

# American Society of Ichthyologists and Herpetologists

## Board of Governors Meeting



**To Be Held Virtually; *Incertae sedis***

**August 12, 2020**

**12pm Eastern**



Prosanta Chakrabarty, Secretary  
Louisiana State University  
Museum of Natural Science  
119 Foster Hall  
Baton Rouge, LA 70803  
ASIHsec@outlook.com

July 25, 2020

Dear ASIH,

Well, I had not planned to break everything before I left office as Secretary of the ASIH, but here we are. It has certainly been an unusual year, and we are just passing the half-way mark. Returning from fieldwork in Thailand this February I heard talk about a dangerous virus spreading across the globe; then suddenly borders were closed and meetings cancelled - including what would have been the 100<sup>th</sup> meeting of the ASIH in Norfolk. Alas, it was not to be, the 100<sup>th</sup> meeting will have to wait. There are more important things including mourning the deaths of almost than 150,000 American and 640K worldwide. It is also a time to reflect, learn and become a modern, inclusive, anti-racist 21<sup>st</sup> century scientific organization. Our journal is getting a name change: and that is one positive step in the right direction.

It is also a pity that we can not fully celebrate having the most diverse group of plenary winners in ASIH history (image on the right). And although we would have been congratulating ourselves for improved gender diversity among the winners, we would still have to look at ourselves in the mirror. As the country comes to term with the racial injustice that has existed against Black people, we too need to ask what we have done, and not done, to have a Society that better reflects the diversity of our country. Read more in the report from the ASIH Committee for Diversity, Equity, Inclusion & Belonging; the time for change is now and we are continuing to work on progress.

The ASIH Board of Governors meeting was scheduled to meet in Norfolk for the 100<sup>th</sup> annual meeting of the ASIH; local host chair Eric Hilton put a lot of work into planning this year's meeting, and we are sorry that those will be pushed back. The local hosts were: **Eric J. Hilton**, Chair, Virginia Institute of Marine Science, William & Mary; **Rocky Parker**, James Madison University; **Kent Carpenter**, Old Dominion University; **Rafael de Sá**, University of Richmond; **Jan McDowell**, Virginia Institute of Marine Science, William & Mary; **Tom Munroe**, National Oceanographic and Atmospheric Administration; and **Kate Bemis**, National Oceanographic and Atmospheric Administration. The Society thanks them for their efforts.

The American Society of Ichthyologists & Herpetologists  
*Congratulates the following individuals on their 2020 awards:*

**Henry Bart, Jr.**

Robert K. Johnson Award for Excellence in Service

**Martha Crump**

Henry S. Fitch Award for Excellence in Herpetology

**Mário de Pinna**

Robert H. Gibbs, Jr. Memorial Award for Excellence in Systematic Ichthyology

**Paula Mabee**

Joseph S. Nelson Lifetime Achievement Award in Ichthyology

**Steve Mackessy**

Meritorious Teaching Award in Herpetology

**Brian Sidlauskas**

Meritorious Teaching Award in Ichthyology

**Alexandra Snyder**

*Spiritus*: Lifetime Achievement Award in Support of Collections

**Emily Taylor**

Margaret Stewart Award for Excellence in Ichthyology or Herpetology

At a virtual BOFG meeting (**August 12; 12pm eastern**) President Beachy plans to move for blanket acceptance of all reports included in this book that cover society business for 2019 and 2020 (in part). The book includes the candidate information for the 2020 elections that will take place after the meeting via electronic voting. The Board of Governors will vote on candidates for five award committees (Gibbs, Johnson, Fitch, Spiritus, Nelson) and for the Honorary Foreign Member in Ichthyology along with other items via a virtual vote.

Governors can ask to have items exempted from blanket approval. These exempted items will be acted upon individually. We will also act individually on items exempted by the Executive Committee during their meeting. Please remember to have a version of this booklet with you.

Please contact me directly (ASIHsec@outlook.com) with any questions you may have. Please notify me if you will not be able to attend the virtual meeting so I can share your regrets with the Governors.

I look forward to seeing you at a future meeting IRL; we'll meet again, don't know where, don't know when; but I know we'll meet again some sunny day.

It has been a pleasure serving the ASIH as Secretary these last five years. I take no credit for any positives (I was just a facilitator) but I do take all the blame for my mistakes. All the best to Mark Sabaj as he takes over in January 2021.

Sincerely,

A handwritten signature in black ink, appearing to read 'Prosanta Chakrabarty', with a stylized flourish at the end.

Prosanta Chakrabarty  
ASIH Secretary

## ASIH BOARD OF GOVERNORS 2019\*

\*2020 BOFG is listed in the Appendix

<b>Past Presidents</b>		<b>Executive Committee</b>	<b>Elected Governors (Sectional Editors)</b>
Allen, L.G.	Inger, R.F.		
Baldwin, C.C.	Lundberg, J.G.	Baldwin, C.C.	Adreani, M.
Beaupre, S.J.	Matthews, W.J.	Beachy, C.	Bevier, C.
Burr, B.M.	Mayden, R.L.	Chakrabarty, P.	Buth, D.G.
Cannatella, D.C.	McDiarmid, R.W.	Cole, K.	Craig, M.T.
Cashner, R.C.	Mushinsky, H.R.	Crother, B.	Davis, M.P.
Cohen, D.M.	Page, L.M.	Espinoza, R.	Grande, T.
Collette, B.B.	Parenti, L.R.	Hillis, D.	Kerby, J.
Crother, B.	Pietsch, T.W.	Maslenikov, K.	Klepadlo, C.
Donnelly, M.A.	Pough, F.H.	Smith, W.L.	Lannoo, M.J.
Douglas, M.E.	Rabb, G.G.	Stouder, D.	Litzgus, J.D.
Frost, D.R.	Robins, C.R.	Summers, A.	Martin, K.L.
Gilbert, C.R.	Savage, J.M.		Orr, J.W.
Greene, H.W.	Savitzky, A.H.		Reis, R.E.
Greenfield, D.W.	Shaffer, H.B.		Siegel, D.S.
Gregory, P.T.	Smith, G.R.		Snodgrass, J.M.
Hanken, J.	Trueb, L.		Stuart, B.
Highton, R.	Wake, M.H.		
Hutchison, V.H.			

<b>Class of 2019</b>	<b>Class of 2020</b>	<b>Class of 2021</b>	<b>Class of 2022</b>	<b>Class of 2023</b>
Cole, K.S.	Anthony, C.D.	Catenazzi, A.	Bell, R.	Conway, C.
Feldman, C.R.	Arnold, R.J.	Earl, Julia E. P	Berra, T.	Dillman, C.
George, A.L.	Davis Rabosky A.R.	Johansen, Rebecca	Cashner, M.	Fernandez, C.C.
Harris, P.M.	Ferry, L.	Johnson, G. David	Johnston, C.	Fitzgerald, L.A.
Hickerson, C-A.M.	López-Fernández, H.	McMahan, Caleb	Munroe, T.	Hews, D.K.
Hilton, E.J.	Maslenikov, K.P.	Rivas, Jesus	O'Donnell, K.M.	Irish, F.
Parker, M.R.	Richards-Zawacki, C.L.	Salcedo, Norma	Rabosky, D.I.	Malone, C.L.
Ruane, S.	Saporito, R.A.	Savage, Anna	Spenser, C.I.	Siegel, D.S.
Smith, W.L.	Sutton, T.T.	Taylor, Emily N	Sweet, S.S.	Sidlauskas, B.
Todd, B.D.	Whitfield, S.M	Walker, H.J.	Tornabene, L.	Webb, J.

## Officers – 2019

\*2020 Officers listed in the Appendix

President – Kathleen Cole  
President-Elect – Christopher Beachy  
Past President – Brian Crother  
Prior Past President – Carole Baldwin  
Secretary – Prosanta Chakrabarty  
Treasurer – Kathleen Maslenikov  
Editor – Wm. Leo Smith

## *Copeia* Staff – 2019

Editor – W. Leo Smith  
Production Editor – Kathleen Smith  
Figure Editor – Matthew G. Girard  
General Ichthyology Editor – Roberto Reis  
General Ichthyology Editor – Donald G. Buth  
General Ichthyology Editor – Matthew T. Craig  
General Herpetology Editor – Michael J. Lannoo  
General Herpetology Editor – Bryan Stuart  
General Herpetology Editor – Jacob Kerby  
Ecology and Ethology Editor – Joel Snodgrass  
Ecology and Ethology Editor – Jacqueline Litzgus  
Ecology and Ethology Editor – Mia Adreani  
Genetics, Development and Morphology Editor – Matthew P. Davis  
Genetics, Development and Morphology Editor – Dustin Siegel  
Genetics, Development and Morphology Editor – Terry Grande  
Physiology and Physiological Ecology Editor – Catherine R. Bevier  
Index Co-Editor (Subject) – Cynthia Klepadlo  
Index Co-Editor (Taxonomic) – Jay W. Orr  
Book Review Editor Ichthyology – Luke Tornabene  
Book Review Editor Herpetology – Robert E. Espinoza

**Editorial Board** - James Albert, Jon Armbruster, Rayna Bell, Katherine Bemis, Amanda Bennett, Gerardo Carfagno, Kevin Conway, Julia Earl, Carl Ferraris, Michael Ghedotti, Sarah Gibson, Patrick Gregory, Susan Herrick, Fernando Jerep, Randy Mooi, Christopher Murray, Lori Neuman-Lee, Hannah Owens, Lynne Parenti, Sara Ruane, Eric Schultz, Kevin Tang, H.J. Walker, Jr., and Mark V.H. Wilson.

**ASIH Committees – 2019**  
**\*2020 Committees listed in the Appendix**

**COMMITTEE ON GRADUATE STUDENT PARTICIPATION -**

**Officers:**

Kim Foster - kimberly.l.foster@wmich.edu (Chair)  
Adania Flemming (Chair-elect)  
Helen Plylar (Secretary)

**Book Raffle Committee:**

Co-chairs: Helen Plylar; Florence Wen.  
Committee members: Cooper Campbell; Jonathan Brynum; Allison Litmer

**Workshop Committee:**

Chair: Whitney Walkowski  
Committee members: Heather Neldner; Cooper Campbell

**Clark Hubbs Travel Awards Organizer:**

A. J. Turner

**Conservation Committee Representatives:**

Brooke Perrera, Cooper Campbell, James Erdman

**Social Committee:**

Courtney Weyand (Chair);  
Committee members: Arianna Rupp; Elyse Parker

**Web Content and Management Committee Member:**

Anat Belasen

JMIH Liason: Elyse Parker

International Liason: Diego Elias

**CONSERVATION COMMITTEE -**

Frank McCormick - asihcons@gmail.com (Chair), Brian Todd (Co-Chair) - btodd@ucdavis.edu  
Members: Jonathan Baskin, Noel Bulkhead, Cooper Campbell, Todd Campbell, Barry Chernoff, Matt Craig, Marlis Douglas, Anna George, David Green, Pat Gregory, Malorie Hayes, Gene Helfman, Karen Lipps, Bill Loftus, Henry Mushinsky, Jack Musick, Nick Mandrak, Melanie Partin, Phil Pister, George Rabb, Stephen Richter, Erica Rottman, Alan Savitsky, Brad Shaffer, Gerald Smith, Mel Warren, Jim Williams

**EDUCATION AND HUMAN RESOURCES COMMITTEE –**

Michael Pauers - michael.pauers@uwc.edu (Chair); Sara Ruane (Co-Chair)  
Members: Carol Johnston, Steve Kimble, Liz Marchio, Peter Konstantinidis

**ENDOWMENT and FINANCE COMMITTEE –**

Adam Summers (Chair) - fishguy@uw.edu; David Hillis (Co-Chair)  
Members: Melissa Pilgrim, Catherine Malone

**EXECUTIVE COMMITTEE –**

Kathleen Cole – colek@hawaii.edu (Chair and President)

Members: Chris Beachy (President-elect), Brian Crother (Past President), Carole Baldwin (Prior Past President), Robert Espinoza (Chair of LRPP), Deanna Stouder (LRPP Co-Chair), Wm. Leo Smith (Editor), Adam Summers (Co-Chair of ENFC), David Hillis (ENFC Co-Chair), Katherine Maslenikov (Treasurer), Prosanta Chakrabarty (Secretary)

**HENRY S. FITCH AWARD COMMITTEE –**

Pat Gregory – [viper@uvic.ca](mailto:viper@uvic.ca) (Chair)

Members: Emily Taylor (2019-2021), Maureen Donnelly (2016-2020)

**GAIGE FUND AWARD COMMITTEE -**

Anna Savage – [anna.savage@ucf.edu](mailto:anna.savage@ucf.edu) (Chair)

Members: Nancy Karraker (2017-2019), Sara Ruane (2018-2020)

**HERPETOLOGICAL ANIMAL CARE COMMITTEE –**

Christopher Parkinson – [viper@clermson.edu](mailto:viper@clermson.edu) (Chair)

Members: Jennifer Deitloff, Matthew Gifford, Sean Graham, Alan Savitzky, David Steen

**ICHTHYOLOGICAL ANIMAL CARE COMMITTEE -**

Phil Harris – [pharris@ua.edu](mailto:pharris@ua.edu)

Members: Nate Frassen, Michael Heithaus, Edie Marsh-Matthews, Alexandra Snyder, Frank McCormick

**ICHTHYOLOGICAL AND HERPETOLOGICAL COLLECTIONS COMMITTEE –**

Gregory Watkins-Colwell - [gregory.watkins-colwell@yale.edu](mailto:gregory.watkins-colwell@yale.edu) (Chair)

Sarah Huber (Co-Chair)

Members: James Erdmann (Student Rep), Mark Sabaj (Past-Chair), Kate Bemis, Adam Cohen, Jennifer Gardner, Coleman Sheehy III, Ken Thompson, Kevin Swagel, Alexander Snyder, Norma Salcedo, Sam Ghods, Ted Pietsch

**JOINT ASIH-AFS COMMITTEE ON NAMES OF FISHES -**

Lawrence M. Page - [lpagel@ufl.edu](mailto:lpagel@ufl.edu) (Chair)

Members: Margaret Neighbors, Lloyd Findley, Carter Gilbert, Karsten Hartel, Juan Jacobo Schmitter-Soto, Robert Lea, Nicholas Mandrak, H.J. Walker, Bruce Collette, Ross Robertson, Kate Bemis

**ROBERT K. JOHNSON AWARD COMMITTEE –**

Emily Taylor - [etaylor@calpoly.edu](mailto:etaylor@calpoly.edu) (Chair),

Members: Eric Hilton (2017-2020), Michael Douglas (2019-2021)

**LONG RANGE PLANNING AND POLICY COMMITTEE –**

Robert Espinoza (Chair), Deanna Stouder (Co-Chair)

Members: Larry Allen, Malorie Hayes, Eric Hilton, Carol Johnston, Shab Mohammadi, Margaret Neighbors, Rocky Parker

**MEETING MANAGEMENT AND PLANNING COMMITTEE -**

Henry Mushinsky - mushinsk@usf.edu (Chair); Marlis Douglas (Co-Chair)

Members: Kyle Piller

**JOSEPH S. NELSON AWARD COMMITTEE -**

Bruce Collette (Chair)

Members: Brian Sidlauskas (2018-2020), John Lundberg (2019-2021)

**NOMINATING COMMITTEE -**

Michael Douglas (Ichthyology) - (Chair)

Members: Brian Crother (Ex-Officio Herpetology), Luke Tournabene (Ichthyology), Abigail Berkey (Herpetology)

**PUBLICATION POLICY COMMITTEE –**

Leo Smith – leosmith@ku.edu (Chair)

Members: all Associate Editors and Book Review Editors

**RANEY FUND AWARD COMMITTEE –**

Caleb McMahan (Chair)

Members: Misty Paig-Tran (2017-2019), Rebecca Johansen (2018-2020)

**RESOLUTIONS COMMITTEE –** Kevin Conway et al. (will be officially appointed in Snowbird)

**ROBERT H. GIBBS, JR. MEMORIAL AWARD COMMITTEE –**

Kevin Conway (Chair)

Members: Melanie Stiasny (2018-2020), Karsten Hartel (2019-2021)

**SPIRITUS COMMITTEE**

Gregory J. Watkins-Colwell (chair), Katherine Pearson Maslenikov and Meredith J. Mahoney

**STUDENT AWARDS COMMITTEE –**

Chris Beachy – (Co-Chair), Eric Hilton (Co-Chair)

Members: Stoye & Storer Judges: To Be Announced at the Business Meeting

**WEB CONTENT AND MANAGEMENT COMMITTEE –**

Melissa Gibbs– mgibbs@stetson.edu (Chair)

Members: Maureen Donnelly, Bill Ludt, Caleb McMahan, James Watling, Jacqueline Webb

**HISTORY OF THE SOCIETY COMMITTEE -**

David G. Smith - smithd@si.edu (Co-Chair)

Joseph C. Mitchell - dr.joe.mitchell@gmail.com (Co-Chair)

Members: Inci Bowman, Vic Hutchison, Susan Walls, Eric Hilton, Gregory Watkins-Colwell



**REPRESENTATIVES TO OTHER SOCIETIES -**

AMERICAN ELASMOBRANCH SOCIETY - Charles "Chip" Cotton - [cottoncf@cobleskill.edu](mailto:cottoncf@cobleskill.edu)

AMERICAN FISHERIES SOCIETY – Marlis R. Douglas – [mrd1@uark.edu](mailto:mrd1@uark.edu), Michael E.

Douglas – [med1@uark.edu](mailto:med1@uark.edu)

AMERICAN INSTITUTE OF BIOLOGICAL SCIENCES - Alan Savitzky - [savitzky@usu.edu](mailto:savitzky@usu.edu)

BIOONE – Alan Savitsky - [savitzky@usu.edu](mailto:savitzky@usu.edu)

HERPETOLOGISTS' LEAGUE - Alan Savitzky - [savitzky@usu.edu](mailto:savitzky@usu.edu)

NATURAL SCIENCE COLLECTIONS ALLIANCE - Larry M. Page - [lpage1@ufl.edu](mailto:lpage1@ufl.edu)

SOCIETY FOR THE PRESERVATION OF NATURAL HISTORY COLLECTIONS – Randy

Singer [randal.a.singer@ua.edu](mailto:randal.a.singer@ua.edu)

SOCIETY FOR STUDY OF AMPHIBIANS AND REPTILES - Alan Savitzky -

[savitzky@usu.edu](mailto:savitzky@usu.edu)

SOCIETIES CONSORTIUM ON SEXUAL HARASSMENT IN STEMM – Lynne Parenti -

[parentil@si.edu](mailto:parentil@si.edu)

**DIVERSITY & INCLUSION COMMITTEE -**

Mariangeles Arce H. (co-chair), Rayna Bell (co-chair), Michael Franklin, Rocky Parker,

Christopher Martinez, Kim Foster, Beck Wehrle, Norma Salcedo, and Melanie Stiasny

# Reports and Agenda for the 2020 Meeting\* of the Board of Governors of the American Society of Ichthyologists and Herpetologists

\*virtual

## Organization and Announcements

1. Call to order - President Beachy
2. Governors Sign In - Secretary Chakrabarty
3. Messages of regret from absentee governors - Secretary Chakrabarty
4. Call for motion to approve minutes of 2019 meeting of the Board of Governors as published in *Copeia* 2019: 107(4), 814-822 (see Appendix E) - President Beachy
5. Announcement of appointment of Resolutions Committee - President Beachy (not conducted in 2020)
6. Announcement of Stoye and Storer Award Judges (not conducted in 2020)
7. Future annual meetings – Governor Henry Mushinsky
  - o Phoenix, AZ, 21-25 July 2021
  - o Spokane, WA, 28 27-31 July 2022
  - o Norfolk, VA, 12-16 July 2023

## **Reports**

### **Reports of Officers**

8. EXEC: Summary of EXEC Meeting June 24 & July 23, 2020 –  
*Prosanta Chakrabarty* – . . . . [to be emailed in advance of the @ BOFG meeting]
9. SECR: SECRETARY - *Prosanta Chakrabarty*. . . . . 12
10. TREA: TREASURER – *K. Maslenikov* . . . . . 20
11. EDIT: EDITOR – *W. Leo Smith* . . . . . 21
12. PRES: PRESIDENT’S REPORT – *C. Beachy*. . . . . 29
13. PPRE: PAST PRESIDENT’S REPORT – *K.S. Cole* . . . . . 32

## **Reports of Committees**

14. PUBC: Publications Committee - <i>W. Leo Smith</i> . . . . .	33
15. ENFC: Endowment & Finance Committee – <i>D. Hillis</i> . . . . .	38
16. EXEC: Executive Committee – <i>Prosanta Chakrabarty</i> . . . . .	39
17. GFAC: Gaige Fund Award Committee – <i>S. Ruane</i> . . . . .	40
18. GSPC: Committee on Graduate Student Participation – <i>A. Flemming</i> . . . . .	41
19. HSFC: Henry S. Fitch Award Committee – <i>M. Donnelly</i> . . . . .	48
20. JSNC: Joseph S. Nelson Award Committee – <i>B. Sidlauskas</i> . . . . .	48
21. LRPP: Long Range Planning & Policy Committee – <i>R. E. Espinoza &amp; D. J. Stouder</i> . . . . .	49
22. MMPC: Meetings Management Committee - <i>H.R. Mushinsky et al.</i> . . . . .	49
23. NOMC: Nominating Committee – <i>L. Tornabene</i> . . . . .	55
24. RFAC: Raney Fund Award Committee – <i>R. B. Johansen</i> . . . . .	55
25. RHGC: Robert H. Gibbs, Jr. Memorial Award Committee – <i>M.L.J. Stiassny</i> . . . . .	56
26. RKJC: Robert K. Johnson Award Committee – <i>E. J. Hilton</i> . . . . .	56
27. AES: Representative to the American Elasmobranch Society – <i>C. Cotton</i> . . . . .	57
28. AFSR: Representatives to the American Fisheries Society – <i>M.E. Douglas and</i> <i>M.R. Douglas</i> . . . . .	59
29. MMSC: Margaret M. Stewart Award Committee – <i>Whitney Anthony</i> . . . . .	59
30. AIBS: Representative to AIBS and BioOne - <i>A.H. Savitzky</i> . . . . .	60
31. CONS: Conservation Committee – <i>F. McCormick</i> . . . . .	61
32. EHRC: Education and Human Resources Committee – <i>M. Pauers</i> . . . . .	62
33. HACCC: Herpetological Animal Care and Use Committee – <i>C.L. Parkinson</i> . . . . .	63

34. HSOC: Representative to the Herpetologists’ League and the Society for the Study of Amphibians and Reptiles - <i>A.H. Savitzky</i> .....	63
35. IACC: Ichthyological Animal Care and Use Committee – <i>P. Harris</i> .....	64
36. IHCC: Ichthyological and Herpetological Collections Committee – <i>Greg Watkins-Colwell et al.</i> .....	65
37. SPNHC: Representative to Society for the Preservation of Natural History Collections – <i>R. Singer</i> .....	69
38. Spiritus – <i>K. P. Maslenikov</i> .....	70
39. NFJC: Joint ASIH-AFS Committee on Names of Fishes - <i>L.M. Page</i> .....	70
40. NSCAR: Representative to the Natural Science Collections Alliance - <i>L.M. Page</i>	72
41. WCMC: Web Content and Management Committee – <i>M. Gibbs</i> .....	73
42. HIST: History of the Society Committee - <i>D.G. Smith</i> ..	74
43. SCSH: Societies Consortium on Sexual Harassment in STEMM – <i>L. R. Parenti</i>	... 74
44. Diversity Report – <i>R. Bell &amp; M. Arce H.</i> .....	75
45. Honorary Foreign Members Ichthyology – <i>G.D. Johnson</i> .....	76
46. Herpetology Education Committee – <i>E. Muths</i> .....	77

**Appendices**

47. Appendix A. ASIH Constitution (Revised 2014) .....	81
48. Appendix B. Treasurer’s Tables .....	91

Table 1. ASIH profit and loss on an accrual basis for 1 January to 31 December 2019 with comparison to 2018.

Table 2. ASIH membership and subscription numbers and income from online sources for *Copeia*.

Table 3. 2019 yearend balance sheet (accrual basis) with comparison to previous year.

Table 4. ASIH accounts and their allocation to ASIH Funds as of 31 December 2019

Table 5. Table 5. Portfolio detail of the Wells Fargo Advisors Managed Account (Fund Source Moderate Growth) on 31 Dec 2019

49. Appendix C. Candidate Information for 2020 elections . . . . .	105
50. Appendix D. 2020 Officers, <i>Copeia</i> Staff, Committees, BOFG . . . . .	134
51. Appendix E. Summary of the Meetings 2019 . . . . .	139
52. Appendix F. Diversity Survey Results 2019 . . . . .	159

\*\* “Free standing” appendices requiring votes, G & H, listed below.

**Business Session**

- 53. Call for blanket approval of BOFG agenda items and reports of officers, representatives, and committees, exempting those removed by EXEC and BOFG members for discussion
- 54. Discussion of reports exempted from blanket approval
- 55. Apology from ASIH [Appendix G. pg. 167] to be voted on
- 56. Collections Committee Accreditation proposal [Appendix H. 168-173] to be voted on
- 56. Discussion of Old Business
- 57. Discussion of New Business
- 58. Call for BOFG approval of Ballots (BOFG ballot & General Election Ballot)
- 60. Adjournment
- 61. Vote on Constitutional Changes (to be held on-line)
- 62. Board of Governor’s Elections: Fitch, Gibbs, Johnson, Spiritus, and Nelson Committees (to be held on-line)

## 9. SECR: Secretary – Prosanta Chakrabarty

In this report I will cover my work as Secretary for all of 2019. This will be my second to last report as ASIH Secretary as I am stepping down after completing my five-year term at the end of 2020 and will be replaced by Mark Sabaj who has been shadowing me as Secretary Designate during 2020, including being cc'ed on ASIH emails and attending EXEC meetings. Although I will be stepping away from this role, I will be helping Mark during the transition, just as Mo Donnelly helped me in 2015-2016. I will also write next year's SECR and EXEC reports to cover the activities of this position in 2020.

My tenure has included a tumultuous period for the Society as we have dealt with issues of racism, sexism, and other issues that have been cast to the foreground in recent years. Although difficult to deal with I am thankful I have had the opportunity to aid in this transition. I've served five presidents: Maureen "Mo" Donnelly, Carole Baldwin, Brian Crother, Kathleen Cole, and Christopher Beachy, I've had the pleasure of living in the same area as three of them as two live in Louisiana (Crother, Beachy), and one (Baldwin) lives in D.C. where I was living at the time of her tenure. I recommend this arrangement to future Secretaries when possible.

Like many things COVID-19 has disrupted a great deal of planned activities, most importantly for this report, the JMIH 2020 meetings that had been planned for Norfolk were cancelled. The details of these 2020 issues will appear in next year's report.

