka "BAAM Zoom!"™) as part of the 2020 ASIH Meetings. The motion passed by acclamation.

President Beachy then called for approval of the BOFG ballot & General Election Ballot. Governor Donnelly made the motion, and Governor Rocha seconded. The motion passed. We then held an electronic vote with the following winners:

We thank everyone who placed their name on the slate of candidates.

Nominating Committee Chair: **Mark Peterson.**

Nominating Committee Members, Ichthyology: **Katherine Bemis and Michael Franklin.**

Nominating Committee Members, Herpetology: **Michelle Thompson.**

Governor Larry Allen was elected to a three-year term on the Robert H. Gibbs, Jr. Memorial award committee and **Governor Devin Bloom** will serve a one-year term to replace a member who resigned; **Governor Melissa Pilgrim** was elected to serve a three-year term on the Robert K. Johnson award committee, **Governor Dustin Siegel** was elected to serve a three-year term on the Henry S. Fitch award committee; **Governor Carol Spencer** was elected to serve a three-year term on the *Spiritus* award committee, and **Governor Karen Martin** was elected to serve a three-year term on the Joseph S. Nelson award committee. Congratulations to all. We also elected an Honorary Foreign Members in Ichthyology—**Ralf Britz.**

President Beachy then asked for any additional items of old business.

Governor Hanken asked if EXEC had considered cancellations from library subscriptions due to the journal name change, as some libraries may not realize that 'Ichthyology & Herpetology' is a continuation of the serial rather than a new journal. Editor Smith explained that several ornithology journals also recently changed their names and journal subscription are about \$10K of the revenue and we don't expect

to lose a significant number of subscriptions. It would mostly be the print institutional subscriptions (not online) that he thought we might lose.

Governor Cannatella then made a motion from the floor that 'ASIH commits to provide childcare at the JMIH meetings and to work with the presidential ad hoc committee on childcare and meeting management to implement this action.' Past President Cole seconded. Secretary Chakrabarty explained that it isn't ASIH that is holding up any childcare consensus but another JMIH society. Governor Cannatella modified the intent of the motion to be a push from a unified ASIH BOFG showing they wanted childcare provided at JMIH and to try get consensus for that from the other JMIH societies. President Beachy expressed his frustration in not being able to get JMIH societies to have consensus on this matter, and thought passing this motion would show that ASIH was serious and unified about the matter. He also noted that as the biggest society in JMIH it sometimes appears that ASIH can force the other societies into our preferred actions at the meetings, and he is weary of having the Society appearing domineering. The motion passed after a vote.

Governor Parenti then suggested to past presidents that even if they could run for the Board of Governors over the next five years that they don't. This action would allow some new blood into the ASIH leadership. She said that in Washington, D.C. where she lived it was called 'Draining the Swamp.' Secretary Chakrabarty noted that he would direct the new nominating committee chair to not fill up the next BOFG ballot with past presidents.

Hearing no additional old business we moved on to items of new business.

Governor Donnelly suggested we have zoom webinars for plenary speeches as part of a separate independent event from the Business and Award Meeting. President Beachy instructed Governor Donnelly to get names together for the kind of virtual event she would like to see, and to bring it as a proposal to the four JMIH society presidents. Governor Mushinsky later remarked that he was working on a plan to have two plenary days at JMIH 2021 to accommodate this year's speakers and next year's talks. Secretary Chakrabarty asked the two Governors to discuss the event later.

Editor Smith mentioned that having a virtual BAAM might require someone with a Zoom account that could accommodate 500 or more participants.

Governor Rabosky then brought up the issue of accessibility, particularly as related to hearing impairments. He noted that the governance of many societies are held in large conference rooms where the hearing impaired can have trouble following discussions. He suggested that we consider those with difficulty hearing more in the future and perhaps the leadership could hold more virtual meetings (such as this one) to accommodate those with impairments. President Beachy agreed that a virtual BOFG meeting may be a better approach in the future for several reasons.

DEIB Co-Chair Rayna Bell noted that her committee's survey found that 10% of survey participants from the membership noted being hearing impaired.

Governor Whitfield then discussed how he and others were pleased that ASIH is moving towards becoming a more inclusive scientific society; unfortunately other societies were not as progressive. He and others created an open letter to one herpetological society that included a virtual speaker who has known for creating a hostile climate for women. The letter was posted in the chat function of the meeting to allow individuals to sign and Governor Whitfield wanted to know if it was possible to have the ASIH sign as a Society. President Beachy asked for a resolution or motion. Governor Donnelly moved to have the ASIH EXEC consider the open letter and review it for a full consideration by the BOFG. The motion for the review by EXEC passed. **Secretary Note: After reviewing the open letter the EXEC declined to sign the document for several reasons including its focus on a single individual rather than particular issues related to inclusion and thought it best if it were signed by individuals rather than institutions.

Helen Plylar (Chair-Elect of the Committee on Student Participation) then discussed how she and Adania Flemming (Chair of the Committee on Student Participation) are both on the ballot for the Board of Governors as students, and that being up against more established professionals puts them at a disadvantage in these elections. In addition, students and postdocs had to increase their membership status (and dues) to become 'regular' members in order to be on the ballot. She asked that the BOG consider that a certain number of positions be set aside for students so that they could have a role in the governance of the Society. Editor Smith noted those changes were actively being discussed among the EXEC and that he hoped they would be changed soon. (Other Governors also expressed support in the chat function of the meeting.)

Governor Cannatella then spoke in his role as a National Science Foundation Program Officer, explaining that he was there over the last two years and had three weeks left. He described a workshop that was recently funded by NSF called 'Diversity, Equity and Inclusion in Herpetology and Ichthyology' with PI Lori Newman-Lee and others. He wanted us to be aware that NSF does consider these workshop proposals, and takes these issues related to developing the next generation of scientists very seriously.

Adania Flemming, Chair of the Committee on Graduate Student Participation, then mentioned that there would be a forthcoming email about virtual networking opportunities that is a collaboration between the students in her committee and the DEIB. The details of those opportunities were shared in the flyer below to be sent to the membership. She also asked that a virtual calendar of ASIH events be created so people can get a better handle on what activities are available and noted that many students feel out of the loop during this pandemic. She noted that getting as many people as possible plugged into these activities should be part of the ASIH goals for equity and inclusion. Secretary Chakrabarty then mentioned that he would talk to

the Webmaster, Dennis Murphy, about creating such a calendar on the ASIH website. [Update: the Webmaster and Missy Gibbs have been alerted and are working on this calendar.]

ASIH Professional Development Virtual Events



The American Society of Ichthyology and Herpetology (ASIH) Committee for Diversity, Equity, Inclusion, and Belonging and the ASIH Committee on Graduate Student Participation are collaborating to plan two professional development virtual panels for students and earlier-stage scientists.

Navigating Herpetology and Ichthyology as a Member of a Minoritized/Marginalized Group
August 24th, 2-4 pm EDT

Academic and Non-Academic Career Paths of Professional Ichthyologists and Herpetologists
August 28th, 2-4 pm EDT

For more information and to register visit:
<https://tinyurl.com/RegisterASIHVirtualPD>

Hearing no additional new business Governor Rivas moved to adjourn which was seconded by President Elect McCormick. We adjourned at 2:33pm.

**[These minutes were prepared by Secretary Prosanta Chakrabarty;
he is solely responsible for any errors.]**