I did none of my work alone and I wanted to thank Exec and other members of the Society again for working hard on our behalf. They are all volunteers. I think I have sent Editor Leo Smith and President Chris Beachy more texts than I did to my family these past few months, and they have done an incredible job moving the Society forward. I want to acknowledge the work of AllenPress especially Terry Leatherman, Andrew Jewell, and April Parfitt who have aided me in running surveys, counting votes, checking memberships and other tasks (See the AllenPress report I requested below). I get nine detailed reports from AllenPress about our membership, budget, donations and other items monthly. Our Webmaster, Dennis Murphy, also continues to do a wonderful job posting changes on our website and worked this past year with K-State and BAI in transitioning old conference abstracts and data to ASIH.org. Facebook and Twitter have played an important role in allowing free, sometimes *too* free, conversation between ASIH members along with some fish and herp 'stans', we have also started an @IchsAndHerps presence on Instagram (thanks to the suggestion by Rocky Parker) that is now run by Sarah Gibson.

I am proud of the work ASIH has done to try to build a safer more inclusive environment, including having a "JMIH Safety Director" at the meetings and changing the name of the journal (on July 2, 2020). We still have a lot of work to do, and although I will be on the sidelines next year, I hope to continue being part of bringing positive change to the ASIH.

Please note that I do not include many of the activities I worked on with the Executive Committee in this report; those are listed in the EXEC report below (#16).

The winners of our publication awards in *Copeia* are repeated here from Editor Smith's report from the 2019 BOFG book. The awards were presented during the Business & Award Meeting in Snowbird, Utah:

#### **ICHTHYOLOGY:**

*Best Paper:* Terry C. Grande, W. Calvin Borden, Mark V. H. Wilson, and Lindsay Scarpitta. 2018. Phylogenetic Relationships among Fishes in the Order Zeiformes Based on Molecular and Morphological Data. *Copeia* 106:20–48.

*Best Paper Young Scholar:* Javier Barrientos-Villalobos, Juan J. Schmitter-Soto, and Alejandro J. Espinosa de los Monteros. 2018. Several Subspecies or Phenotypic Plasticity? A Geometric Morphometric and Molecular Analysis of Variability of the Mayan Cichlid *Mayaheros urophthalmus* in the Yucatan. *Copeia* 106:268–278.

*Best Student Paper:* David T. Camak and Kyle R. Piller. 2018. Going with the Flow: Testing the Role of Habitat Isolation among Three Ecologically Divergent Darter Species. *Copeia* 106:375–387.

#### **HERPETOLOGY:**

*Best Paper:* Mark Merchant, Dusty Savage, Amos Cooper, Monique Slaughter, Joshuah S. Perkin, and Christopher M. Murray. 2018. Nest Attendance Patterns in the American Alligator (*Alligator mississippiensis*). *Copeia* 106:421–426.

*Best Paper Young Scholar:* Will Selman and Peter V. Lindeman. 2018. Spatial, Seasonal, and Sexual Variation in the Diet of *Graptemys flavimaculata*, a Threatened Turtle of the Pascagoula River System, Mississippi, USA. *Copeia* 106:247–254.

*Best Student Paper:* Rhett M. Rautsaw, Scott A. Martin, Bridget A. Vincent, Katelyn Lanctot, M. Rebecca Bolt, Richard A. Seigel, and Christopher L. Parkinson. 2018. Stopped Dead in Their Tracks: The Impact of Railways on Gopher Tortoise (*Gopherus polyphemus*) Movement and Behavior. *Copeia* 106:135–143.

**January 2019:** I updated the various committee memberships on the ASIH website with the help of the Webmaster. I sent a blast email to all Board of Governors members to agree to the Conflict of Interest Statement and to check that their membership is active (while also checking their membership status independently). I also asked them to vote on accepting the JMIH-Wide Code of Conduct and counted their votes, that motion passed.

I wrote 'A Few Notes from the Secretary' for *Copeia* Vol. 107, No. 1, pp. 181–182 (that announced the establishment of a new mid-career award, the Student Diversity and Inclusion Award winners, a symposium on women herpetologists for JMIH 2019, and the hiring of an ombudsperson for the meetings). I also sent a blast email to all ASIH members (and recent former members) to tell them they can register for the JMIH 2019 meetings in Snowbird and that the abstract submission site was open. There were also blast emails asking for nominations for lifetime achievement awards, call for proposals for student awards, and call for nominations for the Meritorious Teaching awards. I contacted the Nomination Committee chair clarifying responsibilities of that committee. I also reported the outcome of the 2018 Diversity Survey via an email from AllenPress and social media.

**February 2019:** I worked with Allen Press on a Renewal Campaign and we sent out an email blasts about symposia, awards, the abstract submissions, and details about the meeting website. I also worked with them on trying to identify the members of our society that have been members the longest (a suggestion from David Hillis ENFC co-chair). I worked with members of AAAS (the American Association for the Advancement of Science) to see if ASIH could join the inaugural class of the 'Societies Consortium on Sexual Harassment in STEMM' and brought this measure up with EXEC. I also worked with President Kassi Cole on various positions that needed to be filled for the JMIH meetings. I worked with AllenPress on purging our records and email lists of people that had passed away and that were no longer members (mainly these were 'former' lifetime members who were still receiving emails and issues of the journal).

**March:** I started putting together the 2019 BOFG book and had discussions with K-State about coordinating lunches and rooms for JMIH committee meetings. I also helped coordinate payment for 'Preferred Sitters' as the childcare option for the meetings. I checked Raney and Gaige student membership for those award committees. I worked with AllenPress on taking our special publications off of Amazon which was not bringing us any funds and were in fact costing us money, AllenPress agreed to be the primary host for selling these via our websites. I helped get word out via email about a newly proposed student workshop ('Assembling Exon Capture Datasets').

**April:** I reminded lifetime achievement award chairs how to obtain the plaques and prepare awards for the winners. I also emailed the appointed Resolutions Committee chair that they should check on members who recently started jobs to include in their resolutions and I contacted members of the student Judging committee to make them aware of their duties. I sent out a blast email via AllenPress about the JMIH meetings (email explained childcare, lodging, the "Professional Women in Herpetology: Lessons and Insights" symposium, and about a new version of Sabaj's 'Standard Symbolic Codes for Institutional Resource Collections in Herpetology & Ichthyology').

**May:** I continued putting together the BOFG book as reports came in. With the help of student workers I sent out more than one hundred thank you notes to all of the various volunteer members of ASIH. I worked with the Treasurer and Gaige and Raney committees to coordinate sending checks and certificates to winners.

**June:** I emailed plenary committee chairs about their awards and speeches, (those speeches are now limited to just three minutes because of the increasing length of the Plenary). I prepared the BOFG election ballots and judging packets (a full day event!). I sent out the completed BOFG book to the Governors and asked those who could not attend to supply their 'regrets'. I also sent out the BOFG book to the entire membership via a link to our website in a blast email with an invitation for members to attend the BOFG and BAAM meetings.

**July:** I presided as Secretary of the ASIH during the JMIH meetings in Snowbird. Duties included: Getting judging packets and other registration items to the registration desk for K-State, run the EXEC meeting and type up minutes to read at the Board of Governors meeting a few hours later. I ran the Board of Governors meeting and prepared an agenda for the President. After approval by the BOFG those EXEC notes were emailed to all ASIH members; I update the BOFG book with exempted reports and corrections. The BOFG meeting minutes and notes were read at the Buisness and Award Meeting (BAAM) in the second to last day of JMIH. I counted the ballots of the BOFG



elections (I contacted winners and losers) and announced the winners at the BAAM and on-line. I helped coordinate the Judges Meeting for Stoye and Storer judges and explained the contents of the judging packets. I had the judges text me as the winners names came in and I printed certificates to present to winners at the BAAM. I helped the resolutions committee with some tasks and took orders for 'New Buisness' items that came up. I printed Stoye and Storer award winners' names to be read by committee chairs at the BAAM and prepared a powerpoint showing winners names from Raney, Gaige and other awards. I also gathered the meeting data (how many students, vendors, etc.) for reporting to the membership.

After the meeting, I mail out remaining Stoye and Storer Awards and other documents (such as judging sheets) that were not distributed at the meetings. I also start putting together the 'Summary of the Meetings' for *Copeia* including the minutes from the BAAM. I asked the Webmaster to post the revised BOFG book that includes corrections from the exempted reports. I worked with AllenPress on a renewal effort and discussed a market service with them 'Treefall' that we ultimately declined.

**August:** I again helped with a renewal campaign for AllenPress. And on items for *Copeia* 2019 Issue 3 including announcements for awards (by contacting the new chairs for approval). I asked the Webmaster to update the website based on these changes. I requested pictures from award winners, and speeches from the committee chairs (as did Production Editor Katie Smith). I helped Allen Press with the print order number and sent out the on-line ballots for ASIH elections. I contacted the Graduate Student committee about updating a new plenary award proposal that did not pass a vote from EXEC.

**September:** I closed the ASIH elections and alerted winners and losers and shared these results on Twitter and Facebook. I sent the 990 Tax form to BOFG for approval (these came later this year than usual).

**October:** I met with Prior Past President Crother and newly elected President-Elect Chris Beachy in Hammond to discuss ASIH business. I also worked with AllenPress to get a mechanism for non-members to donate to the Society; that mechanism is now available on our website

<https://asih.allenpress.com/ebusASIH/DONATIONS/Special.aspx?returnurl=/ebusASIH/DONATIONS/Special.aspx>

**November:** I worked with the Webmaster on updating and fixing some errors and worked with ASIH committee's on updated membership information and helped the President with her committee appointments. I finalized and submitted the 'Summary of the Meetings' for *Copeia*. I helped the Diversity and Inclusion Committee coordinate the 2019 Diversity Survey with AllenPress who sent it out as an email survey.

**December:** I aided (mostly by being annoying) several members of Exec about a range of end of year items. I sent out an end-of-year blast email reminder to the membership about renewing and asking for nominations for committees and awards, I also sent a blast email that was a membership survey asking when member first joined ASIH, we also requested the membership tell us about some of the goals they would like to see for ASIH and summarized these to EXEC.

Throughout the yeat I get various requests to reprint figures, to connect students to a mentor, to resend *Copeias* lost in the mail or damaged, or to identify an ich or herp. By

far, the most ID requests this year were about snakes and I thank Sara Ruane and Frank Burbrink for fielding some of those; one of which was a very fake snake.

**The State of ASIH:  
Report from April Parfitt of Allen Press sent to the Secretary (As of Summer 2020)**

TO: American Society of Ichthyologists and Herpetologists Board of Governors

RE: Association Management Report – Prepared and Submitted by April Parfitt,  
Association Manager for ASIH at Allen Press, Inc.

On behalf of the team at Allen Press, thank you for the opportunity to provide association management services for the American Society of Ichthyologists and Herpetologists.

As a Society receiving Business Management services from Allen Press, there is a team of professionals providing services to the society and its membership on a daily basis. The most visible member of the team is April Parfitt, Association Manager for ASIH. April is responsible for maintaining membership database, responding to member inquiries, processing payments, executing membership renewal efforts, and preparing and sending email communications to the society's membership. April works directly with Terry Leatherman, Manager of Association Management Services for Allen Press, to coordinate and brainstorm service options and solutions. The Allen Press Marketing Team works on the appearance of renewal materials and is available to assist with additional marketing needs. Other talented Allen Press professionals with expertise in technology and accounting help provide ASIH the association management services you receive from Allen Press.

We are very proud of the team we have assembled at Allen Press to help ASIH advance its mission.

- American Society of Ichthyologists and Herpetologists Membership Retention Services

As of June 17, 2020, ASIH had 1,353 members, a 9.9% decrease on the 1,502 members ASIH had at the end of 2019. When you compare the current ASIH membership total to where it stood a year ago, it is more comparable. On June 6, 2019, ASIH members totaled 1,471, 8.02% more than it has today. While it is never desirable to report a membership reduction, it is important to note the membership challenges ASIH has faced in 2020. The worldwide COVID-19 pandemic has economically affected many ASIH members and directly impacted our society by forcing the cancelation of the in-person conference.

The table below compares total current membership to totals at the end of 2019. The biggest drop has been in Regular Members, of 164 members from last year at this time. That is offset somewhat, by the new Retired Member category, where there are 104 members that may have been in the Regular category last year.

Membership Category	2019	2020	6/6/2019	Change	%
Regular Members	811	627	791	-164	-20.73%
Retired Members	0	104	0	104	N/A
Student Members	386	321	376	-55	-14.63%
Postdoc Members	65	72	63	9	14.29%
Lifetime Members	174	169	175	-6	-3.43%
Associate Members	17	12	17	-5	-29.41%
Sustaining Members	15	14	15	-1	-6.67%
Honorary/Other Members	34	34	34	0	0.00%
<b>Total ASIH Membership</b>	<b>1502</b>	<b>1353</b>	<b>1471</b>	<b>-118</b>	<b>-8.02%</b>

Like many scholarly societies, ASIH has experienced a gradual membership decline in recent years. The chart below compares ASIH membership totals over the past decade.

Year	2020	2019	2018	2017	2016	2013	2012	2011
<b>ASIH Member Total</b>	1353	1502	1528	1519	1654	1698	1644	1814
Change in Membership	-149	-26	9	-135	-44	54	-170	-174
% Change	-9.9%	-1.7%	0.6%	-8.2%	-2.6%	3.3%	-9.4%	-8.8%

In a comparison of last year's June 6, 2019 totals to the end of year totals:

- a. 31 people renewed/enrolled after June 6, 2019, or 2.1% of last year's members. With the biggest increase in membership being in the Regular Member category. (Twenty additional members to year's end. Ten were Students.)
- b. If we assume an identical trend this year: ASIH would end the year with 1384 members, which would only be a 7.9% decrease from last year's total.

During the 2020 ASIH membership renewal cycle, Allen Press delivered seven member renewal campaigns. They are summarized below. Most of these renewal efforts involved an email being sent to current members and former members who have had their membership lapse in recent years. Traditional mail delivery would only be used when there an email could not be delivered. The second renewal effort in mid-November, however, was totally a renewal effort using traditional mail.

- #1 email sent around October 7, 2019 current members, donation request email to lifetime members, mail renewal sent to recipients with undeliverable or no email. There were 1901 persons reached for renewal effort and 164 for donations.
- #2 mail renewal sent around November 15, 2019 to current and recently lapsed members. This effort was processed for 1611 pieces.
- #3 email sent around December 12, 2019 to current members, donation request letter to lifetime members, mail renewal sent to recipients with undeliverable or no email. Numbers involved in this effort were 1548 for renewal and 170 for donations.
- #4 email sent around January 31, 2020 to members who had not yet renewed, mail

- renewal sent to recipients with undeliverable or no email. Twelve hundred sixty-two individuals were contacted.
- #5 email sent around February 27, 2020 to members who had not yet renewed, mail renewal sent to recipients with undeliverable or no email. This effort consisted of 1188 possible contacts.
  - #6 email sent around April 8, 2020 to members who had not yet renewed, mail renewal sent to recipients with no email. This effort had 1103 records involved.
  - #7 email sent around May 14, 2020 to members who had not yet renewed, mail renewal sent to recipients with undeliverable or no email. This effort had 1108 records involved. The increase was a result of a large number of undeliverable addresses not included in the prior effort.

There are 42 countries represented in the membership of the American Society of Ichthyologists and Herpetologists. 83.4% of the ASIH membership resides in the United States. The largest delegations in membership are listed below.

Membership by Country	
Country	# of Members
United States	1128
Japan	38
Canada	31
Brazil	24
Australia	22
Mexico	16
Germany	15
35 Other Countries	79

Every state of the US has at least one member and Guam, Puerto Rico, and the District of Columbia are, also, represented. California is has the largest member group with 138, Florida is second with 103. The top ten states account for 566 members with the remaining states and territories accounting for the 787 remainder.

Top Ten States By Membership		
1	California	138
2	Florida	103
3	Texas	62
4	Virginia	49
5	New York	48
6	Ohio	38
7	Washington	34
8	Pennsylvania	33
9	Louisiana	31
10	Michigan	30

Besides the work involved with managing the ASIH membership and subscription process, the Association Management team at Allen Press:

- Sends email communications to the entire ASIH membership at the direction of its leadership,
  - a. Since January 1, 2020, Allen Press has produced eight email blasts for ASIH, sending 11,686 individual emails to members and lapsed members. Topics have included abstract submissions, conference registration and cancelation, and socially responsive topics, like diversity and the renaming of the society journal.
  - b. All emails are sent via the EMMA email platform with ASIH branding using the “letterhead” and “footer” shown below



### **American Society of Ichthyologists and Herpetologists**

**The JMIH 2020 has been canceled. All registrations will be refunded**

AMERICAN SOCIETY OF ICHTHYOLOGISTS AND HERPETOLOGISTS  
P.O. BOX 1897  
LAWRENCE, KANSAS 66044-8897 U.S.A.  
PHONE: 1-800-627-0326 EXT. 405 • FAX: 785-843-1274  
[ASIH@ALLENPRESS.COM](mailto:ASIH@ALLENPRESS.COM)

- Conducts elections and surveys on behalf of the society,
  - a. Since last year's reports, dated June 6, 2019, three surveying efforts have been produced as well. The leadership elections in the fall of 2019 yielded 473 responses. The Diversity Survey, in December 2019, and the Length of Membership Survey, earlier this year, resulted in 453 and 444 replies respectively.
- Maintains the business section of the ASIH website, including the eCommerce portal,
- Processes payments on behalf of the society. In 2019, there were more than 1,650 transactions for dues payments, donations and journal purchases with more than \$133,000 being paid.

On behalf of the Allen Press team, thank you for the opportunity to work with ASIH and its leadership. Please contact us if additional association management services or consultation can help ASIH grow and thrive.

## **10. TREA: Treasurer – Katherine P. Maslenikov**

This report is based on account statements, QuickBooks reports, and supporting materials being audited by Jones and Associates PLLC, Certified Public Accountants for 2019. The 2019 audit report will be posted on the ASIH website when completed.

In profit and loss reports, ASIH income and expenses for a given year are divided into those associated with programs of the society (awards, annual meetings, dues, subscriptions, and publications) and those related to management and general operations. Income for the year exceeded expenses by \$147,315 in 2019 with the inclusion of realized and unrealized investment gains and losses (Table 1), however, this is because we had \$167,819 in unrealized gains, which is simply an increase in market value of stocks and bonds which we already owned. This also includes the complicated distribution of funds relating to the JMIH 2017 and 2018 meetings outlined separately below. Membership numbers decreased by 26 members compared to membership in 2018 while subscription numbers decreased by 10 institutional subscriptions compared to 2018 (Table 2). Sales of our publications fared well (Table 1), with special publications income at \$358 compared to \$143 in 2018, Copeia back issues income at \$325 compared to \$174 in 2018, and author billing and page charges income at \$6750 compared to \$0 for 2018. If we ignore the large unrealized gains from our investments, our expenses exceeded our income by \$-20,504.

The balance sheet (Table 3) lists ASIH assets, liabilities and equities on an accrual basis. ASIH income received by Allen Management is deposited in an account at US Bank. The Wells Fargo Advisors Command Asset Performance (CAP) account is split between two lines, with outstanding income checks at year's end listed under "Accounts Receivable", outstanding debts listed as "Accounts Payable", and the holdings in the brokerage account (Federated Prime Cash Obligations Fund, and bank sweep money market) listed under "Other Current Assets". The value of our total assets increased at the end of the year (\$1,637,911) compared to that of 2018 (1,488,923) (previously inaccurately reported as \$1,936,396 in the 2018 BOG report) on the balance sheet.

The three ASIH accounts in which the individual society funds are comingled held \$1,557,388 on the December 2019 statements (Table 4). Of this total, the holdings in the WFA managed investment accounts had a market value of \$1,325,557 (Table 5). This fund yielded 19.02% gain after fees for 2019. Table 4 shows the accounts and their allocation to the award funds.

This was a good year for ASIH financially. We had significant gains from the financial markets, with \$167,819 in unrealized gains to our investment account and over \$60,000 in dividends and interest. This allowed us to provide \$10,000 towards the new Student Diversity and Inclusion Awards as well as take on the new cost of several insurance policies to protect the society. Our income from dues, subscriptions, and eCopeia revenue (\$208,854) however, did not exceed the costs of journal publication, management, and general operations of the Society (\$225,120). If we assume that, on average, the cost of the annual JMIH breaks even and market dividends and donations cover the costs of our awards, we face the possibility of running at a deficit in years with poor financial market

returns. I believe that we can allow our dues and subscriptions to remain at current levels for another year, however, the trend in loss of membership and subscriptions is troubling. The Society will need to decide in the near future whether to use our investments to subsidize publication, to raise dues and subscription rates, or to find cheaper ways to publish and distribute our research findings.

The financial reports for the JMIH 2017 and 2018 meetings had not been resolved with Kansas State University when I took office in January of 2019. I worked with the other JMIH Treasurers and with Kansas State University staff to resolve these reports and distribute funds. After many iterations of reports, the JMIH Treasurers did not feel that the 2017 financials were accurate, but agreed to accept the funds distributed by Kansas State with the caveat that we would not pay any funds towards 2018 costs until we were confident that the 2018 numbers were accurate. Once satisfied, we settled our accounts such that JMIH 2017 earned a profit of \$9829.31, and JMIH 2018 had a deficit of (\$-9576.35). Funds for each year were apportioned to the JMIH societies based on attendance percentages at the meetings, deposits paid, and individual society costs incurred. All profits and losses for the 2017 and 2018 JMIH meetings were accounted for in 2019, because the records for previous years are already closed and audited. The report from Kansas State for JMIH 2019 shows a small profit of \$2,741.44, but this has not yet received final approval from all JMIH societies.

The audit and tax form 990 prepared by Stephen Cook, CPA of San Antonio, TX for 2018 was not accurately completed and provided to me until November of 2019. I worked with Mr. Cook extensively to resolve issues in our Quickbooks files to accurately reflect the financial position of the ASIH. As a result, some of the tables presented here will show different amounts than were reported in previous BOG Treasurer reports. After working with our new auditor, Jones and Associates in Seattle, WA, I am confident that the tables presented here and in the 2019 audit report are accurate.

## **11. EDIT: Editor – W. Leo Smith**

While this report covers 2019, it is important to note that the 2020 Board of Governors voted to change the name of the Society journal from *Copeia* to *Ichthyology & Herpetology*. This vote closed electronically on 2 July 2020 and stemmed from a motion from the Editor of *Copeia* that was supported unanimously by EXEC and by a 77-vote margin by the Board of Governors (88 in favor and 11 opposed to the name change). This change will begin with the first issue of 2021, and the journal will maintain volume number continuity with *Copeia* such that *Ichthyology & Herpetology* will begin in 2021 with volume 109.

At *Copeia*, I remain grateful to work with a tremendous group of Associate Editors and a phenomenal Editorial Office. The Associate Editors of *Copeia* are all excellent scientists who continue to set high standards for our journal. I am sad to report that Co-Index Editor, Cindy Klepadlo, passed away unexpectedly on 3 June 2020. Her contributions have been immense, and she will be missed. I am happy to take this

opportunity to welcome Dr. Julián Faivovich as a new General Herpetology Associate Editor. I continue to work with long-time production editor Katie Smith, who is in her 16th year with *Copeia*, and Matt Girard, who is in his second year as the illustration editor. With support from the Society, the Editorial Office continues to use Slack, Adobe Creative Suite, and Dropbox to efficiently communicate and share files among the members of the Editorial Office. Katie and Matt are extremely skilled and handle the majority of work on *Copeia* after manuscripts are edited and accepted. It remains a pleasure to work with Katie, Matt, all of the Associate Editors, and the staff at Allen Press (in particular, Alley Ulrich and April Parfitt). Finally, I thank the Society for supporting the publication of the research of its members and the authors who submit their manuscripts to *Copeia*. *Copeia* benefits tremendously from our members' research, and we are making strides to increase the downloads, citations, and scientific and public awareness of our published articles.

### ***Copeia* Impact Factor, Download Statistics, and Altmetric Scores**

At the end of 2019, *Copeia*'s impact factor was 1.018 (2018, 1.220; 2017, 0.980; 2016, 1.144; 2015, 1.034). This score places the journal slightly to the lower side of the median of the zoology journals that *Copeia* is properly compared to. Of the 170 zoology journals that receive an impact factor, *Copeia* ranked 98th. In last year's report, *Copeia* was ranked 70 out of 167. For comparison, we performed better than the median impact factor of zoology journals which was 1.17. With regard to the impact factor, we performed slightly worse than most other herpetological and ichthyological journals, for example: *Journal of Fish Biology*–2.038; *Ichthyological Exploration of Freshwaters*–1.786; *Herpetological Monographs*–1.667; *Herpetologica*–1.284; *Journal of Herpetology*–0.971; *Ichthyological Research*–0.657.

Starting last year, I began to collate and provide discussion about the annual downloads/views of our publications across all four websites: the membership website (“Allen Press”), the BioOne website (“BioOne”), the 50-day open-access website (“Squarespace”), and the JSTOR website (“JSTOR”). BioOne changed its service provider, and it seems clear that the download statistics are not comparable between providers. I asked for clarification or a way to make them comparable, and they noted that the results were different and that they now include instances when people access the abstract alone (i.e., they include instances where someone accessed the paper, but did not necessarily have access to the whole paper or chose not to download the paper). I have modified these numbers from the previous two years to make them comparable by switching BioOne and JSTOR numbers to views or accesses rather than downloads. The other two websites (Allen Press and Squarespace) continue to use explicit download data. Please note that these new summative numbers will be referred to as “views” rather than downloads, and this change is why the 2017 and 2018 download numbers in this report do not match this 2019 Editor report.

Across all four websites, *Copeia* had 496,304 article views in 2019. This compares favorably to 203,023 views in 2018 and 192,507 views in 2017. In 2019, for the first time, most of our views were from BioOne (we had 388,554 views in 2019; 98,534 views in 2018; and 90,870 views in 2017). Our next largest source of views was JSTOR (95,655 views in 2019; 94,142 views in 2018; and 97,310 views in 2017). Finally, Squarespace (2,970 downloads in 2019 and 6,280 downloads in 2018 [our



Squarespace site did not exist in 2017]) and Allen Press (9,125 downloads in 2019; 4,067 downloads in 2018; and 4,326 downloads in 2017) provided additional downloads. In addition to total downloads, we can examine in-year downloads. In 2019, we had 21,496 downloads of 2019 *Copeia* articles (14,773 on BioOne; 3,753 on Allen Press; and 2,970 on Squarespace). This compares favorably with 12,449 downloads of 2018 *Copeia* articles (6,280 on Squarespace; 4,844 on BioOne; and 1,325 on Allen Press), and 5,104 downloads of 2017 *Copeia* papers in 2017 (3,824 on BioOne and 1,280 on Allen Press). The mean number of downloads per article in 2019 was 326, which compares favorably to 201 in 2018, and 73 in 2017. The increase in downloads is clearly associated with a few factors, primarily open-access downloads either through paid gold open access or the 50-day free download and secondary efforts by the journal and authors to share articles on social media.

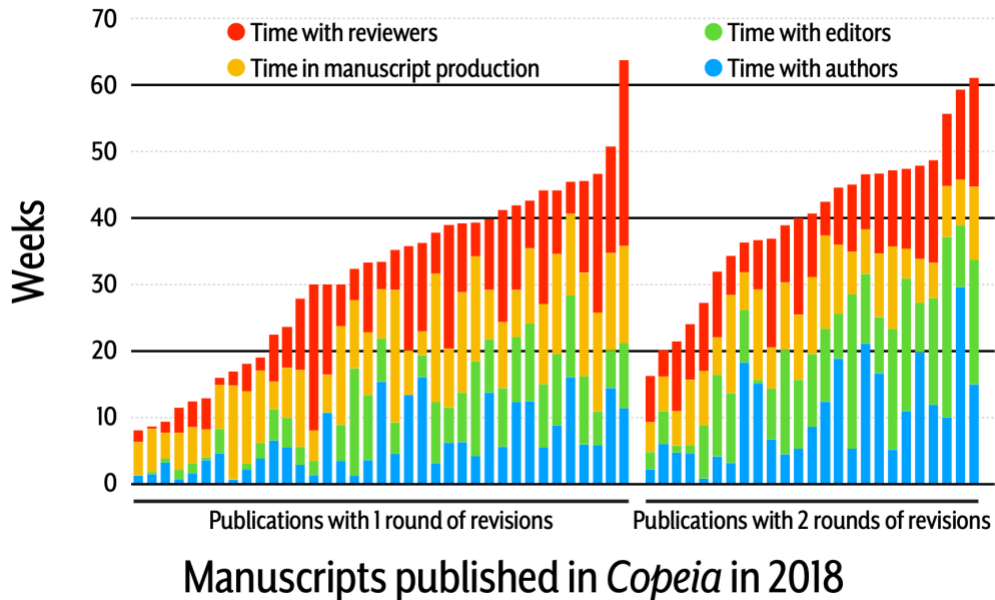
A final comparison that can be made about the impact and reach of our publications is the average Altmetric score for our articles. Altmetric scores are based on the company's algorithm that attempts to summarize and quantify the online activity or reach surrounding scholarly content. With our increased efforts to share our publications through Twitter and with the 50-day open-access links, it is not surprising that our mean and median Altmetric scores would improve in 2019 and 2018 relative to 2017 (all recorded on 10 June of the year following their publication year). In 2019, we had an increase in Altmetric scores. The are are reported as year, median, mean (low–high): 2019, 8, 40.0 (1–1,340); 2018, 7, 17.7 (1–320); 2017, 3, 8.40 (1–162). The improvement in 2019 is tied to continued efforts to increase visibility and the inclusion of more open-access publications, increased social media efforts, and the promotion of articles on Twitter and Facebook. The natural question is how do these Altmetric scores correlate with downloads. With one exception [A New Guitarfish of the Genus *Pseudobatos* (Batoidea: Rhinobatidae) with Key to the Guitarfishes of the Gulf of California] that had a considerably higher Altmetric score relative to downloads, the downloads of *Copeia* articles were highly correlated with Altmetric scores, suggesting that social media visibility is correlated with downloads, corroborating the results of numerous recent studies.

### ***Copeia* 2019 Snowbird Presentation on Improvements in *Copeia***

In 2019, the Editorial Office presented a poster on the improvements in *Copeia* at the Snowbird meeting. Some components were included in last year's EDIT report, so I will only include other components of the poster here.

*Copeia* is trying to continue its trend of reducing the time manuscripts take from submission to publication. In an effort to identify which components had more variability, we calculated the number of days in each component for each research article published in 2018 (Figure 1). The idea is that the more variable components would be the best areas to focus on to continue to reduce publication time. A few things stood out. First, it was surprising that a second (or more) round(s) of review did not add considerably more time to manuscript review. Second, all four components of manuscript review and production take about 25% of manuscript turnaround time. We noted that there is variability in production time, but that this variability was tied mostly to the publication cycle of producing a quarterly journal, so that time cannot meaningfully be reduced or normalized while we continue to publish and print a journal four independent

times a year. We can reduce editorial time by increasing the number of editors, so that the workload can be reduced and balanced. In order to reduce reviewer time, we have begun incentives such as publication figure credits for fast reviews (<20 days). We will continue to explore other ways of reducing the time of these components, and authors can always help themselves by reducing the amount of time that manuscripts are being revised.



**Figure 1. Time (in weeks) that manuscript review and production took for all 2018 *Copeia* papers**

In the poster, we also discussed the variation in article views/downloads across the papers we published in 2018 and compared three metrics across the three most downloaded *Copeia* papers and the three most viewed 2018 herpetological and ichthyological papers in four leading open-access journals (*BMC Ecology*, *BMC Evolutionary Biology*, *PLOS One*, and *Zookeys*). We used open-access journals because they provide view data as well as the other metrics. As has been reported elsewhere, the various impact and access measurements for journals are dominated each year by a subset of high performing papers. This phenomenon is true of *Copeia*. As of 10 June 2019, the average 2018 research article ( $n = 63$ ) had 855 hits and been downloaded 237 times. Of the 63 research articles, 11 had more than 855 views and ten had more than 237 downloads (Figure 2). The top three most downloaded articles represented nearly 40% of all 2018 *Copeia* articles during the assessed time period.

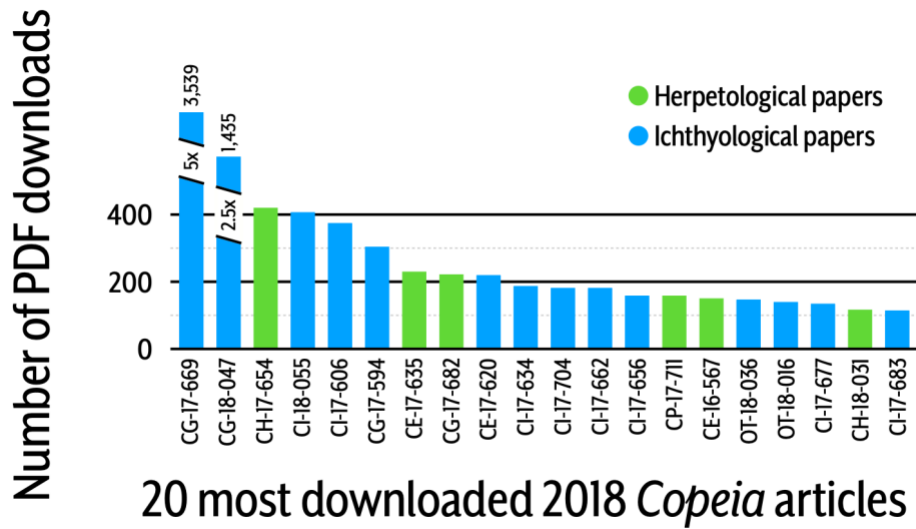


Figure 2. Number of PDF downloads of 20 most downloaded 2018 *Copeia* papers through 10 June 2019

When we compare the three most viewed articles in *Copeia* to the three most viewed articles in four open-access journals, *Copeia* performs well (Figure 3). When we look at article views, the most viewed article was in *Copeia*, and all *Copeia* articles were consistently more viewed than the BMC articles. This is noteworthy since articles in open-access journals should, on average, have higher views because of the lack of restrictions to the article.

When we compare citations, the three high-performing *Copeia* papers are about average (Figure 3). At the same time, we are measuring citations for articles that have only been available for 6–14 months, so it does not even include the entirety of or the majority of the period that the standard impact factor uses.

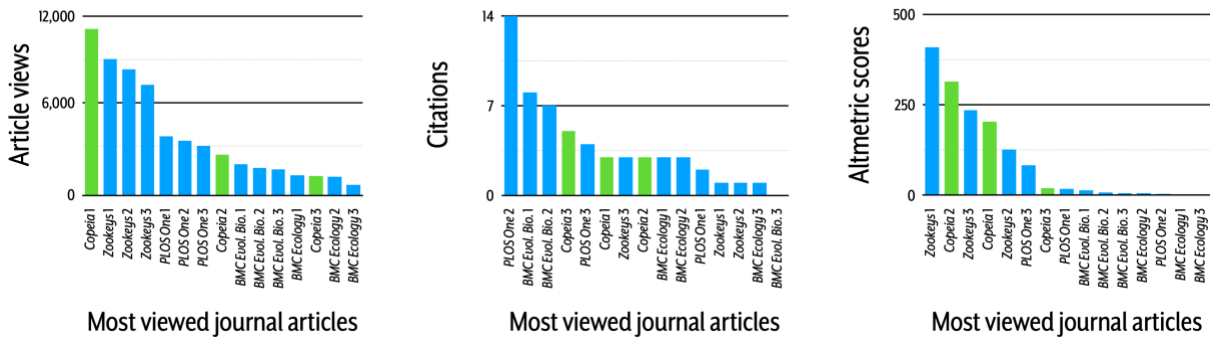


Figure 3. Comparisons of 3 most viewed articles in *Copeia* compared to 3 most viewed herpetology and ichthyology articles in 4 open-access journals for views, citations, and social media impact

Finally, we have comparisons across the four journals for Altmetric scores. In this measure, *Copeia* is performing better than the open-access journals (Figure 3). Since 2018, *Copeia* has been sharing articles on Twitter and providing readers who follow those tweets or tweets by the authors with open-access links for the first 50 days after publication. These data show that across all of these metrics that *Copeia* performs well compared to peers and that our high-performing papers perform as well as or better than herpetological and ichthyological publications in prominent open-access journals. Because of the success of our social-media strategy, we will be expanding this strategy into Facebook and Instagram in the future to continue to promote *Copeia* articles.

### ***Copeia* Submissions and Articles**

There were 309 new and revised submissions in 2019 (17% increase over 2018). Of these, 170 were new submissions (5% increase over 2018). This is an average of 26 new and revised submissions per month (18% increase over 2018). There were 26 in 2019, 22 in 2018, 20 in 2017, 20 in 2016, and 24 in 2015. In terms of new submissions, October (23 new submissions) was the most active month, while September (8 new submissions) was the slowest month. Of these new submissions, 118 were from the United States and the rest were received as follows from an additional 17 countries: Argentina (3), Australia (5), Brazil (13), Canada (3), China (4), Colombia (5), Germany (1), Greece (1), India (1), Japan (7), Malaysia (1), Mexico (3), Nigeria (1), Poland (1), South Africa (1), Spain (1), and Taiwan (1).

In 2019, 827 pages of *Copeia* were published across four issues: March (207 pages), July (184 pages), October (205 pages), and December (231 pages). These represent an increase of 131 pages (i.e., up 18%) from 2018, which had 696 pages. The 2019 volume included 66 research articles (703 pages or 85% of the volume). The remaining pages (15% of volume) were distributed across three historical perspectives, three obituaries, 11 book reviews, editorial notes and news, instructions to authors, summary of the 2019 annual meeting, award announcements, subject and taxonomic indices of volume 106, and the volume contents of volume 107.

Of the 66 research and review papers published, 27 (41%) were ichthyological and 39 (59%) were herpetological. For comparative purposes, these statistics for the past several years (% ichthyological/% herpetological/both [if present]) are 54/44/2 for 2018, 53/47 for 2017, 34/65 for 2016, and 62/38 in 2015. The proportion of ichthyological vs. herpetological submissions represents which manuscripts make it to acceptance for publication; it is not a goal of the Editorial Office to balance the taxonomic distribution. Of the 66 research and review papers published, we had 286 authors. We do not ask for demographic information from our authors, but our best estimate of our author gender breakdown is 26% female authors and 74% male authors. These results are similar to last year (the first year we attempted to quantify these data), which were 28% female authors and 72% male authors. The gender breakdown of the first (or only author) is 31% female authors and 69% male authors, which was identical to last year. In addition to authors, we went back and estimated the gender breakdown of reviewers (with the same caveats). For 2019, our reviewer gender breakdown was 25% female reviewers and 75% male reviewers. This was similar to our 2018 reviewer gender breakdown, which was 24% female reviewers and 76% male reviewers.

### ***Copeia* Best Papers**

Every year, *Copeia* recognizes some of the excellent papers published in the journal. All papers are eligible unless they include a member of the Executive Committee of the current or following year as an author. The papers were considered by a panel, selected by the Editor, of Editorial Board members and ASIH members, to be the best papers published in 2019 (volume 107). We thank Katyuscia Araujo-Vieira, Christopher Beachy, Matthew Girard, Hannah Owens, Kyle Piller, and Rhett Rautsaw for reviewing the 2019 papers. Six papers are recognized each year: three in herpetology and three in ichthyology. There are three categories: Best Paper Overall, Best Paper Young Scholar, and Best Student Paper. The Best Paper Overall is chosen without regard to rank. The Best Paper Young Scholar is chosen when the lead author is a postdoc, untenured, or the equivalent at the time of submission. The Best Student Paper is chosen when the lead author is a student at the time of submission.

**Herpetology—Best Paper**—Cathy Brown, Lucas R. Wilkinson, Kathryn K. Wilkinson, Tate Tunstall, Ryan Foote, Brian D. Todd, and Vance T. Vredenburg.

Demography, Habitat, and Movements of the Sierra Nevada Yellow-Legged Frog (*Rana sierrae*) in Streams. *Copeia* 107:661–675.

**Herpetology—Best Paper Young Scholar**—Marco Suárez-Atilano, Alfredo D. Cuarón, and Ella Vázquez-Domínguez

Deciphering Geographical Affinity and Reconstructing Invasion Scenarios of *Boa imperator* on the Caribbean Island of Cozumel. *Copeia* 107:606–621.

**Herpetology—Best Student Paper**—Hunter J. Howell, Richard H. Legere Jr., David S. Holland, and Richard A. Seigel

Long-Term Turtle Declines: Protected Is a Verb, Not an Outcome. *Copeia* 107:493–501.

**Ichthyology—Best Paper**—Rikke Beckmann Dahl, Eva Egelyng Sigsgaard, Gorret Mwangi, Philip Francis Thomsen, René Dalsgaard Jørgensen, Felipe de Oliveira Torquato, Lars Olsen, and Peter Rask Møller

The Sandy Zebra Shark: A New Color Morph of the Zebra Shark *Stegostoma tigrinum*, with a Redescription of the Species and a Revision of Its Nomenclature. *Copeia* 107:524–541.

**Ichthyology—Best Paper Young Scholar**—Aaron D. Geheber

Contemporary and Historical Species Relationships Reveal Assembly Mechanism Intricacies among Co-occurring Darters (Percidae: Etheostomatinae). *Copeia* 107:464–474.

**Ichthyology—Best Student Paper**—Rebecca Branconi, James G. Garner, Peter M. Buston, and Marian Y. L. Wong

A New Non-Invasive Technique for Temporarily Tagging Coral Reef Fishes. *Copeia* 107:85–91.

Additionally, it is my pleasure to note that *Copeia* nominated Christopher Murray and collaborators' award-winning paper for the BioOne Ambassador Award this year. BioOne's independent panel of judges selected this paper as one of this year's Ambassador Award winners (<http://www.bioonepublishing.org/BioOneAmbassadorAward/2020/CM.html>).

### ***Copeia* Editing and Acceptance Statistics**

Generally, performance statistics for editorial staff for 2019 were similar to 2018. For comparison, performance statistics for 2019 are followed by values for 2018 in brackets. The median time from submission to Associate Editor assignment was 3 [2] days, securing of first reviewer by the Associate Editor was 7 [8] days, securing of final reviewer by the Associate Editor was 21 [16] days, days in review was 30 [28] days, days from last review to Associate Editor recommendation was 5 [4] days, and days from Associate Editor recommendation to Editor decision was 3 [1] days. In total, all new submissions required a mean of 51 [52] days to initial decision (i.e., accept, reject, or further revision).

Associate Editor workload and mean duration (from receipt of submission to decision by Associate Editor for manuscripts that reached initial decision by December 31, 2019 under each Associate Editor were as follows: C. Bevier (19 new, 34 days), D. Buth (19 new, 34 days), M. Craig (20 new, 44 days), M. Davis (18 new, 60 days), T. Grande (6 new, 94 days), E. Hilton (1 new, 50 days), J. Kerby (14 new, 89 days), M. Lannoo (28 new, 38 days), J. Litzgus (19 new, 43 days), K. Martin (1 new, 56 days), R. Reis (16 new, 25 days), D. Siegel (23 new, 33 days), L. Smith (30 new, 34 days), J. Snodgrass (12 new, 82 days), B. Stuart (22 new, 48 days), G. Watkins-Colwell (1 new, 33 days). Most of these data are similar to those from 2018.

For the last several years, we have attempted to get a more “accurate” rejection rate for each Associate Editor by taking a three-year average. Because of the transitioning from one manuscript system (AllenTrack) to a second manuscript system (PeerTrack), we will not be able to calculate a 3-year-average for the next three years. Rather than not give any rejection rates, we will present the rejection rates on an annual basis until 2023 because they cannot be tracked across systems. As these are not comparable to previous years, they are presented to give the Board of Governors a sense of the relative rejection rates of each of the Associate Editors, but there are reasons that we have shied away from single-year statistics in the past. These rejection rates will be skewed to appear higher than they actually are for most Associate Editors because they only include a single year and many papers go through revisions that stretch across multiple years, which are “unknown” in this annual report (why a three-year report is preferable when possible). The annual rejection rates for the individual Associate Editors are as follows: C. Bevier 33%, D. Buth 0%, M. Craig 25% , M. Davis 56%, T. Grande 0%, J. Kerby 50%, M.

Lannoo 61%, J. Litzgus 50%, R. Reis 0%, D. Siegel 38%, L. Smith 31%, J. Snodgrass 100%, and B. Stuart 25%.

For manuscripts that were submitted in 2019 and reached a decision date in 2019 (143 manuscripts), the rejection rate was 21.0% (down from 22.3% in 2018). The service of the *Copeia* reviewers is noted annually in the second issue of *Copeia*. There were 296 reviews (up from 274 in 2018) in total from 232 reviewers (up from 228 in 2018), and the average length of review duration was 29.5 days (up from 26.2 days in 2018).

### ***Copeia* Production Costs**

As the costs associated with publishing and printing *Copeia* have been a point of discussion over the last several years, I have included the relevant costs paid to Allen Press below. For comparison, costs for 2019 are followed by 2018 in brackets. We paid Allen Press \$107,616.02 [\$94,986.20] for the production and distribution of *Copeia* as well as access to their AllenTrack manuscript submission and tracking system. The breakdown of these costs are as follows: printing *Copeia*—\$39,513.60 [\$33,782.25]; type setting and figure processing (for both online PDFs and printing)—\$31,713.50 [\$25,185.97]; *Copeia* online—\$16,432.86 [\$15,279.87]; mailing *Copeia*—\$7,153.33 [\$8,252.60]; proof corrections—\$6,367.75 [\$4,240.61]; AllenTrack—\$5,069.81 [\$4,828.41]; and other publication costs: \$1,365.17 [\$3,416.49]. The costs for the membership management, production staff, editorial reimbursements, and the physical storage of ASIH and *Copeia* materials at Allen Press are not reflected in these costs. Our revenues for *Copeia* from BioOne (\$73,670), JSTOR (\$10,794), and page charges/open access fees/etc. (\$6,750) for articles in 2019 were: \$91,214. Revenue from paper or electronic subscriptions and paper copies of the journal associated with memberships and subscriptions are not included in these revenues.

## **12. PRES: President’s Report – Christopher Beachy**

I begin my Report with a quote from Secretary Chakrabarty’s 2018 report to the BOFG:

“I want to also personally thank Editor Beachy for all of his hard work over the past seven years! I hope he is enjoying some much deserved time away...”

Well, after this year’s events, so much for enjoying time away. This has been a busy year to be the ASIH President. In some ways, I am very old-school. I keep paper folders with relevant documents. My “ASIH President” folder is really really fat. That is a disappointment because I was hoping that this could be a ceremonial year. My goal on January 1 was to work to ensure that we have a quiet ASIH and JMIH year. But, alot has happened this year. At the very least, now the JMIH will be trouble-free this year.

This year began easily in part because Secretary Chakrabarty is just a 40 minute drive west from my home. This meant that we could meet face-to-face to do some week-to-week work. I very much enjoy visited Secretary Chakrabarty (he’s got the best office) and the LSU Museum. Of course, these visits ended nearly as quickly as they began.

### *Code of Conduct JMIH 2019 Report Summary*

The Snowbird meeting was our first with BAI providing a reporting system for monitoring violations of the JMIH Code of Conduct. Complaints could be filed anonymously, though none were. Four incidents of harassment or unprofessional behavior were reported. One was determined to have no basis. In the other three cases the person(s) involved were notified about how their actions were perceived. In none of these cases did the complainant wish to take further action.

### *The Snowbird JMIH matter*

My first order of business was to obtain a final report from Burk & Associates (herein referred to as “Burk”) regarding the poster incident that occurred at the 2019 JMIH meeting in Snowbird. I inherited this task from Past-President Cole who had not been provided a final report. After several prods from me, Burk and MMPC Chair Mushinsky completed their report which I shared with EXEC. Based on the conclusions of that report (summarized above), the position of EXEC that has been shared with the MMPC Chair is that there was a failure by Ombud Lori Strong and that Burk must provide a different Ombud for future JMIH meetings.

### *Report from the Diversity Committee*

Co-chairs Rayna Bell and Mariangeles Arce H. submitted the results of the 2019 Diversity Survey to Secretary Chakrabarty and me on 22 February. We shared the survey with EXEC and then posted the results on the ASIH website. The Diversity Chairs will present a summary and a set of recommendations to EXEC at our annual meeting.

The report prepared by this Committee is substantial and I encourage the ASIH members to read it. This report is a serious and well-considered document and it clearly took a long time to put together. I want to thank Bell, Arce H., and the Diversity Committee for the work they have done. I also want to thank them in advance because they are going to push the ASIH as we become better.

### *COVID 19 and the Cancellation of the JMIH*

Being the President during the process leading up to the cancellation of the 2020 Norfolk JMIH was a fulltime job. EXEC began discussing the COVID pandemic and the JMIH very early in the year. Specifically Leo Smith pointed out the cancellation of several scientific conferences (and the expense associated with cancellation) in late February and David Hillis drew our attention to the phylogenies that suggested in early March that SARS COV2 was very likely to be a significant public health concern. Daily discussions and emails among EXEC about the public health emergency began in the first week of March. By March 12, EXEC began considering cancellation. On March 16, a motion was made, seconded and followed by a unanimous vote to cancel the 2020 JMIH.

Concurrently with the EXEC discussions, I exchanged in emails, phone calls, and virtual meetings with the other JMIH Presidents (Marty Crump, SSAR; Susan Walls, HL; and Dave Ebert, AES). We interacted with MMPC during this time, and had an important virtual meeting with Brett Burk, the President of Burk & Associates to discuss the options for cancellation and costs associated with it. By March 26, the other three JMIH societies had also voted in favor of cancelation of the meeting. The cancellation was made and announced on March 27.



The delays (i.e., our decision on March 12 to the official cancellation on March 27) were due to the complex nature and costs of the cancellation. At its simplest explanation, hotels were concerned with their lost revenue. Initial cancellation costs were significant (estimated at nearly \$300,000 for lost room and location revenue, deposits, and penalties) and we Presidents worked with Burk towards a reduction in these costs. The final acceptable cost was much smaller and included agreement to return to Norfolk in 2023, make down payments towards that meeting at this time, and pay a smaller cancellation penalty. The end result is that by the end of the 2023 JMIH, the four JMIH societies will have paid a penalty of approximately \$50,000.

In retrospect, a decision to cancel was clearly the right choice. In March, this decision was for some a hard one. For me and the ASIH EXEC, this choice was always clear. But taking the time to gain consensus from four different societies, each of which has its own idiosyncrasies and perspectives, was an important process to engage in. The ASIH is fortunate for the EXEC that it has. The members of EXEC were a great resource for me to get input from. If anything has been done right this year, it has been in large part due to their help. I am not afraid to make a decision, and it helps when I get informed input. Just look at that list of EXEC members and you will know that I was the benefactor of a bunch of really smart, considerate, thoughtful scientists and humans.

Personally, I have been saddened by not getting to preside over the Norfolk meetings. I enjoy the challenge and honor of playing shepherd to this cast of cool cats in the context of a large meeting like the BOFG and the BAAM(!).

In the time since cancellation, I have also worked with several officers and others as the inevitable small details of a meeting cancellation have emerged (e.g., Editor Smith and I are currently producing a brief movie for our Award Announcements that would usually occur at the Plenary Session).

#### *Stipends for several officers*

I began a discussion with EXEC of possible stipends for the Secretary, Treasurer and Editor. Past presidents have noted the challenge in filling these three positions. The responsibilities take a significant amount of time and a stipend may make these positions more desirable. EXEC will continue these initial discussions at our annual meeting.

#### *Social media posts*

With assistance and input from the Diversity Committee co-chairs, and also from Secretary Chakrabarty and Editor Smith, I prepared several announcements that were posted via our ASIH social media (twitter and FaceBook) in support of the BLM movement during late May and early June.

#### *Appointing a Presidential Ad Hoc Committee on Childcare*

A request from the MMPC was made to the four JMIH Presidents to appoint an Ad Hoc Committee on Childcare for the JMIH. I was very surprised and disappointed to receive this request because I had thought several solutions had already worked and several new no-cost proposals existed to be employed (provided by both this MMPC and a previous Ad Hoc Committee). However, MMPC appears to require committee consensus and none could be found. To me, this means that MMPC does not have a full contingent of members that are capable of collaboration and compromise.

In any case, the four JMIH Presidents have agreed. Each of us will appoint a member from each of our respective groups to serve on this Ad Hoc Committee. I am not certain that this Ad Hoc will be able to provide a proposal that will be agreeable to all, but I will remain hopeful.

#### *Appointments*

Prior to the cancellation of the JMIH, I had appointed Rocky Parker as co-chair of the 2020 Student Awards Committee (along with co-chair and President-Elect, Frank McCormick). In early June, I accepted the resignation of Marlis Douglas from MMPC and will appoint her replacement on MMPC within the next several weeks.

#### *Conclusion*

I began this report with a quote from outgoing Secretary Chakrabarty. I will terminate this report with a quote from me (and paraphrased from the great Walter Matthau) to the EXEC that occurred sometime in March:

“If I’da knowd that there be this much involved with being President, I woulda asked for another million.”

### **13. PPRE: Past President’s Report – Kathleen S. Cole**

I served as ASIH President through December 31, 2019, and have been serving as the ASIH Past-President since January 1, 2020. This report covers the time between the meetings in Rochester, NY and the present (May 26.20). Snowbird, Utah was the site of the 2019 annual ASIH meeting that was held as part of the 2019 JMIH meetings. The location was impressive, and the accommodation excellent, especially as the original planned site of the 2019 meeting was cancelled at a late stage and the Snowbird effort was brought onboard only very shortly before the 2019 meetings themselves.

These meetings also introduced a new approach to dealing with interpersonal situations, including harassment, bullying and other forms of inappropriate behavior, with the approval of a new JMIH-wide Code of Conduct. This was coupled with the hiring of Burk and Associates, Inc to oversee and help to resolve any possible events involving inappropriate behavior during the meetings, through a BAI Safety Officer. This process is still a work in progress but important advances have been made and both JMIH and the ASIH remain committed to creating a safe meeting environment for all participants.

After Rochester, I completed my term as President by completing committee assignments by the deadline of 31 December 2019 when my term ended. I want to thank all the active committee members for their continued service and to new committee members for your willingness to help us carry out society business.

The bulk of my service so far as Past President has been limited following the declaration of a Covid-19 pandemic and the cancelling of the 2020 meetings in Norfolk, VA. But I

wish to thank all the members who have placed their names on ballots or have volunteered to serve for various offices and committees. These are the people who keep our Society functioning and relevant.

## **REPORTS OF COMMITTEES**

### **14. PUBC: Publications Policy Committee – W. Leo Smith**

Publications Policy Committee (PUBC) Meeting (24 July 2019, 2:00 pm)

Present: Mia Adreani (MA), Catherine Bevier (CB), Don Buth (DB), Matthew Craig (MC), Matthew Davis (MD), Robert Espinoza (RE), Matthew Girard (MG), Terry Grande (TG), Jacob Kerby (JK), Roberto Reis (RR), Dustin Siegel (DS), Katie Smith (KS), and Leo Smith (LS).

Guests: President-elect Christopher Beachy (Beachy) and President Kathleen Cole (KC)

LS called the meeting to order at 2:00 pm and maintained recent meeting formats. LS projected an agenda, and the PUBC worked through this list in an order that seemed appropriate. The meeting covered the items on this list and continued until all items were checked off. Several of the topics included discussion on related topics and, at times, topics were raised by the committee members and guests.

#### **1. Welcome, Introductions, and Thanks.**

The meeting began with LS welcoming everyone to the meeting and noting that working with the Associate Editors (AEs) was the best part of the job. This was followed by all individuals in attendance introducing themselves. LS thanked the Associate Editors (AEs) and editorial office for coming to the PUBC meeting and for another year of service to *Copeia* and ASIH.

#### **2. Topics Covered in Poster on *Copeia* Being Presented at Poster Session by the Editorial Office.**

*OPEN ACCESS.*—LS described the work he and several AEs completed while serving on an informal open-access committee. LS noted that *Copeia* now offers an open-access option for \$500 per manuscript for members. In the first year, this effort resulted in additional downloads of articles published in *Copeia* and served as a revenue source that should net  $\geq$ \$7,000 per year. In addition to these “gold” open-access papers, LS pointed out that *Copeia* continues to offer 50 days of free access for all new publications through a private link to authors. At the time of the meeting, the 2019 50-day-free manuscripts had already been downloaded 6,280 times. Next LS described how older papers (>3 years

from current year) can now be made open access at a discounted rate (\$200 per paper), but he stressed that *Copeia* must have **50% or fewer of its papers open access or the revenue from BioOne will be cut dramatically**. LS mentioned that open access demand has been higher than expected, so the Editorial Office will need to monitor new and past usage and consider raising the price if we approach the 50% open-access level.

*SUBMISSION TO PUBLICATION TIME.*—LS began by thanking Beachy and the AEs for their help with reducing publication time. LS showed data on how publication time includes time in production (time with KS and Allen Press in the production of an accepted manuscript), time with authors (time authors spend revising a manuscript), time with reviewers, and time with editors (AEs and LS). LS noted that if everything goes quickly and perfectly that a manuscript could take as little as nine weeks, but that the average manuscript will take approximately 30 weeks. The data show that this publication turnaround time is heavily influenced by the time of year and when manuscripts are accepted relative to journal publication cycles. Despite being online early, there is still a cadence to the publication cycle because it is a quarterly journal in print. As an example, LS noted that papers accepted at the end of a cycle may take as little as a 7 week average to be published online following acceptance, but papers accepted at the beginning of a cycle may take as long as a 13 week average to be published online following acceptance. LS was surprised to report that additional rounds of review did not cause substantial increases in turnaround time (generally less than 14 days); presumably, this is because reviewers and editors are focusing on the main issues raised in the original submission.

*MANUSCRIPT IMPACT.*—LS noted that the ISI impact factor dropped modestly year over year (1.08 vs 1.02), but that it remained over 1. LS showed data that highlighted that the impact factor for *Copeia* was primarily driven by a few higher performing papers. LS noted that manuscript downloads and Altmetric scores are often correlated with manuscript citations. Compared to other BioOne journals, *Copeia* has an average number of pages published in its history, but *Copeia* has considerably higher download numbers than the average BioOne journal. LS showed that the vast majority of the most downloaded papers in the preceding year were ichthyological and that fewer herpetological papers registered among the most downloaded papers. LS highlighted that impact factor, downloads, and visibility all lead toward more revenue for the Society. LS stressed to the AEs that we need to ensure a few high-performing papers every year and reach out to individuals to submit additional high-performing research or review papers. Finally, LS noted that increasing the virality of manuscripts (measured by Altmetric scores) can result in additional downloads. Further, LS showed that the Altmetric scores of high-performing *Copeia* manuscripts can be incredibly high compared to our peer journals and that one of our journal goals for the year is raising Altmetric scores.

### **3. PeerTrack—the New Manuscript Handling System from Allen Press—and Double-blind Peer Review.**

*PEERTRACK.*—LS noted that we are changing our manuscript handling system at the beginning of 2020, and that we will use both systems (new PeerTrack and old

AllenTrack) for all of 2020. LS showed screenshots of the new system and highlighted some major changes in the system relative to AllenTrack. JK, LS, and RE discussed familiarity with the Editorial Manager system that serves as the basis for PeerTrack and highlighted that the new system is still operated in conjunction with Allen Press. DB, Beachy, and LS discussed changes in the manuscript tracking systems through the years, and DB highlighted the shift that AEs went through when AllenTrack started (relative to mailing manuscripts in print form) as he is the longest serving member of the PUBC. LS also highlighted that PeerTrack emails were supposedly less likely to be recognized as spam than AllenTrack emails, which should help AEs with some of the reviewer contact problems that have been plaguing manuscript review for several years.

*DOUBLE-BLIND REVIEW.*—LS highlighted that the new system would allow *Copeia* to use a double-blind system (where reviewers do not know the authors' names), which has been shown to reduce bias in manuscript reviews. A friendly discussion about double-blind review ensued with most attendees discussing how to best implement the system and whether we should use double-blind peer review in *Copeia*. DS asked whether AEs would be blinded too; LS confirmed that AEs can see all authors and reviewers. There was overwhelming support for *Copeia* using double-blind reviews, but DS, MC, RR, and others noted that they felt like the use of double-blind would cause a modest increase in rejections because *Copeia* reviewers, in their experience, take great care to help students and authors who are less experienced, and this distinction would be lost in this system. They did not reject the use of double-blind review (they were in favor), but they simply wanted to focus on the likely impacts. LS sought an informal vote on using double-blind review, and it passed. *Copeia* will be double-blind beginning in 2020.

#### **4. BioOne Transition Problems.**

LS described the change in our revenue-generating journal homepage on BioOne. On 1 January 2020, BioOne transitioned their XML processing system from Atypon Systems to SPIE. This is the process that converts the PDFs produced by Allen Press into an inline readable XML or HTML format. The transition on BioOne was done without allowing the journals to beta-test the websites, and there were lots of problems. RE asked about the scope and type of problems and LS provided examples including, but not limited to, all page numbers being incorrect, authors being added or removed from papers, incomplete and or no data being sent to publication databases such as Crossref. LS described that more than 40 types of problems were identified. The troubleshooting of problems took approximately 120 hours between KS and LS to identify, communicate, and verify that corrections were made. LS noted that BioOne was largely professional and reactive during the corrections, but it was a major distraction that could have been avoided if journals would have been allowed to beta-test their websites. LS pointed out that BioOne was unaware of the problems that the *Copeia* Editorial Office highlighted, and, through the work of KS and LS, *Copeia* made it clear that these problems were not *Copeia* specific. LS described how he reached out to other editors and the University of Kansas Library to help resolve the problems when BioOne was unresponsive. LS summarized the problems by saying that the libraries are BioOne's customers, not the journals/societies, **and that this prioritization showed**. LS and KS then discussed that

there are four separate versions of *Copeia* at this time: the print journal, the pdfs, the XML version on BioOne, and the XML version on the *Copeia* membership site. RE asked whether articles were compared word for word, and LS described the process of looking for the “right” kind of problems because the text was always going to be interpreted correctly, it was more about stylistic breaks and particular components (e.g., authors). Beachy asked whether it will be better in two years, and LS confirmed that through everyone’s hard work that it was already much improved.

## **5. Open Tree of Life.**

LS opened a discussion about how *Copeia* demands that authors provide GenBank accession numbers, and he asked about additional supplemental materials we should require. This was raised because MG had suggested during the year that *Copeia* could ask for Newick trees for all phylogenies published in *Copeia*. These could be posted on the journal supplemental website, but that they could also be submitted through the Open Tree of Life initiative. MG then described how it is an aggregator of phylogenetic trees. LS confirmed that *Copeia* would submit its trees to this initiative, and then he opened the conversation to add ecological, physiological, or other databases. The AEs did not provide additional aggregators, and LS encouraged all AEs to think about other file types that *Copeia* should require as part of the supplemental information or for including in subsequent databases because we want to move toward all data files, R scripts, and the equivalent datasets being made available and populating discipline-specific databases.

## **6. Differential Expectations of Herpetological and Ichthyological Manuscripts.**

LS raised a question brought up before the meeting by DS. Specifically, are there different expectations for ichthyological and herpetological manuscripts? As an example, DS noted that a frequent concern raised for herpetological methods manuscripts is that they should be published in *Herpetological Review*, whereas ichthyology doesn’t have this constraint. DS stressed that this is not a personal concern, but it was a frequent reviewer concern. DS described that these papers traditionally go to *Herpetological Review*, so people expect them there. DS and RE emphasized that people flip through *Herpetological Review* to see if there are new methods. They suggested that the editing style and letters are different and then DS noted that this expectation creates a weird dynamic. JK and DS suggested that *Copeia* had a better reputation, so maybe methods papers could be a step up if published in our journal. DS, LS, and TG then discussed the issue and TG emphasized that if authors want their method papers in *Copeia*, who are we to turn down what could be an excellent contribution? LS then transitioned to monographs and noted that *Copeia* has had a number of 100-page submissions, including a review co-authored by DS. He essentially repeated the method question for monographs given that herpetologists have access to *Herpetological Monographs*. Beachy, DS, LS, and RE then discussed whether there has been or should have been a page limit, noting that longer papers are often cited more. LS emphasized that *Copeia* has not been reaching its goal of 800 pages per year. Then, DS, LS, and MC suggested that 100-page

manuscripts should probably be around the limit, and there is no reason to turn them away unless we start having too many long manuscripts.

## **7. Open Format for Manuscript Submission.**

The next topic was whether *Copeia* should relax the required formatting for original submission. LS noted that he will assign any manuscript that appears scientifically sufficient, but that some AEs get frustrated when authors do not follow formatting standards for *Copeia*. LS continued that it is unclear whether he should allow these paper to go to AEs, but he also doesn't want authors to waste time formatting a paper for *Copeia* unless we are likely to accept it. DS, JK, LS, and MC discussed cases where major omissions with manuscripts did not preclude most aspects of review. DS emphasized that he proposed this topic because if we are allowing manuscripts with open formatting, then we should advertise that. JK and RE highlighted that other journals do this as long as the science is solid. MC suggested a full style guide as well as a focused or basic style guide for initial submission. CB, DB, DS, LS, MC, and RE discussed what did and did not matter, most emphasizing that grammar mattered more than formatting. They noted that it can be frustrating when a paper is clearly formatted for another journal. The AEs in attendance ended by agreeing that they were comfortable with an open format, but LS highlighted that a few AEs who could not make the meeting had noted that they have problems with this. Many AEs (present or not) emphasized that proper formatting for *Copeia* did impact their assessment of the papers. Based on the conversation, LS will continue to send out papers that do not match *Copeia* formatting for review, but we will, at this time, not advertise that we are amenable to open formats for *Copeia* submissions.

## **8. Does *Copeia* Accept Embargoed Data?**

At the request of DB, LS raised the question of whether *Copeia* is willing to publish studies that have embargoed data. Examples of this kind of data could be photos/videos from commercial entities (e.g., oil platforms) that have not been released or collection data for desirable animals that *Copeia* should not publish to help conserve a species in the wild. LS, MC, and RE discussed additional problems (e.g., coordinates of spawning aggregations). DS asked whether the Editorial Office, for example, could “confidentially” store collection localities. DB suggested *Copeia* could be sued for these data, and DS noted that embargoed data make reviewing and editing a paper more difficult. LS noted that some papers have redacted the Literature Cited to help reduce collecting threatened species. DS, LS, MC, and RE then discussed that this was weird and that *Copeia* should not do that because databases like Google Scholar make that concern moot. In the end, most AEs agreed that if the collection data were in a museum database or equivalent stable repository, it could be obscured a bit in the the published article. However, in the absence of a well-supported museum collection, critical data must be presented in the article for the article to be published.

## **9. Author Contributions.**

The final major topic covered during the PUBC meeting was whether *Copeia* should mandate the inclusion of author contributions. This was partially raised because a small paper was reviewed in *Copeia* with a remarkable number of authors relative to the data. DS, MC, RE, and RR discussed whether author contributions will solve this concern or whether it will just lead to some dishonesty in the contributions. Essentially all AEs suggested that the authors will come up with “something” to ensure that a desired author was on a paper. RE then asked whether we have a statement concerning what warrants authorship. Beachy and LS simultaneously confirmed that we have written statements about what is deserving of authorship. LS specifically asked whether we want author contributions. DS, MC, and RR responded in the negative. RE reminded everyone that it makes it more transparent, which could help with tenure decisions, etc. LS suggested that we allow it, but that we don’t mandate it. There was general agreement about this. On a related front, DS asked about co-first authorship. CB and LS noted realistic frustrations with the reality of this scenario. RE highlighted that it might be frustrating with papers with 2 to 12 authors, but the world is heading toward papers with 200–400 authors, and in those cases, it may make sense. As with author contributions, it was decided that we would allow co-first authorship, but that we would not facilitate or encourage it.

## **10. Notes from the Executive Committee Meeting.**

LS asked if there were any additional points of discussion. Since none were given, LS wanted to provide the AEs with some notes from the Executive Committee meeting. First, EXEC voted to charge the meeting cost for emeritus members of the society to be the same case as students. Next, LS noted that EXEC had voted to raise the membership cost of receiving the print journal from \$40 to \$50. If membership and interest in the print journal remain steady, this should increase revenue by around \$6,000.

At this time, we concluded with all the planned and new topics. It was a good meeting. LS reminded everyone to request reimbursements for their annual costs and handed out various ASIH and *Copeia* swag to those in attendance. The meeting was adjourned at 3:19 pm.

## **15. ENFC: Endowment and Finance Committee – David Hillis**

The Endowment and Finance Committee (ENFC) met in Snowbird on 25 July 2019 at the annual JMIH meeting. David Hillis (co-chair of ENFC) Chaired the meeting, which was also attended by ENFC members Catherine Malone, Fran Irish, and Margaret Neighbors, as well as by ASIH President Kathleen S. Cole and Treasurer Katherine Maslenikov. Members of the ENFC who were not able to be in Snowbird were Adam Summers (co-chair) and Melissa Pilgrim.

Treasurer Katherine Maslenikov updated the committee on the efforts to get the ASIH financial records in order. The committee agreed that the society’s financial position,



income, and mandatory expenses need to be clarified. Currently, a large amount of money is held in a Money Market account that is making very little interest. The ENFC recommended that the Money Market account be used for the current income from the endowment (money available to be spent) and for making payments, but not to hold large sums of cash. The ENFC recommended that once the ASIH finances are clear (see below), and money from the endowment is transferred to the Brokerage Account, that the ENFC recommend a payout from the Endowment that can be spent by Executive Committee. This payout would be based on a running average of the income from the Endowment for the past five years, and would be set to allow a continued growth of the Endowment, as well as a steady income stream for use by the Executive Committee on new proposals. The restricted funds (e.g., Gibbs and Raney funds) should be maintained as subaccounts within the larger Endowment, so that the society's Endowment can be managed as a single fund. This may require approval from the BOFG, as currently the Life Membership Endowment, the General Endowment, and several funds are managed separately.

Currently, the ENFC believes that the society is not using its Endowment to the best possible effect. The ENFC cannot make a recommendation on an appropriate yearly payout to be spent until the finances can be clarified. The current plan of the Treasurer to have a professional forensic audit of the ASIH finances should allow the ENFC to make appropriate recommendations for expenditures from the Endowment in the future. Once the forensic audit is complete, the ENFC should be in a position to make a recommendation to the BOFG and the Executive Committee about better management of the society's endowed funds, and practices for their best use. Once the average income from the Endowment is clear, the ENFC can make a recommendation for an appropriate percentage to be paid out for current projects (made available to the Executive Committee for spending) while ensuring that the society's Endowment continues to grow.

The ENFC also discussed fund-raising efforts. At this year's (2019) meeting, Lifetime Members were recognized with special name badges, with a hope of recruiting new Lifetime Members to help fund the Endowment. The ENFC also recommends that the society create and award specially designed pins to recognize longtime membership (50+ years of membership in the society), to be awarded at a special ceremony at the annual meeting.

## **16. EXEC: Executive Committee – Prosanta Chakrabarty**

The Executive Committee (EXEC) was led by President Kathleen 'Kassi' Cole in 2019. We voted and discussed some important issues as follows:

In January, the EXEC was asked if we would pay for a retired member of the society to attend the meetings; that member was to receive an award and the head of the committee requested these funds. The EXEC declined as not to set a precedent for providing funds for award winners to attend the meetings.

In February, the EXEC was asked to provide \$10K in funds to allow the Diversity Committee to bring 10 Cashner Student Award winners to JMIH. We voted to provide

these funds. We declined in April when a \$2K supplement was requested to bring in additional winners.

In March, the EXEC voted to join the ‘Societies Consortium on Sexual Harrasment in STEMM’ and President Cole appointed Lynn Parenti as the ASIH Representative. The EXEC also voted to approve \$5K to provide supplemental childcare at the joint meetings. President Cole and I signed a contract for ‘SilverChair’ via AllenPress for continued on-line publishing following EXEC approval.

In April, the ASIH EXEC voted to provide \$1K for a student led workshop for the 2019 joint meetings. We also voted to switch to the new PeerTrack (versus AllenTrack) service for editorial management.

In May, we voted to approve a Joint MMPC Letter of Agreement to establish a Joint Meeting Management Planning Committee with AES, ASIH, HL and SSAR representatives (and Presidents as *ex officio* members). We also voted to provide \$1K in funds for a grad social.

In July, we approved a 3-year renewal for AllenPress. [See also the various motions passed at the 2019 Exec meeting in the ‘Summary of the Meetings’ **Appendix E**].

In December we approved funding a Joint Society Diversity Symposium that had been planned for JMIH 2020.

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.

## **17. GFAC: Gaige Fund Award Committee – Sara Ruane**

ASIH Gaige Award Committee:

Chair: Sara Ruane, Rutger University-Newark

Nancy Karraker, University of Road Island

Chris Murray, Southeastern Louisiana University

The Gaige Fund Award committee for 2020 received 30 complete and eligible applications. The committee was impressed by the diversity of research topics represented in the proposals, the strength of the proposed projects for advancing herpetological research, and the qualifications of the applicants. The committee chair determined that in order to maximize the number of equally scored and competitive awards granted, nine awards would be given, with the top two applicants given \$1000, \$900 granted to six applicants and one applicant receiving \$600 (based on the amount they requested) for a total of \$8000 awarded by the fund.

Of these, the following were chosen for funding:

Joseph Redinger: *Effect of a top predator (Crotaphytus collaris) on prey populations, community structures, and ecosystem function in Ozark glades*

Kyle Jaynes: *Population genomics of decline, persistence, and recovery in a rediscovered amphibian in Ecuador*

Maggie Grundler: *How special are specialists? Building a framework for dietary genomics*

Thomas Radomski: *Geographic ranges – models, reality, and shrinking the gap between the two.*

Brian Tornabene: *Mechanistically Linking Stress Physiology with Survival and Demography of Amphibians Exposed to Mercury and Disease*

Kaitlyn Campbell: *Effects of Selenium Bioaccumulation on Brain Size and Acetylcholinesterase Activity in Rana pipiens*

Connor French: *Inferring the polyploid origins and demographic history of a tree frog species pair (genus Phyllomedusa)*

Joshua Hallas: *The population genetic context of phenotypic variation in *Thamnophis atratus* across a geographic mosaic of coevolution*

Jill Sanderson: *The evolution of signal complexity in a diverse tropical lizard radiation*

## **18. GSPC: Committee on Graduate Student Participation – Adania Flemming**

ASIH Graduate Student Business Meeting  
Meeting Minutes, 27 July 2019  
Snowbird, UT

The meeting began with a statement from the President of ASIH (Cathleen Cole) who was in attendance along with the President-elect (Christopher Beachy). Cole asked if there were any questions, comments, or concerns that the graduate students present may have. She stated that ASIH is, “deeply dedicated” to the promotion, safety and advancement of students. She also acknowledged the issues that have occurred (presumably both past and present) and explained the role of the president as an “advocate”. Concerns from attendees are paraphrased/summarized as follows:

Overlap in events

- Ariana Rupp mentioned the overlap in SSAR Business meeting and ASIH Business meeting, and so members of both have to make a choice on which to attend. She suggested potentially staggering the meetings to accommodate for this.
- Helen Plylar mentioned the overlap in student association events (e.g., events such as the ASIH graduate student business meeting's overlap with herp-society graduate student events, which potentially biases attendance).
  - **President stated that this is handled by the Meeting Management & Planning Committee, but did acknowledge that the time constraints likely play a role in this. She agreed to bring this up with those committees.**

#### Lack of Descriptions/Clarity in Program Book

- Elizabeth: There needs to be more descriptions in the program on what events are actually about, because it is not always clear (e.g., collections committee events). She suggested an addition that indicates whether or not a meeting is closed or open. This thought was reiterated by another student in attendance.
- Ariana: We need clarity surrounding the mentorship program (i.e., who can serve as a mentor), and this should be included during registration as well as in the program book.
- Whitney Walkowski: There was no description for the student workshops in program, which is a problem (e.g., ASIH student workshop). This information is given to organizers each year, but was left out this year.

#### Registration improvements

- Helen: While the option to include pronouns on name badges was a great step forward, there should be clarity (potentially in the form of an explanatory paragraph) on why we are now including the option for pronouns. A lot of people chose not to include them (which is fine), but some indicated that if they had understood why it matters they may have chosen otherwise.
  - **Student**: Maybe an option would be to provide pronoun stickers instead?
- Adania brings up the new meeting organizers and whether it will make things difficult to coordinate/change for next year.
  - **President responds that she doesn't think this will be an issue because the person representing the organization attended this meeting and has been actively meeting with people to ensure a smooth transition**
- Student asked who the organizer is, and President says it's been K-State for a number of years, and then provided an explanation of their role.

#### Safety & Safety Officers

- Kim Foster asked about safety officers.

- **President** said they had planned to attend the Grad Business but were unable to due to a scheduling conflict. She then went on to discuss the various safety initiatives and how to address concerns (and with whom). She encouraged students to first discuss concerns with a trusted member of the society who is already an established professional who is working as a safety officer (indicated by orange badge on nametag) and have them help make contact with Lori Strong (senior safety officer) on your behalf so that your identity and involvement in any issue remains anonymous.
  - **-President-elect** mentions that Lori Strong’s contact information is on the screens that are displayed during each session. Another option is to go to the front desk and ask to report an issue to Lori.
  - **-President** asks if we feel safe—because if we don’t, that’s a serious problem.
  - **-President-elect** jokes: “Cathleen for real President!”, to laughter and light applause. Kim says, “No, we don’t need anyone else obstructing Warren.”
- **Whitney Walkowski** thanks the president and president elect for all that they have done in just a year to improve the atmosphere of the conference.
  - **Adania Fleming** adds that the diversity awards were an amazing addition as well.
- **President** encourages the students to attend the BAM and emphasizes both the importance of attending and how fun it is.
- **-President Elect** brings up Prosanta Chakrabarty and Bobby Espinoza and their continuous push (8 years!) to address diversity issues. Beachy states that we were ready to move fast and implement the changes made this year largely because of all of their past and current DEI work.
- **Adania** asks who the meeting contact point will be moving forward, and is told that Lori Strong (current safety officer) is the new Cara Richardson.
- **Kim** thanks the president and president-elect for attending and answering everyone’s questions.
- **Adania** reminds everyone to pick up a lunch and asks to make a cookie trade (1 oatmeal raisin cookie for a chocolate chip). Kim accepts the trade. Turns out Kim hates chocolate chip cookies, and everyone is concerned for her.
- The chair, **Kim Foster**, officially calls the meeting to order, brings up the following items for discussion:
  - **Kim** emphasizes the need to CC all relevant persons on committee emails, including Chair, Chair-elect, and Secretary

- Ariana says a list of persons to include should be generated and dispersed to all committee members, and Kim agrees that this would be a good move.
  - Adania re-emphasizes Kim's point, and states that each committee has a chair, then multiple people acting under said chair. It's important to not eliminate anyone from the email chain to ensure that everyone gets credit.
- The early career award proposal and updates are discussed. Kim states that it is not off the table, but **verbiage** needs to be fixed (she makes sure to direct this vocabulary at Helen, who has previously expressed that she finds this word revolting). She concludes that once wording is adjusted, Prosanta thinks we could get it on the table for 2020.
    - -Helen mentions that a committee for this has been formed, but it was formed after the Rochester meeting.
      - Kim says that it will be voted on.

#### New Business

- All JMIH/*Copeia* book sales are being moved from Amazon to the JMIH website to increase profit.
- There is an extra \$2000 added to the budget for ASIH graduate student events.
- New organizer for 2020 onwards, and additionally all future meetings will be held at Marriott event centers.
- Kim introduces information on the meeting in Norfolk, and begins by asking how to properly pronounce Norfolk (a question on everyone's mind).
  - Adania states that the pronunciation sounds like cursing, which is met with much laughter.
  - Lodging for 2020 will be at waterside Marriott, which is \$149/night (before tax). It's close to Virginia Beach, Eastern Shore, and Dismal Swamp
    - The aforementioned spots are evidently good for herping, so if there are plans to herp while at the meeting, we need to get permit to herp in VA (permits should be obtained sooner rather than later).
      - Adania mentions permits held by VIMS may apply
        - Student states that they believe the aforementioned permit only covers fish.
  - Adania says that there will potentially be a BioBlitz, which would occur a couple of days early. That would involve free or reduced housing for participants, so Adania surveys student interests (11 students indicate interest through a show of hands).
    - When asked when field activities would take place, Jenny Gardner says that all of this would take place at VIMs, which is why it would be on days negative 1 & 2 of the meeting (there would be no overlap).
  - Kim asks for any further comments on the bioblitz stuff before moving to discussion of future meetings (which will be Norfolk, Phoenix, and Spokane).

- Ariana asks when the awards will be announced, and there is additional discussion on the issues surrounding event overlap
- Elizabeth brings up perceived issues with vendors (i.e., there weren't enough in attendance)
  - Ariana and Helen clarified the reason for perceived vendor issues, as well as the rationale for moving the book raffle and silent auction materials to the tent.
- Kim brings up the diversity committee and diversity award and provides an anecdote for who qualifies. She notes that Rocky Parker discussed changing award decision to lottery process since it is really difficult to make decisions on who deserves the award.
- Kim mentions that in the future students can serve on executive committees but won't have voting rights. Students currently serve on the diversity, conservation, long range policy, and web content/management committee. She asked for a show of hands to indicate interests in serving on other committees (Audit Committee, Education & Human Resources, Endowment & Finance, Executive, Gaige Fund Award, Henry S. Fitch, Herpetological Animal Care, History Of The Society, Ichthyological And Herpetological Collection, Ichthyological Animal Care, Joint Asih/Afs Committee On Names Of Fishes, Joseph F. Nelson Award, Meeting Management & Planning, Nominating, Public Policy, Rainey Fund, Resolutions, Robert H Gibbs Jr. Memorial Award, Robert K Johnson Award, Student Awards, Web Content & Management)
  - Elizabeth asks why it matters if we can't vote
    - Adania, Kim, Ariana, Helen: student voices, keeping the ASIH grad committee informed, meeting and working with professionals, etc.
  - Emily asks if undergrads can serve
    - Kim and Adania agree that they can
  - Kim takes a count and 20 raise their hands to indicate willingness to serve on executive committees in the future.
- Kim asks for committee updates:

#### Book Raffle Updates

- Helen: Over \$2,000 raised as of that morning
- Kim asks for a round of applause for Adania & Helen who have done a lot (in her estimation) to prepare for the meeting
- Helen says that everything has gone well with the book raffle, acknowledges Florence Wen's help, and then asks what Flo has to add.
- Florence adds that Helen and her were co-chairs and reiterates that this should have been more clear. She discusses the need for

additional raffle tickets because we ran out due to increased interest. She then states that the raffle will continue through the day with winners announced prior to the business meeting.

- Helen states that she was inexplicably the only point of contact for book raffle communications, despite Florence's name also being on the website
  - Adania asked who else was on the book raffle committee, and Helen begins to state their names. Adania asks for those who participated in the book raffle committee to stand. Kim announces that it was Helen and Florence as co-chairs, Cooper Campbell, Jonathan Bynum, and Allie Litmer.
  - Adania mentions that it was a lot of work when she was chair, and that when she emailed Helen, she was told that the committee had it covered, which indicates everyone was pulling their weight. She discussed the lack of involvement from the full committee during her tenure as co-chair, and requested a round of applause for the team effort this year.
  - Ariana brings up a question for the book raffle committee: "usually student only items for herp fundraisers (e.g., multiple copies of the same book); set aside student only at book raffle in future?"
- Before Kim moves on to the next round of updates, she reiterates the importance of showing up to meetings for the year you are elected to serve.

#### Social Committee Updates

- Ariana provides the social committee updates. She was the only elected representative to show up, and recognized Florence's help with the social committee event the previous evening. She also recognized that the questions were more difficult than is typical.
  - Florence mentions that people have approached to comment on how fun the event was, and thanked people for attending.

#### Workshop Committee Updates

- Kim acknowledges the great job that Whitney did organizing the workshop for Snowbird.
- Whitney gives some general workshop committee updates, including announcing the title (Diversity & Professionalism in the Sciences); She encourages people to come even if they didn't pre-register. She says it will be an excellent panel with open Q&A
  - Kim asks who will be on the panel
    - Whitney lists participants: Kirsten Hecht, Maureen Donnelly, Priya, Luiz Rocha, Alan Savitzky, and Michael Franklin
  - Adania asks who else is on the workshop committee.
    - Kim says Heather & Cooper.



- Whitney says she was only given 2 names at the beginning and additional people were randomly added later on.
- Kim asks if three people total (chair included) are enough for the committee, and Whitney says she believes so.
- Whitney has one more workshop update: funding for early career panelists; not 100% that we'll have it, but it will be voted on again

#### Conservation Committee Updates:

- Cooper and James not in attendance, but Brooke is.
- Brooke says there are no updates.

#### International Student Liaison Updates:

- Diego absent, no update

#### Jmih Liaison Update:

- Elyse absent, no update

#### ASIH/IHCC Collections Update:

- Jenny gives update: Helped plan symposium and luncheon; says pre-register but come anyways to learn about collections.

#### Early Career Award Update:

- Kim lists those who volunteered to be on this committee (Helen, Allie, Jonathan, Flo). She reiterates that the verbiage needs to be fixed.
  - Helen says no updates.
  - Adania reiterates that the committee was formed ad hoc during the year, and only from people already participating on a committee. She mentions the value of having a list of willing participants and their emails.
    - Helen says this is a standard information collected at every meeting, but mentions the poor record keeping and lack of continuity from year to year.

#### Web Content Update:

- Anat is absent, but Whitney states that Anat had no updates because Web Content had not yet met.

### **ELECTIONS**

- The roles up for election are briefly described by those who served in 2019.
- Each position was read off and nominations were put forth.
- There were no oppositions put forth, and all were elected unanimously.
- The results of the elections are as follows:
  - Co-chair: Helen Plylar
  - Secretary: Whitney Walkowski
  - Workshop committee chair: Allie Litmer
  - Workshop committee: Jaime Smith, Whitney Walkowski

- Book Raffle co-chairs: Florence Wen, Lindy Muse
- Book Raffle committee: Brooke Perrera, Kearstin Findley, Laurel Nave-Powers
- Student travel award: Adania Flemming
- Web content: Katie Boole
- Conservation committee: Alejandro Grajal, Cody Godwin, Kelly
- Social: Kirsten Hecht, Erin, Sara, Ariana, Megan
- JMIH Liaison: Jaime Smith
- International student liaison: Cody Godwin
- Long-range planning and policy: Jenny, Alejandro Grajal

## **19. HSFC: Henry S. Fitch Award Committee – M. Donnelly**

Established in 1998, the Henry S. Fitch Award for Excellence in Herpetology is awarded annually in recognition of “an individual for long term excellence in the study of amphibian and/or reptile biology, based principally on the quality of the awardee’s research; consideration is also given to educational and service impacts of the individual’s career.”

The award is named in honor of Henry S. Fitch, in recognition of his exceptionally long, productive, and ongoing career. The Fitch Award Committee for 2020 consisted of Maureen Donnelly (chair), Emily Taylor (chair for 2021), and Sara Ruane (chair for 2022). One individual was nominated this year and four other files were carried over to 2021.

Once nominated, an individual can be considered for the award for three years. The credentials and nomination letters for five nominees were examined and discussed openly by the Committee. All nominated individuals are outstanding leaders in the discipline of Herpetology and all are worthy of receiving the Fitch Award. Each nominee has had a productive career and remains active in research.

Nonetheless, after discussion the committee settled unanimously on the 2020 winner: Martha L. Crump. Congratulations Marty!

## **20. JSNC: Joseph S. Nelson Award Committee – Brian Sidlauskas**

The committee for 2020 was comprised of Brian Sidlauskas (chair), John Lundberg and Adam Summers. Nominations and supporting materials were distributed to the committee in advance of a discussion in late March during which the committee successfully concluded its deliberations and chose Dr. Paula Mabee as the awardee. The list of nominees was notably broad this year, and included ten outstanding candidates in total, representing a substantial diversity of identities and ichthyological subfields. We thank

all of the nominators, nominees and letter writers for the time and effort that it took to assemble these materials. Due to the COVID-19 epidemic and the postponement of the 2020 JMIH meetings in Norfolk, VA, the official award announcement will occur over the summer via email and social media. A full-page feature in *Copeia* will include a photo of the winner and the transcript of the award announcement. The committee urges ASIH members to identify future worthy recipients of the Nelson Award and send nominations to John Lundberg, chair of the committee for 2021.

## **21. LRPP: Long-Range Planning and Policy Committee – Robert E. Espinoza and Deanna J. Stouder**

No Report.

## **22. MMPC: Meetings Management and Planning Committee –Henry R. Mushinsky, Marlis Douglas, Kyle Piller**

This document is a modification of an original written by David Green, MMPC rep for the Herpetologists' League

MMPC is a joint committee of all four JMIH societies. The membership this past year consisted of Marlis Douglas (ASIH, Co-Chair), Henry Mushinsky (ASIH, Co-Chair and Chair of the MMPC), Kyle Piller (ASIH), David M. Green (HL), Dustin Siegel (SSAR), and Charles Cotton (AES). Marty Crump serves as JMIH Program Director (Ex officio). Marlis Douglas has resigned from the committee (May 2020) and Dustin Siegel's term as SSAR representative will expire at the end of 2020. Replacements will be appointed by their respective societies.

2019 JMIH - Overall – The 2019 JMIH at Snowbird was, by all accounts, a success. The meeting ran smoothly, without any major physical or mechanical controversies or problems. Complaints were largely about the hefty prices charged for meals and the venue's isolated location. The venue had excellent room options with fully equipped kitchens to allow inexpensive meal preparations. Transportation to food markets was available upon request as well. The isolation of the ski resort had benefits and disadvantages.

Taxonomic separation – Owing to the distribution of appropriately sized meeting rooms at Snowbird, all of the herpetology-themed talks were in meeting rooms at the Cliff Lodge whereas all of the ichthyology-themed talks were in meeting rooms at the Snowbird Center. We heard a few negative comments about the taxonomic separation early in the meeting, but after a day or two most understood the partitioning was to facilitate movement among taxonomically similar paper sessions and the partitioning was accepted as a good thing.

CoC- The Code of Conduct was in place for the 2019 Snowbird meeting, with a designated Safety Officer assigned to investigate any issues arising [Lori Strong of Burke & Associates Inc. (BAI)]. The Safety Officer directly dealt with a few minor issues as the meeting progressed. One more concerning issue arose over interactions amongst senior scientist involving a junior society member (postdoc). An individual presenting a poster was unaware of the history behind an existing professional disagreement among herpetologists over the use of *Rana* versus *Lithobates* as the proper genus for some species of Ranid frogs. Two senior scientists involved in opposite sides of the dispute made comments to the poster presenter and/or wrote comments directly on the poster, thereby reigniting the dispute. The issue was resolved after the meeting ended by (a) reconstructing actual events, (b) documenting them in a detailed description of the incident that, and (c) having it agreed on and approved by all the parties directly involved in the incident. This report was then distributed among the four JMIH societies. Eventually the two senior scientists spoke to one another and were able to reconcile some of their differences. Because the controversy was centered on a scientific issue, The Chair of the MMPC was asked by the Safety Officer to get involved. This report was drafted by MMPC Chair Henry Mushinsky, with the guidance of the Safety Officer and Brett Burke, President of BAI. This incident showed, that while policies (CoC) and personnel (Safety Officer) can be put in place, situations may arise that (a) take more time to resolve (post-meeting) and (b) will require input of professional expertise from scientists. Let us hope that future invocations of the Code of Conduct are no more serious than this one.

Childcare – All of the JMIH societies participating in the Snowbird meeting contributed funds to make child care available at a very low cost for parents participating in the meeting. Childcare service was provided on site by Preferred Sitters, a national company many years' experience, who set up a 'camp' with age-appropriate toys, games, and reading materials. The cost to parents was \$5 per child per hour.

For the past several years the MMPC has tried to find a universally acceptable mechanism to fund Childcare for all future meetings, but has been unable to get consensus from all JMIH societies. The ASIH is a very strong supporter of fully funding Childcare at JMIH meetings, but some JMIH partner societies are unwilling to accept the small increase in registration costs (about \$10.00/attendee) that a fully-funded Childcare service (free of cost to parents) would require. The MMPC has asked the four Presidents of the JMIH societies to address the situation to find a consistent, agreed on solution that will be endorsed by all JMIH societies.

Childcare involves a considerable fixed cost for personnel, insurance, food, and amusements, no matter how many children are involved, which makes certain options more feasible for a large meeting rather than a small one. Among the options that could be considered are the following.

1. The JMIH societies underwrite the costs of the service and parents are charged an hourly fee. (This was the model for 2019, with the fee set at \$5/hour/child.)

2. The JMIH societies underwrite the costs of the service entirely, and it is offered to parents for free.
3. The JMIH societies underwrite the costs of the service and parents are charged an hourly fee, with discounts available depending upon the career stage of the parent(s) and their economic situation, thus making it considerably cheaper for lower-income (e.g., graduate students) than higher-income (e.g., tenured professors) meeting attendees. Other pro-rating criteria could be considered as well.
4. Parents are responsible for making their own child care arrangement, and the JMIH societies offer grants to those parents to subsidize their expenses. Eligibility rules would apply and the JMIH societies would have to negotiate how much each society would contribute to the grant pool, with membership of meeting attendees an option.
5. The JMIH societies identify and recommend a particular child care provider and offer grants to the parents who use that service to subsidize their expenses. As above, eligibility rules would apply and the JMIH societies would have to determine how much each society would contribute to the grant pool.

Currently, the responsibility for a long-term solution for providing Childcare at JMIH meetings is discussed and negotiated by the Presidents.

Kansas State University Conference Center - The JMIH contract with K-State as our Professional Congress Organizer (PCO) ended with the Snowbird meeting in 2019. This change is welcome and timely. Although our earlier association with K-State was highly satisfactory, K-State has been undergoing some turmoil in recent years and has lost many of its experienced staff, leading to a deterioration in the quality of their service despite demanding an increase in their remuneration. This instability has affected the 2016-2019 JMIH meetings (New Orleans, Austin, Rochester and Snowbird) – much to the chagrin of meeting attendees voicing their dissatisfaction with the annual conference.

Emblematic of recent difficulties with K-State are the accounting problems related to the balance sheets for recent JMIHs. Put simply, the financial statements received from K-State for the 2017 meeting in Austin and the 2018 meeting in Rochester proved to be impossible to reconcile. Granted, doing the accounting for four societies meeting jointly is a challenge but, for years, the books were clear and concise. The books for the 2017 and 2018 meetings simply did not make sense. MMPC wrote to numerous administrators involved in overseeing the conference organizing branch at K-State to express its concerns regarding the handling of meeting finances for the past few years. We received no responses. Because K-State considered the financial statements accurate and refused to discuss them further, the treasurers of the JMIH societies agreed to accept the payment previously sent to ASIH, in its capacity as the “bank” for the JMIH, to settle the account.

BAI - Burke & Associates Incorporated (BAI) is now our Professional Congress Organizer going forward. BAI was heavily involved in the planning of the 2020 JMIH in Norfolk, VA, when the coronavirus pandemic hit. We shall have to wait another year to

see BAI in action, but MMPC is so far very impressed with BAI's experience, knowledge and diligence. BAI specializes in helping scientific societies run professional meetings and conferences. BAI was actively involved with the JMIH Presidents as they negotiated a plan to cancel 2020 JMIH in Norfolk and instead move it to 2023 JMIH at that location.

Cost cutting- The MMPC agreed on implementing some cost-cutting and eco-friendly changes to help reduce meeting expenses in future. These include:

1. Elimination of disposable plastic products to every extent possible.
2. Use of recyclable clip-on nametags clipped to recyclable lanyards.
3. Elimination of the meeting bag as the vast majority of attendees don't use the bag save for a few days at the meeting, if that much.
4. Stipulation of a 4' x 4' limit to the size of a poster, which will allow two posters on each poster board and thereby eliminate one-half the expense of renting the rather expensive poster boards.
5. Elimination of the "internet café", which is obsolete and generally unused

The above actions will save about \$10,000 to \$12,000 in recurring expenses.

6. Use only of organic shirts for meeting T-shirts.
7. Creation of a voluntary carbon-offset option as a check-off on the registration form. Individuals can contribute \$10 or \$20 to a local conservation organization to be selected by the local committee.

MMPC also considered the possible introduction of new software to replace the program booklet. If adopted, printed programs will be provided as an option on registration for about \$10.00-15.00 each.

A proposal to make videos of presentations at the JMIH was considered by the MMPC. As the expenditure to do the full meeting would add significantly to meeting costs, plus housing the 4 technicians who would do it, MMPC considered it as cost-prohibitive at this point, particularly in the context of continuing efforts to keep meeting costs at affordable levels. Nevertheless, video-conferencing on a more limited scale for plenary talks may be worth considering.

"VertCon."- In late October, 2019, ASIH Secretary, Prosanta Chakrabarty, informed the Presidents of HL, SSAR and AES that he was in preliminary discussions to develop a joint vertebrate conference, dubbed "VertCon" and consisting of the four JMIH societies plus AOS (American Ornithology Society) and ASM (American Society of Mammalogists). Initial ideas for 'VertCon' targeted the summer of 2026, possibly in late June or early July, with New Orleans as potential venue. Prosanta subsequently involved Henry Mushinsky (as Chair of MMPC) in discussions, who solicited BAI for advice. Lori Strong (BAI) and representatives from the AOU and ASM visited New Orleans in December 2019 to determine what venue options would be available for a large

conference. The target date was switched from 2026 to 2023 when all realized it was still possible to hold it that near in the future. Currently, everything is on hold with regard to VertCon, mostly because of the corona virus and the uncertainty of future large gatherings. As noted above, JMIH committed to meeting in Norfolk in 2023 as part of the reduced penalty fees for cancelling the 2020 meeting. The general consensus seems to favor planning a VertCon in the near future.

The general idea for VertCon is to organize JMIH as usual, but at the same time as the AOU and ASM meet so that interactions and exchange of ideas might occur amongst the different vertebrate societies. For example, all three societies might jointly participate in a single integrative plenary session. Alternatively, a large social event for all VertCon attendees could be organized. Additional ideas include co-sponsored symposia that cross taxonomic boundaries. A potential benefit to all parties is a reduced cost for the hotels and meeting space; the larger the meeting the lower the cost for hotel rooms under most circumstances.

Covid virus - MMPC business during most of March, 2020, was consumed by gut-wrenching discussions about whether or not to cancel the 2020 JMIH in Norfolk VA in light of the pandemic. As of March 8th, the committee was still optimistic the meeting would not be interrupted, although it continued to track the status of Covid -19 and its health impacts based on information from the CDC. Abstract submission was to remain open until March 16th and, as per policy, attendees could cancel their meeting registration for a refund until May 9th. MMPC and BAI was prepared to inform members of the four societies about any forthcoming CDC guidelines or safety restrictions that might be imposed. The committee was also aware that our meeting insurance company would not underwrite a communicable disease rider and that if the meeting were to be cancelled, the four JMIH societies would be responsible for paying for the entire block of rooms at the conference hotels, the return of all registrations paid, the cost of any reserved venues such as the Norfolk Zoo, and some of the reserved rental equipment. In addition, looming government travel restrictions could likely imperil the meeting beyond redemption. Considering the state of uncertainty at the time as to the probable extent and severity of the coronavirus pandemic in North America, the committee had no choice but to continue to plan for the meeting to take place unless and until the four JMIH societies took a decision to cancel the meeting and accept the financial penalties.

By March 11th, 79 paid registrations and 59 completed abstracts had been received. The four societies had agreed to extend the abstract deadline by three days. Early registration was extended to June 14th and late registration was extended to July 4th. The MMPC still planned to meet in Norfolk in April and continued to monitor CDC guidelines regarding to Covid-19. On March 17th, the committee learned that cancellation of the meeting would cost the societies ca. \$240,000. Motivated by a sense of fiscal responsibility to safeguard the meeting and the societies, it seemed to some on MMPC members premature to recommend cancellation. Others, motivated by a sense of societal responsibility to safeguard people's well-being and the public at large, though, felt that cancellation was the only responsible option considering the circumstances. The issue was finally resolved after a week of discussions among the four JMIH society presidents

(Chris Beachy, Dave Ebert, Susan Walls, and Marty Crump) in consultation with their respective Boards and Executive Committees. All four societies unanimously decided to cancel the 2020 meeting in Norfolk, attempt to renegotiate for another time and seek to reduce the financial penalties as much as possible. By April 2<sup>nd</sup>, Lori and Brett at BAI had successfully negotiated with the Norfolk Marriott conference center to hold the 2023 JMIH in Norfolk, managed to greatly reduce cancellation fees at the hotels, and convinced the Norfolk Zoo to apply the deposit paid to 2023.

In retrospect, cancellation of the 2020 JMIH became the only option once the extent and severity of the Covid-19 pandemic became clear and government actions to control the spread of the virus were imposed. On the other hand, not cancelling too early may have helped in renegotiating with services providers to hold the meeting in 2023 and greatly reducing cancellation penalties.

Phoenix 2021- The cancellation of the 2020 JIMH in Norfolk created several complications, among them the fate of the symposia planned for 2020 and presentation of the annual awards. MMPC has recommended that all symposia planned for 2020 should be scheduled for 2021, as well as any new symposia approved by the societies. The SSAR is NOT meeting with the JMIH in 2021, thereby providing the opportunity for the other societies fill the plenary session. MMPC has not worked out the details, but there may be two plenary session to accommodate the standard plenary presentations, including Presidential Addresses, the Distinguished Herpetologists Awards and other life time awards.

Contract with BAI – JMIH has a 3-year contract with BAI to organize JIMH meetings. Assuming BAI performs up to our standards in 2021, the MMPC will recommend to the four societies that we extend the contract for an additional four or five years to facilitate proper planning of those future meetings. An important aspect to consider is that the more in advance a contract can be negotiated with a potential venue, the better the bargaining power. In other words, the earlier, the better. However, it is also important to note that the JMIH MOU stipulates that partner societies can opt-out of the joint meeting 3 years in advance. If one society elects not to meet jointly, the contract with a venue would have to be negotiated for a lower number of presentation rooms, catering services and hotel room blocks – all of which ultimately affect registration costs.

#### Future meeting information

2021: Phoenix, AZ, July 21-25 (HL, ASIH and AES, only)

2022: Spokane, WA, July 27-31.\*

2023: Norfolk VA, 12-16.\*

\*Updated by Secretary from original submission



### **23. NOMC: Nominating Committee – Luke Tornabene**

The Nominating Committee for 2019-2020 was composed of:  
Mollie Cashner, Mark Peterson, Kelsey Reider, and Luke Tournabene (chair).  
Information on all candidates is provided in Appendix C.

### **24. RFAC: Raney Fund Award Committee – Rebecca Blanton Johansen**

Committee Members: Misty Paig-Tran, Mollie F. Cashner  
In 2020, the Raney Fund Award Committee received 30 submissions on or before March 1<sup>st</sup>. Of the 30 submissions, 14 were from PhD students, 15 were from Master's students, and one was from an undergraduate student. These 30 submissions represent 23 different universities from across the United States.

Of the 30 submissions 27 were compliant with grant guidelines and were accepted by the committee for review. All submissions were of a very high standard with many being exceptional. The Raney Fund Award Committee had \$8000 to distribute in 2020. Based on this amount and requested budgets in proposals, the committee recommended the top nine submissions for funding. The top seven applicants were awarded \$1000, and next two were awarded \$600 and \$400, respectively. The Chair encouraged all applicants to continue their involvement and engagement with the American Society of Ichthyologists and Herpetologists.

The 2020 Award winners are as follows:

**Michelle Herrera**, Ph.D. student, University of California, Irvine, \$1000  
Gut microbes and diet: testing phyllosymbiosis in closely related Prickleback fishes with different diets.

**Aubree Jones**, Ph.D. student, University of Rhode Island, \$1000  
A comparative analysis of lateral line system development to investigate the ontogenetic origin of an adaptive phenotype.

**Louis Penrod**, Ph.D. student, Florida Institute of Technology, \$1000  
Cranial spines in fishes as a passive mechanism of fouling reduction.

**Amanda Palecek-McClung**, Ph.D. student, Clemson University, \$1000  
The influence of mucus production in the adhesive performance of Hawaiian gobies.

**Jeremy Lomax**, Ph.D. student, Brown University, \$1000  
Test for hyomandibula driven jaw translation in a Pacu species, *Piaractus brachypomus*.

**Matthew Jenkins**, M.S. student, North Carolina State University, \$1000  
Light up the darkness: artificial light at night and diel behavioral patterns in stream fish.

**Lindsay DeHaan**, M.S. student, Western Michigan University, \$1000  
Does diadromy drive the locomotor evolution of Clupeiform fishes?

**Lucia Combrink**, M.S. student, University of Wyoming, \$600  
Eco-evolutionary feedbacks in response to predator introductions in the alpine lakes of the Wind River Range.

**Kara Noonan**, M.S. student, Clemson University, \$400  
The influence of butterflyfish and coral genome on the progression and transmission success of coral disease.

## **25. RHGC: Robert H. Gibbs, Jr. Memorial Award Committee – Melanie L.J. Stiassny**

In April of 2020, the Robert H. Gibbs, Jr. Memorial Award Committee, consisting of Melanie Stiassny (chair), Karsten Hartel, and Hank Bart evaluated the credentials of five nominees for the 2020 award for excellence in systematic ichthyology. The nominees included four new and one renewed nomination for the award. The recipient of the 2020 award will be announced in July at the plenary session of the annual ASIH meeting in Norfolk, Virginia. A full-page announcement detailing the winner's accomplishments, along with a photograph, will be published in *Copeia* 2021 (1). As with previous awardees, this year's recipient will be encouraged to submit a paper on systematic ichthyology for review and consideration for publication as the lead paper in the second year following the award. For 2020 Stiassny departs the committee after three years of service. Karsten Hartel assumes duties as committee chair, assisted by Hank Bart and a third member to be elected at the Norfolk meeting. [*\*\*Secretary note – Karsten Hartel has stepped down and Hank Bart has agreed to Chair in 2021*]

## **26. RKJC: Robert K. Johnson Award Committee – Eric Hilton**

The Robert K. Johnson Award for Excellence in Service honors the memory of former ASIH Secretary and *Copeia* Editor Robert Karl Johnson, whose long service and lasting contributions to the Society included production of the first guide to ASIH policies and procedures. The Johnson Award recognizes individuals who have made major contributions to the Society through their service to the organization and is awarded to either an ichthyologist or a herpetologist in alternate years. This year's award will be presented to an ichthyologist. The 2020 Johnson Award Committee consisted of Kyle Piller, Michael Douglas, and Eric Hilton (Chair). The committee evaluated the nominations of several distinguished and highly qualified ASIH members. The committee's 2020 award recipient is Henry L. Bart, Jr. The results will also be featured in an upcoming issue of *Copeia*. Eric Hilton will rotate off the committee at the end of 2020 and Michael Douglas will become Chair in 2021, followed by Kyle Piller as Chair in 2022. An ichthyologist will be elected to the committee in 2020 meeting, and a herpetologist at the 2021 meeting.

## **27. AES: Representative to the American Elasmobranch Society – Chip Cotton**

The American Elasmobranch Society held its 35th annual meeting in Salt Lake City, Utah as part of the annual Joint Meeting of Ichthyologists and Herpetologists (JMIH). AES had 105 oral presentations and 49 poster presentations. Dave Ebert delivered the AES Presidential Address (plenary) entitled “Searching for Lost Sharks”. Steve Kajiura and Chris Lowe organized a symposium entitled “The Behavior and Sensory Biology of Elasmobranch Fishes”, which included 19 oral presentations. The student workshop entitled “Graduate school and mental/emotional health: How to succeed academically while maintaining your well-being” was organized by Bryan Keller and the featured speaker was Paula Williams (Associate Professor of Psychology, University of Utah). Approximately 50 students attended this workshop, with funding provided by AES to subsidize student lunches.

Dave Ebert conducted his second business meeting as president, with some new and some returning executive committee members: Secretary Tonya Wiley, Treasurer Chris Bedore, Editor Chuck Bangley (new), and Past-President and Dean Grubbs. Jen Wyffels and Kara Yopak were elected to the Board of Directors. Our new Nominating Committee is Shannon Corrigan, Chris Mull (chair), Emily Peele, David Shiffman, and Rachel Skubel. Kevin Feldheim and Marianne Porter were elected to the Grant Fund Committee and Steve Kessel was appointed the new chair of this committee. Carl Luer continued to chair the Student Award Committee, with assistance from Andy Nosal (Gruber Award) and Kara Yopak (Carrier Award). Cheston Peterson continued to chair the Student Affairs Committee, Steve Holman continued to chair the Publication Fund Committee, Gavin Naylor continued to chair the Shark Attack File Committee, Sonja Fordham continued to chair the Conservation Committee, and Paula Carlson continued to chair the Captive Elasmobranch Census Committee. The first “year-class” of elected officers on the Equity and Diversity Committee were Dovi Kacev, Steve Kajiura, and Lisa Whitenack. They join Joe Bizzarro (Chair), Chip Cotton, Kady Lyons, and Melissa Nehmens who were previously appointed to the ad hoc committee and will remain until the next general election fills the remaining elected positions. Chip Cotton continued to serve on the Meeting Management Planning Committee and serve as the AES liaison to JMIH.

Approximately 175 people attended the AES banquet and award ceremony where plaques and checks were presented to award winners. To commemorate the recent death of AES founder, Sonny “Doc” Gruber, a group of present and former associates from the Bimini Shark Lab presented a short video in his honor. Afterwards, all the past “Gruber Award” recipients in the room (n=9) were asked to take a group photo with the current year’s recipient.



There were 8 presentations considered for the Jeffery C. and Carol A. Carrier Poster Award (best student poster) and 16 presentations considered for the Samuel H. Gruber Presentation Award (best student oral). Josh Moyer received the Carrier Award for his poster “Feeding Kinematics and Behavior of the Sand Tiger Shark, *Carcharias taurus*.” Diego Cardenosa received the Gruber Award for his talk “Development and applications of DNA forensics to global shark conservation and law enforcement.” No recipient was selected for the Eugenie Clark Award in 2019.

The American Elasmobranch Society Student Research Award was presented to Oliver Shipley for his project “Examining within-individual stable isotope variability of shark teeth: implications for the study of shark trophic behavior in time and space”. The Henry & Anne Mollet Research Award was presented to Emily Peele for her project “The effect of temperature on brain development in the Port Jackson shark, *Heterodontus portusjacksoni*”. The Donald R. Nelson Behavior Research Award was not awarded in 2019. Out of 26 applicants, 12 Student Travel Awards were given to Amanda Barker, Mary Bowers, Camila Caceres, Hannah Calich, Brianna Hall, Derek Kraft, Ryan Lehman, Amelia Roskar, Gail Schwieterman, Rachel Shaw, Hannah Verkamp, and David Weber. In its third funding cycle, there were 20 Young Professional Recruitment Fund (YPRF) awardees out of 59 applications. Three of these recipients were in attendance at the AES meeting in Snowbird. The Student Affairs Committee (SAC) raised over \$5000 through silent and live auctions, raffle ticket sales, and the AES store. These funds will support student travel at the next meeting in Phoenix, Arizona.

## **28. AFSR: Representatives to the American Fisheries Society – Michael E. Douglas and Marlis R. Douglas**

The American Fisheries Society (AFS) and The Wildlife Society (TWS) held their first-ever joint international conference with ~4,400 attendees and guests in **Reno NV**, from 29 September-03 October 2019. The conference was held in the Reno-Sparks Convention Center and featured 124 symposia [half of which (N=62) represented collaborations among societies]. One such symposium (chaired by M.R. and M.E. Douglas: “*To Go Boldly ...*”: *The Genomics Frontier of Conservation and Management*”) featured 24 speakers and represented a collaboration among four societies [ASIH, AFS, TWS, and DFC (Desert Fishes Council)]. The scientific program also featured 278 poster presentations, 112 contributed paper sessions, 33 workshops, 28 working groups, and 10 contributing education sessions. Exhibitors (N=137) displayed products ranging from technological through services provided to books and biodiversity prints.

The **2020 Meeting** (if so held) will be in Columbus OH (30 August through 03 September), and represents the 150<sup>th</sup> Annual meeting of the society. The meeting will be located at the Columbus Hyatt and Greater Columbus Convention Center. The meeting theme is: “*Learning from the past, meeting challenges of the present, and advancing to a sustainable future.*” Abstract deadline has been extended until 18 May 2020 (<https://afsannualmeeting.fisheries.org/>)

**AFS Societal Governance:** In 2019, the AFS presidency transitioned from Jesse Trushenski (Director of Animal Health and Welfare, Evaqua Farms and Riverence) to Scott Bonar (University of Arizona & USGS Arizona Cooperative Fish & Wildlife Unit), with Brian R. Murphy (Professor of Fisheries, Virginia Tech University) as president-elect.

## **29. MMSC: Margaret M. Stewart Award Committee – Whitney Anthony**

The Margaret M. Stewart Excellence Award will be presented annually to a deserving ichthyologist (odd years) or herpetologist (even years) to recognize exceptional achievement for mid-career professionals. The committee consists of three members, each serving a staggered, 3-year term. The president appoints one new member annually, alternating between an ichthyologist and a herpetologist. The 2020 committee included two herpetologists (Dr. Whitney Anthony, Chair; and Dr. Rayna Bell) and one ichthyologist (Dr. Christopher Martinez). Dr. Martinez will chair the committee in 2021 and Dr. Bell will chair in 2022. The membership was solicited for nominations for a herpetologist and the committee considered three files, one new submission and two submissions from the previous cycle. After thoughtful review, the committee selected Dr. Taylor for the 2020 award. The two who were not selected this year will be considered automatically in next award cycle, as nominations remain active for five years. As the 2020 JMIH meeting was cancelled due to COVID-19, Dr. Taylor will receive her plaque and cash prize directly by mail, but will be recognized for her award during the plenary of the 2021 JMIH meeting in Phoenix, Arizona.

### 30. AIBS: ASIH REP. TO BioOne & AIBS – Alan H. Savitzky

**BioOne** is a nonprofit consortium that provides electronic publishing services for many independent society and institutional publishers, providing royalties based upon online journal usage, as well as profit-sharing (i.e., distributing net profits at the end of the fiscal year). As a member of the BioOne Board of Directors I attended one meeting of the Board in November 2019 and one virtual meeting in April 2020, in addition to special themed Board meetings in March and April 2020.

BioOne continues to provide a very high level of service and essential income for its member publishers. The organization currently publishes 207 titles, from 157 nonprofit and society publishers. In 2019 the collection added over 75,000 pages of new content to its more than 1.5 million pages previously available to users. BioOne returned a total of over \$3.5M in Revenue Sharing payments ("royalties") to its member publishers and more than \$960K more in Surplus Sharing (which, as a nonprofit itself, BioOne does not retain). BioOne's content is available in approximately 4,000 libraries worldwide, including about 2,500 institutions in developing countries that have free access to BioOne journals. BioOne continues to enjoy a very high renewal rate among subscribing institutions and consortia. The renewal rate was 93.8% in 2019, an exceptionally high number that reflects both the strong value of BioOne's collection of journals (the per-title cost of BioOne journals was 94% lower than the global average in 2019) and the partnership that the organization has built with academic libraries worldwide. Importantly, BioOne transitioned from outsourcing sales to internalizing the sales operation, which has proven to be a highly effective shift.

In 2020 BioOne announced the winners of the third competition for its Ambassador Awards. Presented to five early-career authors who published in BioOne journals, nominations are made by journal editors, and eligible authors must submit a short summary that explains their work to a nonscientific reader. One of this year's recipients, Christopher M. Murray, published the winning paper in 2019 in *Copeia* (107:517-523). This is the second year that one of the recipients published in *Copeia* and the third year that an award was made to the author of a herpetological paper.

As with every other organization serving the scientific and academic communities, BioOne is now closely monitoring developments related to COVID-19. Specifically, BioOne has been advocating for the fiscal health of its society publishers, a number of which were driven to cancel upcoming summer conferences (including the 2020 JMIH). It has also been monitoring trends affecting the funding of academic libraries. Fortunately, BioOne's exceptional value (i.e., its cost per journal) and long-standing relationship with academic libraries, which were involved in its founding, should position BioOne for continuing success even in the current uncertain times.

The **American Institute of Biological Sciences (AIBS)** is an umbrella organization of over 150 member societies and organizations (MSOs), many of which focus on organismal biology or ecology. This year AIBS ended its program of individual memberships, although individuals can continue to subscribe to its journal, *BioScience*,

which is available through Oxford University Press. AIBS continues to provide a strong connection to national lawmakers and policy professionals through its Public Policy Office. That office continues to issue regular electronic newsletters, and it organizes community responses to executive and legislative developments at the federal level. Particular areas of emphasis include policy related to research funding, conservation, and support of natural history collections. AIBS organizes regular visits between biological professionals and members of Congress. Individual society members are encouraged to visit the AIBS Public Policy website (<https://policy.aibs.org/>) for information on legislative activity related to the biological sciences and natural resources and for recommendations on how to respond to significant policy developments. AIBS maintains a formal partnership with the Natural Science Collections Alliance and is a founding member of the USGS Coalition. These activities have obvious relevance to members of our society.

Representatives of the AIBS MSOs are members of the AIBS Council, which traditionally has met annually in Washington, DC in December. The 2019 meeting addressed the theme of “Beyond Specimens,” addressing the diversity of materials and activities associated with biodiversity collections. I was unable to attend that meeting. The 2020 meeting of the Council is scheduled to be held online, with the theme of "Strengthening the Bioeconomy."

### **31. CONS: Conservation Committee – Frank H. McCormick**

#### **Formation of a Joint Conservation Committee of the Participating Societies.**

Principals from the conservation committees of the participating societies met in Snowbird and finalized the Letter of Agreement creating a joint Conservation Committee representing the American Society of Ichthyologists and Herpetologists, American Elasmobranch Society, Herpetologists League, and the Society for the Study of Amphibians and Reptiles. Members of the respective committees consulted with executives and received support for the proposal. A draft of the operating principles and structure of the committee was developed, and the separate committees provided comments. The draft was finalized in the fall and the presidents of ASIH, AES, HL, and SSAR signed the letter of agreement in late 2019 and early 2020. Work on the charter and governance of the Joint Committee needs to be completed. The charter was to have been finalized at the JMIH in Norfolk, VA. Outreach to the Neotropical Ichthyological Association and needs to be done to gauge their interest in joining the joint committee.

#### **Comment to US EPA and U.S. Army Corps of Engineers on proposed repeal of the Waters of the US (WOTUS) rule (Docket EPA-HQ-OW-2017-0203).**

CONS continued to provide detailed comments in opposition to the proposed rule change citing the peer-reviewed, scientific foundation of the existing rule. The comments emphasized the ecosystem services provided by headwater streams and wetlands, including water storage, water filtration, flood mitigation and essential habitat for wildlife and fish. CONS also solicited individual comments from the membership (via the ASIH Facebook page).

**Comment to NY Department of Environmental Conservation asking that the Atlantic Leopard Frog be listed as either “Threatened” or “Endangered”.**

CONS urged NYDEC to strengthen protections for the Atlantic Coast leopard frog, a species that has declined dramatically over the past century across northern parts of its range and is now at risk of extinction in New York, Connecticut, and Pennsylvania. Comments identified the primary causes of the severe declines in the species’ populations: habitat loss, metapopulation disruption via roads and habitat fragmentation, and several diseases.

**Comment to CITES to support listing of wedgefishes, giant guitarfishes, and mako sharks.**

CONS provided comment to the Convention on International Trade in Endangered Species (CITES) requesting that CITES include wedgefishes, giant guitarfishes, and mako shark species in Appendix II at the 18<sup>th</sup> Conference of Parties. Inclusion in Appendix II promotes species conservation through permitting systems to track international trade and controls aimed at ensuring that exports are sourced from fishing operations that are legal and sustainable.

**32. EHRC: Education and Human Resource Committee – Michael Pauers**

MEMBERSHIP:

Current Members:

**Michael J. Pauers** - Chair  
**Carol Johnston**  
**Steve Kimble**  
**Sara Ruane** –co-Chair

ACTIVITIES 2019-2020:

Activities Completed/In Progress:

This was a quiet year for the committee, as no issues were brought to us by the society for consideration or action, and there were no self-generated actions.

**Pauers** once again convened the Ichthyology Education Committee, consisting of **Johnston, Lara Ferry, Ed Heist, Chris Lowe, and Gene Helfman**, in order to review the nominees and select the winner of the 2020 Meritorious Teaching Award in Ichthyology. No new nominations were submitted, but the referees are busily reviewing the dossiers of all candidates.



### **33. HACC: Herpetological Animal Care and Use Committee – Christopher L. Parkinson**

Nothing to report.

### **34. HSOC: Representative to the Herpetological Societies (SSAR and the HL) – Alan H. Savitzky**

The primary interactions between ASIH, HL, and SSAR continue to revolve around the JMIH, together with a close intersociety affiliation associated with the Joint Conservation Committee (and involving also the AES).

The SSAR Board is proceeding with planning a separate meeting at the University of Michigan in 2021. That is one year later than originally proposed, the date having been changed to avoid competition with the World Congress of Herpetology in 2020. The separate meeting of SSAR in 2021 reflects their established policy of meeting separately from the JMIH once every five or so years. The SSAR is already considering an offer to hold another meeting separate from the JMIH in Gainesville in 2026.

The SSAR approached HL in 2018 about the possibility of merging the two societies, and a nonbinding poll of the membership of both societies was held in 2019. The poll, which simply asked members whether they supported entering discussions to consider such a possibility, revealed strong interest in a potential merger. As a result, a Steering Committee was formed by the two societies to discuss such a merger, and an open forum was held 2019 JMIH in Snowbird to allow for member input into a merger plan. I attended that open forum. The potential merger was also discussed at the SSAR's Long-Range Planning Committee meeting.

As ASIH Representative to HL and SSAR, I have not been involved in, or informed of, any of the private discussions among officers or the Steering Committee regarding the possible merger. However, reports on the Long-Range Planning Committee and Steering Committee meetings and on the open forum were published in *Herpetological Review* (2019. *HR*, 50(4):883). From those published reports and presentations at the open forum, it appears that discussions revolved around whether true economies of scale are likely to be realized by such a merger and whether the distinctive cultures and identities of the two societies can be maintained. The possibility that an entirely new society might be formed by the merger and both of the two existing societies might then be dissolved appears to have met with some resistance, although it was also noted that newer members may be less concerned about historical distinctions than some of the more senior members. The process was reminiscent of merger discussions among the three major North American ornithological societies several years ago. In the end, two of those societies chose to merge into a new (and seemingly stronger) society, while the third society chose to retain its individual identity and rejected the proposed merger.

Although the open forum had been intended only to provide a vehicle for discussion, rather than for decisions, the strong sentiment among members present to pursue a merger led to a motion being proposed to initiate the process of merging HL and SSAR. Noting that the question of a broader merger (i.e., one that might include ASIH) had never been put to the members, I proposed an amendment that both ASIH and AES be involved in the initial discussions. That was not intended as a proposal that ASIH or AES necessarily be party any such final merger. Rather, as a member I felt that all four of the JMIH societies, and especially the ASIH, which shares a substantial number of members with HL and SSAR, should be involved in the merger discussions early, so questions impacting both the JMIH organization and the herpetological members of all three societies could be discussed. That proposal was accepted as a friendly amendment and the nonbinding motion passed as amended, although the amendment was later interpreted as allowing ASIH and AES to be involved "in an observer-only capacity." Whether either ASIH or AES has been contacted regarding the merger process, or where that process stands currently between HL and SSAR, has not been reported to me.

It should be noted that cancellation of the 2020 JMIH due to the COVID-19 pandemic has placed a financial burden on all of the participating JMIH societies (as outlined for ASIH by President Beachy in his message of 27 March to members). That essential and appropriate response to the current public health crisis does reveal again the disparate fortunes of the JMIH community, whose two groups of members (on the basis of organismal focus), herpetologists and ichthyologists, are divided among four societies. It is unclear whether the impacts of the JMIH cancellation would have had a greater or lesser effect on a less divided group of organizations. Ours are not the only meetings to have been canceled this summer, at considerable cost to their sponsoring societies, and there is some expectation those organizations may now be driven even more rapidly away from print publication of journals in order to meet the financial pressures imposed by the pandemic. If members are increasingly focused on the benefits of the annual meetings and on other services (such as awards and research grants to students), rather than on receipt of print journals, the logic underlying the continuing value of separate societies could also be impacted.

### **35. IACC: Ichthyological Animal Care and Use Committee – Phillip Harris**

No report.

**36. IHCC: Ichthyological and Herpetological Collections Committee – J. Watkins-Colwell (Chair), Sarah K. Huber (Co-Chair), Kate Bemis and Jennifer Gardner (Student Representatives), and reviewed by Committee**

On 26 July 2019, the ASIH Ichthyological and Herpetological Collections Committee met. The IHCC meeting was attended by 41 collection personnel (including several student collection assistants) representing at least 25 institutions or collections.

The third annual *Spiritus Award* was presented at the 2019 JMIH meeting to John Simmons for collection stewardship in herpetology. The 2019 *Spiritus* committee was composed of Greg Watkins-Colwell (Chair), Katherine Maslenikov, and Meredith Mahoney. The IHCC formally congratulates John on receiving the *Spiritus Award*.

The *Spiritus* committee for the 2020 award cycle is Katherine Maslenikov (Chair), Meredith Mahoney, and Sarah Huber. Greg Watkins-Colwell rotated off following the award presentation and Sarah Huber was elected at the ASIH Board of Governors meeting to serve on the committee. For the 2020 *Spiritus* cycle the award will be presented to an individual in recognition of their service and commitment to ichthyological collection stewardship.

The IHCC sponsored a Symposium at the 2019 JMIH meeting: The Expanding Role of Natural History Collections (Eric Hilton, Chair; Greg Watkins-Colwell, Co-chair; Sarah Huber Co-chair). The symposium included 19 talks from invited speakers with funding provided by ASIH, SSAR, and HL. Six manuscripts resulting from the symposium have been submitted to *Copeia* for publication in an upcoming issue.

The 2020 JMIH, which was to be held in Norfolk, VA, has sadly been cancelled. Sarah Huber had planned to organize a workshop to be held at the end of the meeting at the VIMS Ichthyology Collection on collections management. The full-day workshop was to include a “soup-to-nuts” hands-on workshop for processing fresh specimens, collecting and archiving tissue collections, field book organization, etc. This workshop will be postponed until 2023, when JMIH is scheduled to return to Norfolk.

At the 2017 ASIH meeting, the accreditation sub-committee presented plans for a society wide accreditation at the business meeting and received approval for the Executive Committee to proceed with an accreditation proposal. The current committee consists of Sarah Huber (Chair, ichthyology), Jessa Watters (herpetology), Katherine Maslenikov (ichthyology), Randy Singer (ichthyology), Ben Frable (ichthyology), and Kirsten Nicholson (herpetology). The committee met at the 2019 JMIH to discuss plans moving forward and had hoped to test run an accreditation at the 2020 JMIH. This has been postponed. The committee continues to evaluate and improve the accreditation process in anticipation of a test run at a future meeting.

Randy Singer (UMMZ) continues to serve as the ASIH/SPNHC representatives (ASIH rep to SPNHC and SPNHC rep to ASIH) and routinely sends memos to himself on behalf of either society.

The IHCC decided to increase the visibility of IHCC over social media. However, instead of curating our own Facebook page or Twitter, we will post on already existing pages (e.g., ASIH Facebook page, Natural History Collections Facebook group). Norma Salcedo has agreed to be our Communications Committee chair and will oversee social media posts. If you have anything that you would like posted, please forward it on to Norma.

The IHCC discussed courses and syllabi relating to collections, collection use and management. Many university-based collections offer courses on these. Adania Flemming discussed a course that she taught at University of Florida. There was interest in collecting these course syllabi and having them available to members. Mark Sabaj discussed the work stations at ANSP where visitors can use software to visualize CT scan files.

The IHCC continues to use a Google Group to improve routine communication among IHCC members and to facilitate involvement of those individuals who are unable to attend JMIH. Visit this group at <https://groups.google.com/group/asih-coll>

Kate Bemis and Jennifer Gardner were elected to serve as student co-chairs. We will be looking for a new student representative in 2020, as Kate Bemis has accepted a position at NOAA.

### **2019 Collections Committee Meeting Attendance (41 people)**

Adania Flemming	Randy Singer	Emily McFarland
Andrew Williston	Sarah Huber	Esther Langan
Caleb McMahan	Susan Mochel	Jennifer Gardner
Eric Hilton	Andy Bentley	Jessa Watters
Greg Watkins-Colwell	Ben Frable	Jonathan Huie
H. J. Walker, Jr.	Bill Lindt	Justin Mann
Jose Rosado	Calder Atta	Katie Boole
Kate Bemis	Casey Dillman	Ken Thompson
Katherine Maslenikov	Cristina Cox Fernandes	Mariangeles Arce H.
Kevin Swagel	Dave Catania	Marta Gomez-Buckley
Kirsten E. Nicholson	David L. Auth	Sam Ghods
Lauren Scheinberg	David Werneke	Sara Cartwright
Mark Sabaj	Diane Pitassy	Zach Randall
Meredith Mahoney	Emily Dearmon	

## 2020 Board of Governors Report for 2019

*prepared by Gregory J. Watkins-Colwell (Chair), Sarah K. Huber (Co-Chair), Kate Bemis and Jennifer Gardner (Student Representatives), and reviewed by Committee*

On 26 July 2019, the ASIH Ichthyological and Herpetological Collections Committee met. The IHCC meeting was attended by 41 collection personnel (including several student collection assistants) representing at least 25 institutions or collections.

The third annual *Spiritus Award* was presented at the 2019 JMIH meeting to John Simmons for collection stewardship in herpetology. The 2019 *Spiritus* committee was composed of Greg Watkins-Colwell (Chair), Katherine Maslenikov, and Meredith Mahoney. The IHCC formally congratulates John on receiving the *Spiritus Award*.

The *Spiritus* committee for the 2020 award cycle is Katherine Maslenikov (Chair), Meredith Mahoney, and Sarah Huber. Greg Watkins-Colwell rotated off following the award presentation and Sarah Huber was elected at the ASIH Board of Governors meeting to serve on the committee. For the 2020 *Spiritus* cycle the award will be presented to an individual in recognition of their service and commitment to ichthyological collection stewardship.

The IHCC sponsored a Symposium at the 2019 JMIH meeting: The Expanding Role of Natural History Collections (Eric Hilton, Chair; Greg Watkins-Colwell, Co-chair; Sarah Huber Co-chair). The symposium included 19 talks from invited speakers with funding provided by ASIH, SSAR, and HL. Six manuscripts resulting from the symposium have been submitted to *Copeia* for publication in an upcoming issue.

The 2020 JMIH, which was to be held in Norfolk, VA, has sadly been cancelled. Sarah Huber had planned to organize a workshop to be held at the end of the meeting at the VIMS Ichthyology Collection on collections management. The full-day workshop was to include a “soup-to-nuts” hands-on workshop for processing fresh specimens, collecting and archiving tissue collections, field book organization, etc. This workshop will be postponed until 2023, when JMIH is scheduled to return to Norfolk.

At the 2017 ASIH meeting, the accreditation sub-committee presented plans for a society wide accreditation at the business meeting and received approval for the Executive Committee to proceed with an accreditation proposal. The current committee consists of Sarah Huber (Chair, ichthyology), Jessa Watters (herpetology), Katherine Maslenikov (ichthyology), Randy Singer (ichthyology), Ben Frible (ichthyology), and Kirsten Nicholson (herpetology). The committee met at the 2019 JMIH to discuss plans moving forward and had hoped to test run an accreditation at the 2020 JMIH. This has been postponed. The committee continues to evaluate and improve the accreditation process in anticipation of a test run at a future meeting.

Randy Singer (UMMZ) continues to serve as the ASIH/SPNHC representatives (ASIH rep to SPNHC and SPNHC rep to ASIH) and routinely sends memos to himself on behalf of either society.

The IHCC decided to increase the visibility of IHCC over social media. However, instead of curating our own Facebook page or Twitter, we will post on already existing pages (e.g., ASIH Facebook page, Natural History Collections Facebook group). Norma Salcedo has agreed to be our Communications Committee chair and will oversee social media posts. If you have anything that you would like posted, please forward it on to Norma.

The IHCC discussed courses and syllabi relating to collections, collection use and management. Many university-based collections offer courses on these. Adania Flemming discussed a course that she taught at University of Florida. There was interest in collecting these course syllabi and having them available to members. Mark Sabaj discussed the work stations at ANSP where visitors can use software to visualize CT scan files.

The IHCC continues to use a Google Group to improve routine communication among IHCC members and to facilitate involvement of those individuals who are unable to attend JMIH. Visit this group at <https://groups.google.com/group/asih-coll>

Kate Bemis and Jennifer Gardner were elected to serve as student co-chairs. We will be looking for a new student representative in 2020, as Kate Bemis has accepted a position at NOAA.

### **2019 Collections Committee Meeting Attendance (41 people)**

Adania Flemming	Randy Singer	Emily McFarland
Andrew Williston	Sarah Huber	Esther Langan
Caleb McMahan	Susan Mochel	Jennifer Gardner
Eric Hilton	Andy Bentley	Jessa Watters
Greg Watkins-Colwell	Ben Frable	Jonathan Huie
H. J. Walker, Jr.	Bill Lindt	Justin Mann
Jose Rosado	Calder Atta	Katie Boole
Kate Bemis	Casey Dillman	Ken Thompson
Katherine Maslenikov	Cristina Cox Fernandes	Mariangeles Arce H.
Kevin Swagel	Dave Catania	Marta Gomez-Buckley
Kirsten E. Nicholson	David L. Auth	Sam Ghods
Lauren Scheinberg	David Werneke	Sara Cartwright
Mark Sabaj	Diane Pitassy	Zach Randall
Meredith Mahoney	Emily Dearmon	

## **ASIH COLLECTIONS COMMITTEE as of 1 Jan 2020**

Chair

Greg Watkins-Colwell

[gregory.watkins-colwell@yale.edu](mailto:gregory.watkins-colwell@yale.edu)

Co-Chair

Sarah Huber

[skhuber@vims.edu](mailto:skhuber@vims.edu)

Student Representatives

Kate Bemis

[kebemis@vims.edu](mailto:kebemis@vims.edu)

Jennifer Gardner

[jgardn92@uw.edu](mailto:jgardn92@uw.edu)

### **37. SPNHC: Representative to Society for the Preservation of Natural History Collections – Randy Singer**

The 2019 and 34th annual SPNHC meeting was held 25-31 May 2019 in Chicago, IL USA. The meeting was held at the Chicago Hilton and was hosted by the Field Museum. This year's SPNHC meeting was attended by 507 attendees from 17 countries and over 116 different institutions.

The theme of this meeting was “Making the Case for Natural History Collections”. Many seminars and talks focused on how to increase collections usability and sustainability. New to this meeting was a session called Specimen Spotlight. This was a chance for everyone to highlight one specimen in their collection and explain why that specimen is special and what makes it important. These short, five-minute, one-slide presentations allowed a larger group of people to participate in the meeting and when viewed as a group these spotlights demonstrated the diversity, importance, and greatness of museum collections.

This meeting marked the end of Ruth O’Leary’s term as treasurer and Breda Zimkus and Jessica Cundiff’s last terms as co-chairs of the collection’s best practices committee. The meeting next year was planned for Edenborough, but due to COVID-19 it will be hosted online.

### **38. Spiritus — Katherine P. Maslenikov**

The ASIH created the annual *Spiritus* award to recognize excellence in service and support of natural history collections of fishes, amphibians and reptiles. The 2019 *Spiritus* was awarded to John E. Simmons, currently President of the museum consulting firm Museologica, with decades of experience managing herpetology collections. The 2020 *Spiritus* will recognize an ichthyologist, as the award alternates between disciplines from year to year. Nominations are effective for three award cycles over a five-year period. Committee members are not eligible for nomination while serving on the committee and for one year following. Each new committee member serves for three consecutive years and becomes chair in their third year. In odd years, the committee is composed of two herpetologists (including chair) and one ichthyologist and receives nominations for candidates with a herpetology background. In even years, the committee is composed of two ichthyologists (including chair) and one herpetologist and votes on ichthyological candidates. For the 2020 *Spiritus* award the Committee consisted of Katherine P. Maslenikov (chair), Meredith J. Mahoney, and Sarah K. Huber.

The committee considered four nominations for the 2020 *Spiritus* award. Each nominee has had a long career synonymous with excellence and professionalism and is a respected member of our community. The committee reviewed the nomination packages and met via Skype to discuss the candidates and evaluate their contributions to the curation of ichthyological collections and to collections stewardship. The candidates ranked most favorably had complete nomination packages including a CV of the nominee as well as multiple letters of support. The *Spiritus* committee would like to encourage future nominators to submit nomination packages that allow the committee to fully evaluate the impact of the nominee on the field.

The winner of the 2020 *Spiritus* award would have been announced at the Joint Meeting of Ichthyologists and Herpetologists in Norfolk, VA 22-26 July 2020. Due to the COVID-19 pandemic and subsequent cancellation of the 2020 JMIH, the award is being announced through the Board of Governors report. The *Spiritus* winner for 2020 is Alexandra (Lex) Snyder, who retired in 2018 from the Museum of Southwestern Biology at the University of New Mexico after a long career managing several different ichthyology collections, training students, and serving the collections community in many ways, including decades of service to the ASIH.

### **39. NFJC: Joint ASIH-AFS Committee on Names of Fishes – Larry M. Page**

The Committee on Names of Fishes continues to review a large number of changes to the “Common and Scientific Names of Fishes from the United States, Canada, and Mexico.” The committee met for a full day on 24 July 2019 in Snowbird, Utah, at the annual JMIH meeting. This followed a 4-day meeting in September 2018 in Gainesville, Florida, with funding from the American Fisheries Society. Members on the committee are Katherine Bemis, Lloyd Findley, Carter Gilbert, Héctor Espinosa-Pérez, Karsten Hartel, Robert Lea, Nicholas Mandrak, Margaret Neighbors, Larry Page (chair), Ross Robertson, Juan Schmitter-Soto, and HJ Walker. Changes to the list of names include adding about 1,000 names of fishes that occur at depths of



more than 200m but within the Exclusive Economic Zone (“deep” species), assigning a "U" to each marine species that is found in the U.S. to enable the creation of a list of marine fishes for the U.S., which was not possible in previous lists, and considering an electronic version of the list. The committee decided not to recognize the deep species added to the list with a “D” or an “E” in the occurrence column as had been discussed previously, but rather with a caret (^) to the left of the scientific name just as the \* and + symbols are used now to indicate a change has been made in the list or another relevant comment is in the appendix. The new symbol will be explained at the beginning of the list, and no appendix notes will be provided for deep species except when there is a question about taxonomy or occurrence in our region.

The committee considered recommending a change in the name of the “Names of Fishes Committee” and the name of the book that the committee publishes approximately every 10 years to more accurately reflect the broad taxonomic review activities of the committee, but voted for now to keep both the same as they are. The committee also decided to provide more information on the committee to be published on the AFS and ASIH websites, possibly including some/most of the material in the Introduction to the 7<sup>th</sup> edition of the “Common and Scientific Names of Fishes.” A discussion relative to this topic was on the need to review the principles as printed in the 7<sup>th</sup> edition, in particular the one that discourages common names that are intended to honor persons. This is particularly relevant to French names, some of which in the 7<sup>th</sup> edition are honorific. The committee seemed inclined to maintain the principle as written, and Nick Mandrak will discuss this issue with Canadian colleagues and make a recommendation to the committee as to whether this principle should apply to French names. We also discussed adding a principle to make it clear that we do not consider political ramifications such as protection of species when reviewing changes in names.

The committee discussed at length a proposal to add names of fishes in Spanish and French for all species in the list, not only for those occurring in Mexico or Canada, respectively, as done now. This idea had been discussed at previous meetings without a final decision. The committee concluded that although there might be occasions when such a common name would be useful (e.g., if a species previously unknown from Mexico was found to occur there a name would already be in the list), the potential for use seemed to be too small to warrant the amount of work and expense required to produce, review, and print such lists. The committee appreciates the considerable effort on this already expended by Juan Schmitter-Soto, and suggested that he consider publishing such a list of names on a website readily accessible in Mexico.

The committee discussed, as it had in meetings for several years, making the list available online where it can be regularly updated and accessed. Potential hosts for the website had been approached, including AFS and the California Academy of Sciences which hosts Eschmeyer’s Catalog of Fishes, but only AFS had shown interest. Some progress followed discussions with AFS but did not lead to an online presence. Ross Robertson noted that setting up the website at STRI on Caribbean fishes had cost \$50,000 initially and considerable assistance is needed to keep the software updated. Our wish to make the website interactive with the public, including allowing comments and suggestions to be made through the website to the committee, would require long-term maintenance and have a continuing cost. Regardless of the difficulties in going online, the committee will continue to investigate ways to do so.

The committee discussed how to update the higher classification for the list, noting that options included following those in the *Fishes of the World*, 5<sup>th</sup> edition (Nelson, et al. 2016), *Eschmeyer's Catalog of Fishes*, and Helfman and Collette's *Fishes: The Animal Answer Guide*. We also discussed producing our own classification following recent, comprehensive phylogenetic information in, e.g., Hughes, et al. (2018). *Proc. Nat. Acad. Sci.* 115(24):6249-6254. We decided it was better to go with an existing classification and chose the ECoF, in part because it is updated regularly as changes in classification are published and accepted, and when the names list moves online, it can be more easily linked to the ECoF.

A discussion on when and where the committee should meet next led to an offer from Nick Mandrak to investigate the possibility of a meeting being hosted in Canada with funding provided by a Canadian agency. This might be linked to a workshop organized to review the taxonomy of North American ciscoes (*Coregonus*). The committee also discussed the value of presentations by committee members at annual ASIH and AFS meetings. This would inform the members of the societies about what the committee does as well as potentially address specific taxonomic issues. We also agreed to have a full-day meeting at the JMIH meeting in 2020.

#### **40. NSCAR: Representative to the Natural Science Collections Alliance – Larry M. Page**

The NSC Alliance is a nonprofit association that supports natural science collections. The approximately 100 institutional members are members of an international community of institutions that house natural science collections and utilize them in research, exhibitions, education, and outreach activities.

On March 31, 2020, the Natural Science Collections Alliance (NSC Alliance) joined with the American Institute of Biological Sciences and Society for the Preservation of Natural History Collections to remind federal science policy officials that biological collections can be used to better understand important societal problems, such as zoonoses like SARS-CoV-2. The groups called for a ten-year investment of \$1 billion to support digitization, particularly of economically significant entomological collections, biodiversity surveys, biodiversity-enabled research, development of new cyberinfrastructure and tools, and investments in science education.

The NSC Alliance provided testimony to House and Senate Appropriations Committees regarding fiscal year 2021 funding for the National Science Foundation (NSF) and certain programs that curate natural history collections within the Department of the Interior and Smithsonian Institution. NSC Alliance encouraged Congress to provide NSF with at least \$9 billion in FY 2021 in testimony to the House and Senate Appropriations Subcommittee on Commerce, Justice, Science, and Related Agencies. The testimony highlighted the importance and role of natural history collections: “Natural science collections advance scientific research and education, and that informs actions to improve public health, agricultural productivity, natural resource management, biodiversity conservation, and American economic innovation. Current research involving natural science collections also contributes to the development of new cyberinfrastructure, data visualization tools, and improved data management practices. The Office of Science and Technology Policy (OSTP) and the Office of Management and Budget

specifically recognized the importance of scientific collections to our nation's bioeconomy in this year's S&T funding priorities memorandum to federal agencies."

In testimony to the House and Senate Appropriations Subcommittee on Interior, Environment, and Related Agencies, NSC Alliance urged Congress to provide new investments within the Department of the Interior and the Smithsonian Institution's National Museum of Natural History and testified that "Scientific collections, and the collections professionals and scientists who make, care for, and study these resources, are a vital component of our nation's research infrastructure. These collections contribute to the expansion of our bioeconomy. Whether held at a museum, government managed laboratory or archive, or in a university science department, these scientific resources form a coordinated network of data (for example, genetic, tissue, organism, and environmental) that are a unique and irreplaceable foundation from which scientists are studying and explaining past and present life on earth. Research results improve human and environmental health, enhance food security, and provide monitoring for responses to environmental change and species conservation." The NSC Alliance provides regular policy and news updates via the NSC Alliance Washington Report. The newsletter is freely available. Subscribe: [www.nscalliance.org](http://www.nscalliance.org).

#### **41. WCMC: Web Content and Management Committee – Missy Gibbs**

2019 members: Missy Gibbs, Mark Sabaj Perez, Anat Belasen, Caleb McMahon, Jacqueline Webb, and Dennis Murphy (webmaster)

The WCMC met in Snowbird on July 27<sup>th</sup> from 4-6 p.m. in Red Pine in the Cliff Lodge. We discussed a variety of topics:

1. Graduate Student Forum. Anat will investigate the level of interest among graduate students (including what topics to include). If there is enough interest, it should be set up separately due to security issues. Graduate students would need to moderate & manage it, and Dennis will help set it up.
2. GDPR Compliance (European personal data requirement) will be an issue if we want to use Google Analytics to look at usage data.
3. Investigate options regarding Standard Symbolic Codes. We need to have it more in sync. Caleb mentioned a system used for collections that gets automatically updated...this would be good to have.
4. Caleb will be the second person on the web records in case anything happens to Dennis so records are accessible.
5. Members asked for clarification of our relationship with BioOne (we get a lot of \$\$ from BioOne and that amount is tied to downloads that occur from. Leo can provide Dennis with a list of open-access journals quarterly, which can then be posted, to encourage even more downloads., and to encourage use by the membership (use benefits the society). We have placed the Virtual Issues feature of the website on hold (use BioOne instead), along with the News feature (not really used).
6. Members suggested that it would be really useful to have a description of each committee on the website, including responsibilities, committee charge, and how to become a member. There should also be an introductory statement about who can serve on committees. This info is in the

Policies & Procedures Manual, but that may be too deeply buried for most to find. A statement on the page that has the listings of committees linking to the PPM might be a good solution.

Planned activities, 2020 meeting in Norfolk

We will revisit the structure of the website, especially in regards to Standard Symbolic Codes, Graduate Student Forum, and Committees, and discuss whether there are things we want to do a little differently.

## **42. HIST: History of the Society Committee – David G. Smith**

Three Historical Perspective articles were published in 2019: on Richard Highton, Vic Hutchison (both Herpetology) and Thomas White (Ichthyology).

The most significant event in 2019 was the tragic loss of Joe Mitchell in an auto accident. Joe was an irreplaceable part of the historical team. He had a long-standing interest in herpetological history and was the Society Historian in Herpetology for the past 15 years. He will be greatly missed by all who had the privilege of knowing and working with him. An obituary was published in the 108 (1) issue of *Copeia*.

Aaron Bauer was added the Committee as the new Historian for Herpetology. He joins Greg Watkins-Colwell on the herpetological side, and David Smith, Inci Bowman, Eric Hilton, and Kate Bemis on the ichthyological.

Plans were begun last year for the observance of the 100<sup>th</sup> meeting of ASIH at Norfolk VA in 2020. As pointed out in last year's report, since the first meeting in 1916, there were four years in which the meeting was not held, thus setting up 2020 as the 100<sup>th</sup>. Due to the coronavirus outbreak, the 2020 meeting has been cancelled, thus postponing the 100<sup>th</sup> meeting until next year. This will mark only the fifth time since the Society was founded that a meeting will not be held.

## **43. SCSH: Societies Consortium on Sexual Harassment in STEMM – Lynne R. Parenti**

The Societies Consortium on Sexual Harassment in STEMM is an initiative launched in 2018 to advance professional and ethical conduct, climate, and culture. The Consortium's focus is to build communities actively intolerant of sexual and other bases of harassment and to develop collective efforts across STEMM—among societies, academic and research institutions, teaching hospitals and others, as well as researchers, faculty, and students. Policies and plans produced through the Societies Consortium's collective effort will be significantly more effective, timely, and cost-efficient than if each society were to produce strategies and resources on its own.

Lynne Parenti was appointed ASIH representative in April 2019. This year she participated in a meeting of society representatives held at AAAS headquarters in Washington, DC, in September 2019 and prepared a report for EXEC on the meeting. The SCSH aims to

provide customizable model policies, as nearly all societies struggled with the same issues such as those surrounding awards and honors. Small societies have instituted Codes of Conduct (CoC) and formed CoC committees. The Evolution meetings have an active CoC committee. Their website on Safe Evolution could be a model for JMIH:

<https://www.evolutionmeetings.org/safe-evolution.html>

SCSH currently has about 123 Members. ASIH is one of the 100 Inaugural Members of the Consortium. Societies pay a fee based on their annual revenue (under \$1 million pays \$500).

#### **44. Diversity Report – Rayna Bell and Mariangeles Arce H.**

Diversity and Inclusion Committee Report 2020 - Rayna Bell + Mariangeles Arce H.

The Committee prepared an updated diversity survey of ASIH membership with the aim of better understanding the composition of the Society's membership, identifying how ASIH can best support the needs of our members, and how we can improve efforts to recruit and sustain a more diverse membership in our discipline. The results of the 2019 survey with recommendations from the Committee on how society leadership can address challenges and opportunities presented by these results were posted to the ASIH [website](#). Although JMIH 2020 is cancelled, the Committee is preparing 5-minute and 15-minute presentations summarizing survey results and the rationale for Diversity & Inclusion initiatives in preparation for audiences at EXEC, BOFG, Plenary Session, and BAAM at JMIH 2021. We suggest that the ASIH newsletter and social media publicize the 2019 survey results and recommendations in advance of JMIH 2021. The Committee reviewed applications for the Cashner Student Awards (previously the Diversity & Inclusion Awards) and made ten awards by random lottery of all qualified applicants. Although JMIH 2020 is cancelled, the recipients will retain their 2020 Cashner Student Awards and the monetary support will be applied for expenses to attend JMIH 2021. The 2020 recipients are: Valentina Alvarez, Neil Balchan, Rene Martin, Victor Hugo Colín Martínez, Carmen del Rocío Pedraza Marrón, Emanuell Ribeiro, Danielle Rivera, Ricardo Rivera Reyes, Adolfo Rodríguez-Velázquez, Khalil Russell. We will add photos and biographies of the 2020 recipients to the ASIH website and will publicize the award recipients on ASIH social media this summer. Contingent on the Society's financial situation, the Committee would like to offer the Cashner Student Award to a cohort of ten 2021 applicants. The Diversity and Inclusion Committee is chaired by Mariangeles Arce H. and Rayna Bell. The Committee also includes: Anat Belasen, Adania Flemming, Kimberly Foster, Michael Franklin, Christopher Martinez, M. Rockwell Parker, Adela Roa-Verón, Beck Wehrle, Molly Womack.

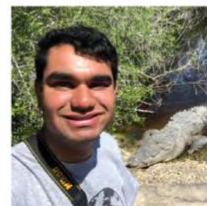
## Meet the winners of the ASIH 2020 Cashner Student Award!



Carmen Pedraza



Rene Martin



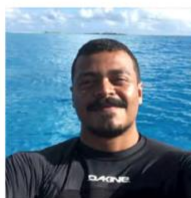
Neil Balchan



Valentina Alvarez



Khalil Russell



Emanuell Ribeiro



Adolfo Rodríguez-  
Velázquez



Ricardo Rivera  
Reyes



Danielle Rivera



Victor Martínez

[See also Diversity Survey Report in Appendix F.]

### **45. HFMH: Honorary Foreign Member (Ichthyology) – G. David Johnson**

The Committee to nominate a new Honorary Foreign Member in Ichthyology to replace Phil Heemstra consisted of Bruce Collette, Melanie Stiassny, and Dave Johnson, Chair. We reviewed a list of about a dozen candidates, most of whom had been considered previously, and based on publications and other contributions to ichthyology we selected Ralf Britz. (Germany). In addition to the summary below, his Curriculum Vitae is attached. [Secretary Note – CV for the candidate has been added to the end of Appendix C]

Current address:

Sektionsleiter Ichthyologie  
Senckenberg Naturhistorische Sammlungen Dresden  
Museum für Tierkunde  
Königsbrücker Landstrasse 159  
01109 Dresden  
Germany

E-mail: [ralf.britz@senckenberg.de](mailto:ralf.britz@senckenberg.de)

Current Position: Since December 2019 - Museum of Zoology, Senckenberg Natural History Collections Dresden.

Previous Position: 2004-2019 Fish Researcher, The Natural History Museum, London  
Research Interests and expertise: Comparative anatomy, phylogenetics, systematics and Taxonomy of actinopterygian and sarcopterygian fishes, ranging from general questions of evolutionary biology and homology and studies of higher level relationships to basal problems in taxonomy and systematics of various fish groups. Ralf's research emphasizes an ontogenetic perspective and sets standards for detailed anatomical (particularly osteological) studies of fishes. He is one of the few who insists steadfastly on studying the earliest life history stages whenever possible. This requires singular dedication.

Ralf's specific taxonomic expertise is with freshwater fishes of Southeast Asia, in particular those of India and Myanmar/Burma, and South America, specifically Brazil. He has done extensive field work in Myanmar and India.

In addition to his highly respected morphological work, Ralf has co-authored numerous publications that bring molecular data to bear on taxonomic and phylogenetic questions. Publications: 142 in peer reviewed journals and book chapters, ranging from species descriptions and taxonomic revisions to phylogenetic and biogeographic studies. Some of his most impressive and enduring papers are those that offer solutions to long-standing homology questions with ontogeny.

Ralf is the author or co-author of 71 new species five new genera and one new family.  
Mentorship/teaching: In addition to mentoring several masters and PhD students, Ralf has been teaching an intense 10 day bi-annual course on Vertebrate Anatomy with focus on fish anatomy at the University of Sao Paul, Brazil since 2007. This course has become legendary," and it has had a significant impact on the quality of the publications and professional careers of many students who have taken it.

## **46. HEC: HERPETOLOGY EDUCATION COMMITTEE – Erin Muths**

The members of the Herpetological Education Committee this year were Erin Muths (Chair), Emily Taylor, and John Maerz. We invited Amanda Hewes (starting her PhD at the University of Washington this fall) to fill the student spot for the HEC for a two year term (2020 and 2021). She has accepted and was approved by the society presidents in May. The committee also received input and advice from Brad Shaffer (2019 Chair).

The HEC committee has two main tasks: selecting the recipient for the Meritorious Teaching Award in Herpetology (MTAH) and overseeing the Herpetology Hotline.

### 1. Meritorious Teaching Award in Herpetology

The main responsibility of the HEC is selecting the recipient of the Meritorious Teaching Award in Herpetology (MTAH), which is sponsored by The Herpetologists' League, the Society for the Study of Amphibians and Reptiles, and the American Society of Ichthyologists and

Herpetologists. This award recognizes superior teaching effectiveness and mentoring of students in herpetology.

The committee posted announcements for the MTAH online on society websites and in society journals. We also solicited nominees on social media and through announcements at local meetings (e.g., state PARC meetings). We solicited 5 new applications. Four applicants remained eligible from previous years (nominees remain in the pool for 3 years), so that we considered 9 nominations (all men).

The award criteria and the nominating process were updated in late 2019 and changed in two fundamental ways. First, the committee recommended that the announcement more clearly state that this award is for an individual who is both experienced as a teacher and mentor and is currently teaching herpetology. Secondly, in response to clearly stated concern about potential conflict of interest by one of the societies, we revised the criteria to state that the individual should be nominated by a peer rather than a student. The potential conflict of interest was of considerable concern to one of the societies. Both of these recommendations were formally accepted by the Presidents and Boards of ASIH, HL, and SSAR.

The members of the HEC evaluated this year's nominee materials and ranked them according to a set of scoring metrics (also updated and streamlined in early 2020), and then used those scores, plus in-depth discussions of all candidates to reach consensus on a 2020 winner. The recipient of the 2020 MTAH will be recognized in July and will be sent a plaque and a check for \$500.

As there has been some confusion as to past winners of the MTAH, we provide this list:

2010	Whit Gibbons
2011	Bob Powell
2012	XXXXX
2013	Craig Guyer
2014	Alan Richmond
2015	Brad Shaffer
2016	Emily Taylor
2017	John Maerz
2018	Fred Janzen
2019	Nancy Karraker

## 2. Herpetology Hotline

We have not secured an update on the hotline activities due to current circumstances but will update this report when the update for the hotline is available.

Please see the accompanying text below outlining a proposal for the Herp hotline to become a separate committee or at minimum, a sub-committee of the HEC.

## 3. As a reminder:



The HEC has four members: a representative for each of the three societies plus one student member. Erin Muths is the SSAR representative, and is chair in 2019/2020. Emily Taylor, representing HL, is scheduled to chair this committee for 2020/2021, and John Maerz, representing ASIH is scheduled to chair the committee in 2021/2022. Amanda Hewes is the student representative (term 2020-2021). The chair position changes at the annual meeting in July after the award is presented. In 2016 the HEC decided that each year one of the presidents of the three societies would nominate a new committee member. In 2019, John Maerz was nominated by ASIH and accepted. We invited Nancy Karraker (2019 MTAH winner) to serve as the SSAR representative to the HEC starting in July 2020 to replace E. Muths. M. Crump has approved the nomination and will make the appointment when Dr. Karraker responds to the invitation.

## HERPETOLOGICAL HOTLINE PROPOSAL

### 1. PROPOSAL:

*Maintaining the form of the Herpetological Hotline, including monitoring the inflow of questions and, importantly, maintaining a volunteer staff require a significant amount of time.* To better recognize this effort the HEC suggests that 1) the Herp Hotline, a joint effort by the three societies, be a committee that is separate from the HEC, with its own chairperson, and 2) mentors and hotline responders should be recognized formally. Although these volunteers are recognized on the hotline webpage and in recent annual reports, their commitment is significant and a formal acknowledgment is needed (e.g., an official title, a certificate after a year of service, mention at society meetings). We request that the Societies approve these two changes (1 and 2 above) and identify Michelle Koo or other appropriate person to chair of this committee.

### 2. HISTORY – INCEPTION OF THE HERP HOTLINE

The Herp Hotline was begun shortly after the inception of the Herpetological Education Committee (HEC) as an outreach tool by the joint HEC. Greg Watkins-Colwell led this effort through SSAR and it was generally seen as an SSAR product despite its origins. After Greg passed the leadership to Michelle Koo at the Austen JMIH it was again considered a joint effort. In 2017 The Herp Hotline was revamped with a new focus on involving graduate students and early career herpetologists to engage with the public who have herpetological questions. The hotline is now hosted online at: <https://ssarherps.org/all-about-herps/herpetology-hotline/>, but was, for many years hosted at the Peabody Museum. The Hotline Team, “mostly researchers working at universities, museums, and government wildlife agencies” who are members of at least one of the three societies respond to questions submitted online. Response to questions is generally within two weeks and responses are informative, engaging and respectful using a model of upbeat professionalism. The hotline is popular, receiving 3-4 emails steadily per week in 2018, for a total of 168 questions. Fifty percent of the questions are identification or general herpetology questions. The next most popular questions are on husbandry or animal care questions, including wildlife, approximately 33%. About 6% (10 last year) were related to Education and how to become a professional herpetologist. Because of the large amount of husbandry and care questions, the hotline has consulted with Joe Mendelson to see if we can involve professional herpetologists with this kind of specific experience. Many of these questions, such as injured or diseased animals, are out of scope for our Herp Hotline Team and it

would be sufficient if we could simply forward them to appropriate forums or other resources. This is in progress.

3. CURRENT STATUS (Please see report from Michell Koo new as of 12 June 20): Michelle Koo (UC Berkeley) is leading this effort without official recognition. As of July 2019, the two mentors are Alex Krohn (UCSC) and Vicky Zhuang (UTEP) they train new recruits, update guidelines, and provide general oversight. Alex and Vicky now have jobs so new mentors are needed. Securing backup responders, ready to step in when current responders move on or are unavailable for a period of time would be prudent to prevent question backlogs.

Hotline responders:

Grant Bassett (TSU San Marcos)

John Bellah (USGS )

John Cavagnaro (Villanova)

Oceane Da Cunha (UTEP)

Improvements have been made recently including the disclaimer on the form page:

<https://ssarherps.org/all-about-herps/herpetology-hotline/>, and the implementation of mentors to help train new volunteers (hotline responders) who are answering questions.

## 47. APPENDIX A. CONSTITUTION

### ASIH CONSTITUTION (revised & ratified 2 August 2014)

#### Article I: Name

The name of this Society shall be "THE AMERICAN SOCIETY OF ICHTHYOLOGISTS AND HERPETOLOGISTS." The Society is incorporated in the District of Columbia (22 November 1949).

#### Article II: Object

**Section 1.** The object of this Society shall be to advance the scientific study of fishes, amphibians, and reptiles.

**Section 2.** The Society shall be operated as a nonprofit corporation.

#### Article III: Membership

**Section 1.** Membership shall be open to persons interested in the object of the Society.

**Section 2.** The membership of the Society shall consist of the following classes:

**a.** Active members who pay annual dues in the following categories: Student, Regular, Associate, and Sustaining. In addition, a fifth category, Life Members, pay 25 times (25 x) regular annual dues in one lump sum or four equal consecutive annual payments.

**b.** Honorary Foreign Members shall be elected by the Board of Governors from among the ichthyologists and herpetologists, located outside of Canada, Mexico, and the United States, who have attained distinction as investigators. The Honorary Foreign Members shall be equally divided between ichthyologists and herpetologists.

#### Article IV: Officers

**Section 1.** The officers of the Society shall be: A President, who shall assume the duties of this office for a one-year term immediately following a term as President-Elect. A President-Elect, who shall serve a one-year term; the office shall alternate annually between an ichthyologist and herpetologist; the President-Elect shall be ineligible for another term until two years have elapsed from the end of a term as President. A Treasurer, a Secretary, and an Editor shall be elected annually.

**Section 2.** The Officers, shall be elected online, 60 days after the Annual Business Meeting by active members of the Society. The slate of nominees shall be furnished by the Nominating Committee to the Board of Governors at their annual meeting. The Board of Governors will approve the slate. Additional nominations may be presented from the floor of the Board of Governors and the Annual Business meetings. All nominations shall be accompanied by a brief statement of qualifications and a written statement of willingness to serve from the nominee. The term of office shall commence on 1 January following the annual meeting at which the officers were elected. In the event of a tie in election for any office, the Executive Committee shall determine the winner.

**Section 3.** The officers named in Section 1 shall discharge the duties usually assigned to their respective offices (see Bylaws) and shall be members in good-standing during their terms of office.

**Section 4.** In the event of death or incapacitation of the President during the term of office, the President-Elect will become President. If the position of President-Elect becomes vacant, the person who received the second highest number of votes in the election will become President-Elect. If necessary, the Executive Committee shall make the determination that a President or President-Elect is incapacitated to the extent that required duties of the office are not likely to be performed.

**Section 5.** A vacancy in either the Editorship, Secretaryship, or Treasurership occurring in the interval between annual meetings of the Society may be filled, until the next election, by Presidential appointment.

**Section 6. Executive Committee.**

**a.** The Executive Committee shall consist of the President, President-Elect, Past-President, Prior Past-President, Secretary, Treasurer, Editor, Chair of the Long Range Planning and Policy Committee, and Chair of the Endowment and Finance Committee.

**b.** Each ASIH President will serve a total of four years on the Executive Committee, as President-Elect, President, Past-President, and prior Past-President, in that sequence.

**c.** All members of the Executive Committee shall agree in writing to abide by the Conflict of Interest policy each year.

**Section 7.** Between the annual meetings the business of the Society shall be conducted by the officers, acting within their individual responsibilities, and the Executive Committee, and the Board of Governors if they are called upon to vote on society business.

**Article V: Board of Governors**

**Section 1.** At the time of the annual meeting the business of the Society shall be conducted by the Board of Governors. The Board shall include not more than fifty (50) elective members, each elected from among regular, associate, sustaining, and life members for a term of five years. Elective members of the Board shall not be eligible for reelection until the annual meeting following the expiration of their terms. The incumbent officers of the Society shall be members of the Board. Associate Editors will be members of the Board of Governors during their editorship. Former Presidents of the Society shall be members of the Board for life. All meetings of the Board of Governors shall be open to all members of the Society.

**Section 2.** Ten vacancies in the elective membership of the Board of Governors shall be filled through online election. The election will follow the Annual Business Meeting and will include from nominations provided by the Nominating Committee and/or from the floor of the Board of Governors or Annual Business Meeting. All nominations shall be accompanied by a brief statement of qualifications and a written statement of willingness to serve from the nominee. Five of the elected Governors shall be herpetologists and five shall be ichthyologists. Each member shall vote for a maximum of five candidates in the online election. The term of office shall commence on 1 January following the election after the annual meeting at which the Governor was nominated. An additional vacancy shall occur if the President-Elect is a member of a class. If a governor is elected as an officer, he/she will remain on the Board of Governors until their term is complete.

**Section 3.** The Board shall conduct business during the period between annual meetings only upon call by the Executive Committee.

**Section 4.** All members of the board shall be members of the Society and shall agree in writing to abide by the Conflict of Interest Policy each year.

## **Article VI: Meeting of the Society**

**Section 1.** This Society shall hold an annual meeting. The Annual Business Meeting shall be open to all classes of members for the purposes of hearing a report on the transactions of the Executive Committee, the Board of Governors, and of acting upon such business as may properly be considered by the membership at large.

**Section 2.** The Meetings Management and Planning Committee shall evaluate annual meeting site proposals recommended by meeting organizer and shall report its recommendation(s) to the Board of Governors.

**Section 3.** The place of the annual meeting of the Society shall be determined by the Board of Governors. Notice of the meeting shall be communicated to all members of the Society at least three months before the date set for the meeting.

## **Article VII: Quorum**

At the Annual Meeting, one hundred (100) members shall constitute a quorum of the Society and thirty (30) a quorum of the Board of Governors.

If the Board of Governors votes electronically between annual meetings, thirty (30) votes shall constitute a quorum of the Board.

One hundred (100) members shall constitute a quorum of the Society for online elections.

## **Article VIII: Changes in the Constitution and Bylaws**

**Section 1.** Amendments to this Constitution and Bylaws may be proposed: (a) by majority vote of the Executive Committee, or (b) by written and signed petition from at least twenty-five (25) members in good standing of ASIH.

**Section 2.** Proposed amendments must be circulated to all members at least three (3) months prior to the scheduled Annual Meeting of the Society.

**Section 3.** Proposed amendments of this Constitution and Bylaws may be adopted at any meeting of the Society if approved by two-thirds of the members of the Board of Governors voting and two-thirds of the members voting at the annual general meeting.

**Section 4.** Dissolution of the society shall require two-thirds assent from members of the Board of Governors voting and ratification by ballot of two-thirds of the membership voting in response.

**Section 5.** In case of the dissolution of the Society, its assets shall be transferred to a successor non-profit society organized for educational, professional, or scientific purposes, or if no successor society is designated by the members of this Society, then the assets shall be transferred to some other non-profit organization of like character as determined by a vote of the membership of the society.

## **BYLAWS**

### **Article I: Dues**

**Section 1.** Annual dues shall be payable 1 January, in advance. Upon payment of arrearage, plus a late fee calculated as 10% of the annual dues, the former member shall be reinstated.

**Section 2.** A service charge to recover actual costs may be billed subscribers requiring special billing procedures.

**Section 3.** The schedule of dues will be estimated by the Treasurer, proposed by the Executive Committee, and approved by the Board of Governors to meet the financial needs of the society.

## **Article II: President**

**Section 1.** The President shall preside at sessions of the Board of Governors and at the Annual Business Meeting.

**Section 2.** The President shall also appoint the committees prescribed by the ASIH Policies and Procedures Manual, and such other representatives or committees as may prove necessary. The President and President-Elect shall be members of all committees.

**Section 3.** The President shall be reimbursed out of the monies of the Society for expenses incurred in attending the meeting of the Society that he/she presides over.

## **Article III: Secretary**

**Section 1.** The Secretary shall keep the records of the Society and report at the annual meeting.

**Section 2.** The Secretary shall be responsible for sending out notices announcing the annual meeting and for arranging the agenda for the Executive Committee, Board of Governors, and Annual Business meetings held during the annual meeting. The Secretary shall ensure that financial documents are posted on the Society website.

**Section 3.** The Secretary shall be reimbursed out of the monies of the Society for expenses incurred in attending meetings of the Society.

**Section 4.** The Secretary shall make such purchases and employ such assistance as is necessary to conduct the business of the Society. All such expenditures will be reported to and are subject to review and ratification by the Board of Governors.

**Section 5.** Unless other appointments are made by the President, the Secretary shall act as a delegate or representative of the Society at meetings of related societies covering matters of mutual interest.

**Section 6.** Any copyright requests or copyright-related issues and the associated records-keeping shall be handled by the Secretary in consultation with the Editor.

### **Section 7. Publications storage.**

**a.** The Secretary shall be charged with the responsibility of ensuring safe storage, sale, and other disposal of back numbers of COPEIA and other Society publications.

**b.** The Secretary may employ such assistance including outside contractual assistance as may be necessary to discharge these functions.

**c.** The Secretary will report annually to the Board of Governors on the status and disposal of inventoried items.

## **Article IV: Treasurer**

**Section 1.** The Treasurer shall be in charge of the funds and securities of the Society.

**Section 2.** The Treasurer shall arrange for an independent annual professional audit of the financial records of the society, shall prepare the IRS form 990, and shall inform the Secretary of the auditor selection.

**Section 3.** At the annual meetings of the Society, the Treasurer shall present a statement of the funds and monies of the Society, the statement to cover the calendar year.

**Section 4.** The Treasurer shall file form 990, Return of Organization Exempt from Income Tax, with the Internal Revenue Service annually.

**Section 5.** The Treasurer shall be reimbursed out of the monies of the Society for expenses incurred in attending meetings of the Society.

## **Article V. Editor and Associate Editors**

### **Section 1. Editor**

**a.** The Editor shall serve as the Chief Executive Officer for the journal COPEIA, and shall serve as the Chair of the Publications Policy Committee. The Editor shall bear the final responsibility and authority for all materials published in COPEIA.

**b.** In the processing of manuscripts submitted for publication in COPEIA, the Editor shall allocate manuscript workload among the Associate Editors, and shall receive their recommendations on manuscripts that have cleared the review process.

**c.** The Editor shall report through the ASIH Executive Committee to the Board of Governors, and shall seek Executive Committee and Board of Governor approval for any substantive change in ASIH publishing product or practice, especially where new or unanticipated expenditures of ASIH funds are involved.

**d.** In situations that may arise between annual meetings, the Editor (upon consultation with and approval by the Executive Committee) may appoint a substitute (or co-participant) for a given editorial office.

**e.** The Editor may employ such assistance as is necessary for the production of COPEIA.

**f.** The Editor's annual dues to the Society, and transportation and lodging at the Annual Meeting shall be reimbursed by the Society.

### **Section 2. Associate Editors**

**a.** The divisional sections of COPEIA shall be General Herpetology; General Ichthyology; Ecology and Ethology; Physiology and Physiological Ecology; and Genetics, Development, and Morphology. Associate Editors shall select reviewers and solicit manuscript reviews, and shall make recommendations regarding acceptability for publication in COPEIA to the Editor.

**b.** Two Book Review Associate Editors shall promote the announcement and critical review of important new works in Herpetology and Ichthyology, respectively.

**c.** An Index Associate Editor or Editors shall be responsible for production of the annual index to COPEIA. The Index Editor(s) shall archive materials for periodic multi-year indices to be prepared as deemed necessary.

**d.** Associate Editors shall be elected online annually by Society members after the Annual Business Meeting and shall serve on the Board of Governors throughout their terms; all Associate Editors shall be members of the Society.

**e.** The Associate Editors shall meet with the Editor as the Publications Policy Committee at each Annual Meeting.

**f.** Associate Editors shall have their annual dues to the Society and their registration for the Annual Meeting reimbursed by the Society.

## **Article VI: Editorial Board**

An Editorial Board representing the five divisional disciplines of COPEIA, shall be nominated annually by the Associate Editors for service in that disciplinary area, and appointed by the President in consultation with the Editor.

## **Article VII: Meetings**

**Section 1.** The Chair of the Local Committee shall be appointed by the President in consultation with the chairs of the Meetings Management and Planning Committee, if possible, at least six months before the time of the meeting.

**Section 2.** The Chair of the Local Committee will work with the chair of the Meetings Management and Planning Committee, as well as hired conference planners, to make all local arrangements including the arrangements for printing the program, if necessary.

## **Article VIII. Committees**

**Section 1.** Committees of the American Society of Ichthyologists and Herpetologists are categorized as Standing Committees, Continuing Committees, Recurring Committees and Special Purpose Committees. These Committees and their functions are described in the Policies and Procedures Manual.

## **Article IX: Nominating Committee**

**Section 1.** The Nominating Committee shall consist of five members; three in the discipline of the President-Elect to be elected, and two in the alternate discipline. Five ASIH members in good standing shall comprise the Nominating Committee and serve meeting-to-meeting: (a) One of the two members of the outgoing Nominating Committee who is in the discipline of the President-Elect to be elected. This person shall be elected and serve as chair of the new committee. (b) The immediate Past-President of the Society. This position shall be filled automatically. (c) One person in the discipline of the President-Elect to be elected, chosen from at least two persons nominated by the Board of Governors. (d) Two persons in the alternate discipline chosen from at least four persons nominated.

**Section 2.** If only one of the two persons from the outgoing Nominating Committee is available for election as chair of the new committee, this person shall receive the chairship automatically. If neither person from the outgoing Nominating Committee is available for election as chair, the Past-President shall assume the chairship and the President shall nominate two additional persons in the appropriate discipline. If the Board of Governors fails to nominate the number of persons listed above for positions 1(c) and 1(d), the President shall provide the balance of the nominations.

**Section 3.** The online election of the Nominating Committee by the Society membership shall occur within sixty (60) days of the Annual Business Meeting of the Society. All nominees, including additional nominations from the floor at the business meeting for positions 1(c) and 1(d), must provide a written agreement to serve on the committee, which would include the possibility of a second year of service as chair.

## **Article X: Long Range Planning and Policy Committee**

**Section 1.** The Chair of the Long Range Planning and Policy Committee shall be appointed by the President in consultation with the Executive Committee and others. The Chair shall serve for a period of three years and may be reappointed. Six other members shall be



similarly appointed and the expiration dates of the terms of their service shall be staggered in order to provide continuity. Tenure of appointment shall be on a calendar year basis.

**Section 2.** The Committee shall identify desirable Society policies and activities and shall advise the Board of Governors and Membership on the best way to carry out and fund Society activities.

**Section 3.** The Committee is responsible for the development and updating, to reflect current practice, of the ASIH Procedures Manual, and from time to time make suggestions for improvements and best response to available technologies and opportunities.

**Section 4.** The Committee shall maintain close liaison with the Endowment and Finance Committee. The Committee Chairs shall serve as consulting (nonvoting) members of the corresponding Committee and shall keep each Committee informed, as appropriate, of mutually relevant activities.

### **Article XI: Endowment and Finance Committee**

**Section 1.** The Endowment and Finance Committee shall be appointed by the President in consultation with the Executive Committee and shall consist of five members, including the Chair. To provide continuity, members of the Committee shall have staggered, five-year terms. One member should be someone with experience in investing and money management. Tenure of appointment shall be on a calendar year basis.

**Section 2.** The Chair-Elect of the Endowment and Finance Committee shall be appointed by the President. The Chair-Elect shall succeed the Chair, each of whom will serve two years in their respective positions. The Chair may be reappointed as Chair-Elect. The Chair and the Chair-Elect will work closely together in planning and organizing the activities of the Endowment and Finance Committee.

**Section 3.** The Committee shall be in charge of fundraising for the endowment.

**Section 4.** The Committee shall advise the Society on all matters pertaining to the General Endowment Fund and the Life Membership Fund.

**Section 5.** The Committee shall maintain close liaison with the Treasurer and other members of the Executive Committee and shall advise officials of the Society in the management of all funds and moneys of the Society.

**Section 6.** The Committee shall be responsible for investment of the endowment and other Society funds. A recommendation for placement of funds with a professional money manager must be approved by the Board of Governors. The Committee shall advise the Board of Governors on managed funds and shall monitor the activities of outside professional money managers.

**Section 7.** The Committee shall maintain close liaison with the Long Range Planning and Policy Committee. The Committee Chairs shall serve as consulting (nonvoting) members of the corresponding Committee and shall keep each Committee informed, as appropriate, of mutually relevant activities.

### **Article XII: Funds**

**Section 1.** Society Funds and income derived therefrom shall be used only for tax-exempt purposes.

**Section 2.** Funds of the Society shall be as follows:

**a.** The Frederick H. Stoye Fund shall be invested and used to offer awards for meritorious papers presented by student members at the Annual Meeting. The awards shall be

known as the Frederick H. Stoye Awards. The basis for award decisions shall be determined by a Student Awards Committee. The Student Awards Committee shall be appointed by the President-elect for service prior to the Annual Meeting.

**b.** The Tracy Storer Fund shall be invested and used to offer awards to students judged to have prepared the best posters in ichthyology and herpetology at the Annual Meeting. The awards will be known as the Tracy Storer Awards. The basis for award decisions shall be determined by a Student Awards Committee. The Student Awards Committee shall be appointed by the President-elect for service prior to the Annual Meeting.

**c.** The Robert H. Gibbs, Jr. Memorial Fund shall be invested and used to award a yearly prize based on an outstanding published body of work in systematic ichthyology by a citizen of a Western Hemisphere nation who has not been a previous recipient of the award. The basis for an award decision shall be determined by a Robert H. Gibbs, Jr., Memorial Fund Award Committee. The Robert H. Gibbs, Jr., Memorial Fund Award Committee shall consist of three ichthyologists, each serving a three-year term. Each year one member is replaced by an individual elected by the Board of Governors from nominees submitted by the Nominating Committee or nominated from the floor. The senior member of the Committee serves as its Chair.

**d.** The Edward C. and Charlotte E. Raney Fund shall be invested and used to provide support for young ichthyologists in such a way as to enhance their professional careers and their contributions to the science of ichthyology. The basis for award decisions shall be determined by an Edward C. and Charlotte E. Raney Fund Award Committee. A member of the Edward C. and Charlotte E. Raney Fund Award Committee shall be appointed by the President for a three-year term of service. The senior member of the Committee serves as its Chair.

**e.** The Helen T. and Frederick M. Gaige Fund shall be invested and used to provide support for young herpetologists in such a way as to enhance their professional careers and their contributions to the science of herpetology. The basis for award decisions shall be determined by a Helen T. and Frederick M. Gaige Fund Award Committee. A member of the Helen T. and Frederick M. Gaige Fund Committee shall be appointed by the President for a three year term of service. The senior member of the Committee serves as its Chair.

**f.** The Life Membership Fund shall consist of dues received from Life Members. The interest from this Fund shall be added to the principal. When this Fund exceeds by \$1000 or more the sum computed as adequate to pay costs of fulfilling Society obligations to Life Members, the excess shall be transferred to the General Endowment Fund. An amount equal to the annual dues of the new program Life Members shall be transferred to the Society's general operating funds annually.

**g.** The General Endowment Fund shall be an unrestricted fund to receive money from a variety of sources. Major and minor donations to the Society without any restrictions will be placed in the principal of this Fund. A percentage of the net asset value may be dispersed by the Board of Governors for specified activities of the Society based on recommendations of the Executive Committee.

**h.** The Henry S. Fitch Fund shall be invested and used to support an annual award for Excellence in Herpetology. The basis for award decisions shall be determined by the Henry S. Fitch Fund Award Committee. The Henry S. Fitch Fund Award Committee shall consist of three herpetologists each serving a three-year term. Each year, the senior-most member serves as chair of the committee. After three years of service, the chair is replaced by an individual elected by the Board of Governors from a slate of nominees submitted by the Nominating Committee or

nominated from the floor. Those nominated from the floor must provide a signed, written statement of their willingness to stand for election and serve if elected. The members of the committee shall be members of the Society.

**Section 3.** All money, stocks, bonds, or other property offered to the Society for purposes other than application to the publication expenses or other operating expenses of the Society can be accepted only by a majority of the Board of Governors, except that the acceptance of any such funds donated for use by any duly constituted activity of the Society, including the General Endowment Fund, can be approved by the Executive Committee. Acceptance of such money, stocks, bonds, or other property by the Board of Governors shall be only with the establishment by the Board of procedures to implement its use. All proposed funds shall be accompanied by a proffered gift or proposed funding source.

**Section 4.** The American Society of Ichthyologists and Herpetologists may formally recognize major donors to the General Endowment Fund. Four levels of major donors are: Supporter, \$1000--2999; Sponsor, \$3000--9999; Patron, \$10,000--24,999; Benefactor, \$25,000 or higher. No benefits will be provided to donors.

### **Article XIII. Robert K. Johnson Award**

The basis for the annual Robert K. Johnson Award for Excellence in Service shall be determined by the Robert K. Johnson Award Committee. The Robert K. Johnson Award Committee shall consist of three members each serving three years. The award is given to an ichthyologist in even years and to a herpetologist in odd years. In even years, the committee is made up of two ichthyologists and one herpetologist. In odd years, the committee is made up of two herpetologist and one ichthyologist. Each year, the senior-most member serves as chair of the committee. The chair of the committee is replaced by an election of the Board of Governors from a slate of nominees submitted by the Nominating Committee, or nominated from the floor. Those nominated from the floor must provide a signed, written statement of their willingness to stand for election and serve if elected. The members of the committee shall be members of the Society.

### **Article XIV. Joseph S. Nelson Award**

The basis for the annual Joseph S. Nelson Lifetime Achievement Award in Ichthyology shall be determined by the Joseph S. Nelson Award Committee. The Joseph S. Nelson Award Committee shall consist of three ichthyologists each serving a three-year term. Each year, the senior-most member serves as chair of the committee. After three years of service, the chair is replaced by an individual elected by the Board of Governors from a slate of nominees submitted by the Nominating Committee or nominated from the floor. Those nominated from the floor must provide a signed, written statement of their willingness to stand for election and serve if elected. The members of the committee shall be members of the Society.

### **Article XV: Honorary Foreign Members**

The number of Honorary Foreign Members shall not exceed thirty (30).

### **Article XVI: Society Sets of COPEIA**

The official bound set of COPEIA shall be maintained in the office of the Secretary.

**Article XVII: Committees**

Such committees as the President shall deem necessary shall be appointed by the President or by the presiding officer at the annual meeting, unless the composition and function of committees be otherwise set forth in the Constitution and Bylaws or in motions passed by the Board of Governors or by the membership at large at the annual meeting. Unless otherwise specified, committees shall serve for a calendar year and shall normally be appointed by the President during or following the previous annual meeting.

**Article XVIII: Procedures**

The procedures and policies used to govern the Society are detailed in the Policies and Procedures Manual posted on the ASIH website. Procedures and other items, not specified in that Manual, the Constitution or Bylaws of this Society, or by action at the annual meeting shall be in accordance with Robert's Rules of Order.

## 48. APPENDIX B. TREASURER'S TABLES

Table 1. ASIH profit and loss on an accrual basis for 1 January to 31 December 2019 with comparison to 2018.

Table 2. ASIH membership and subscription numbers and income from online sources for *Copeia*.

Table 3. 2019 yearend balance sheet (accrual basis) with comparison to previous year.

Table 4. ASIH accounts and their allocation to ASIH Funds as of 31 December 2019

Table 5. Table 5. Portfolio detail of the Wells Fargo Advisors Managed Account (Fund Source Moderate Growth) on 31 Dec 2019

### Table 1. ASIH profit and loss on an accrual basis for 1 January to 31 December 2019 with comparison to 2018.

	<u>Jan - Dec 19</u>	<u>Jan - Dec 18</u>
<b>Income</b>		
_DivInc	35,020.46	30,793.23
_IntInc	78.56	122.13
_LT CapGnDst	25,812.30	33,011.20
_ST CapGnDst	0.00	0.00
_UnrIzdGain/change invst value	167,819.20	-65,989.00
<b>Donations</b>		
Temp. Restricted		
Fitch	0.00	50.00
Total Temp. Restricted	0.00	50.00
Unrestricted		
Cashner	1,440.00	460.00
Fitch Award Fund	255.00	175.00
Gaige Award Fund	720.00	565.00
Gen Endow. Fund	2,080.00	2,070.00
Gen. Op.	136.89	0.00
Gibbs Award Fund	2,480.00	310.00
Let Students Ride	0.00	560.00
Raney Award Fund	270.00	95.00
Storer Award Fund	10.00	35.00
Stoye Award Fund	50.00	120.00

<b>Student Travel Fund</b>		
Book Raffle	5,510.84	3,482.11
Other donations	1,360.00	900.00
Student Travel Fund - Other	<u>800.00</u>	<u>55.00</u>
<b>Total Student Travel Fund</b>	7,670.84	4,437.11
Unrestricted - Other	<u>0.00</u>	<u>3,350.00</u>
<b>Total Unrestricted</b>	<u>15,112.73</u>	<u>12,177.11</u>
<b>Total Donations</b>	15,112.73	12,227.11
Other and Royalties	394.43	0.00
Other Income	0.00	5,511.55
<b>Program Services</b>		
<b>Annual Meeting</b>		
JMIH Income	11,732.73	0.00
Payments from JMIH societies	10,364.14	0.00
Annual Meeting - Other	<u>100.00</u>	<u>2,500.00</u>
<b>Total Annual Meeting</b>	22,196.87	2,500.00
<b>eCopeia Revenue</b>		
BioOne	75,287.00	84,049.00
JSTOR	<u>10,794.92</u>	<u>10,680.68</u>
<b>Total eCopeia Revenue</b>	86,081.92	94,729.68
<b>Memb. &amp; Subs.</b>		
Mailing List	1,600.00	0.00
<b>Memberships</b>		
<b>Annual</b>		
Annual Membership	43,235.00	36,315.00
Annual - Other	<u>36,350.00</u>	<u>47,905.00</u>
<b>Total Annual</b>	79,585.00	84,220.00
Life	2,500.00	2,525.00
Memberships - Other	<u>0.00</u>	<u>0.00</u>
<b>Total Memberships</b>	82,085.00	86,745.00
Subscriptions	<u>33,253.00</u>	<u>33,608.00</u>

<b>Total Memb. &amp; Subs.</b>	116,938.00	120,353.00
<b>Publications</b>		
<b>Author billing, pg chgs</b>	6,750.00	0.00
<b>Postage</b>	1.15	0.00
<b>Sales</b>		
<b>Copeia back iss.</b>	325.00	173.75
<b>Special Pubs.</b>		
<b>Sp. Pub. #3</b>	0.00	29.25
<b>Sp. Pub. #5</b>	0.00	27.90
<b>Sp. Pub. #6</b>	117.00	0.00
<b>Special Pubs. - Other</b>	<u>240.75</u>	<u>85.50</u>
<b>Total Special Pubs.</b>	<u>357.75</u>	<u>142.65</u>
<b>Total Sales</b>	<u>682.75</u>	<u>316.40</u>
<b>Total Publications</b>	<u>7,433.90</u>	<u>316.40</u>
<b>Total Program Services</b>	232,650.69	217,899.08
<b>Real&amp;UnrealGains&amp;Losses</b>	<u>-7.31</u>	<u>0.00</u>
<b>Total Income</b>	<u>476,881.06</u>	<u>233,575.30</u>
<b>Gross Profit</b>	476,881.06	233,575.30
<b>Expense</b>		
<b>Gifts Given</b>	0.00	3,000.00
<b>Insurance</b>		
<b>Directors and Officers insuranc</b>	809.00	0.00
<b>General liability insurance</b>	600.00	0.00
<b>Professional Liability Insuranc</b>	<u>3,303.00</u>	<u>0.00</u>
<b>Total Insurance</b>	4,712.00	0.00
<b>Misc</b>	-24.00	1,976.26
<b>Progrm Services</b>		
<b>Annual Meeting</b>		
<b>Abstract submission</b>	600.00	0.00
<b>Additional payments</b>		
<b>2019</b>	<u>5,000.00</u>	<u>0.00</u>

<b>Total Additional payments</b>	5,000.00	0.00
<b>JMIH expenses</b>		
childcare	7,284.58	7,849.75
<b>JMIH expenses - Other</b>	<u>2,470.79</u>	<u>607.15</u>
<b>Total JMIH expenses</b>	9,755.37	8,456.90
<b>Other</b>	32.73	0.00
<b>Payments to JMIH societies</b>	1,474.40	0.00
<b>President</b>	2,644.64	0.00
<b>Program Officer</b>	10,000.00	8,000.00
<b>Symposium</b>	3,920.12	0.00
<b>Annual Meeting - Other</b>	<u>9,576.35</u>	<u>0.00</u>
<b>Total Annual Meeting</b>	43,003.61	16,456.90
<b>Awards</b>		
<b>Ann. Meet. Presenter stipends</b>	500.00	0.00
<b>Best Paper Plaques</b>		
Shipping	19.47	0.00
<b>Best Paper Plaques - Other</b>	<u>140.60</u>	<u>162.09</u>
<b>Total Best Paper Plaques</b>	160.07	162.09
<b>Fitch</b>		
Cash award	1,000.00	1,000.00
<b>Plaque</b>	<u>155.50</u>	<u>0.00</u>
<b>Total Fitch</b>	1,155.50	1,000.00
<b>Gaige</b>	7,700.00	5,500.00
<b>Gibbs</b>		
Cash award	3,000.00	3,000.00
<b>Plaque</b>	<u>129.00</u>	<u>219.00</u>
<b>Total Gibbs</b>	3,129.00	3,219.00
<b>Johnson plaque</b>	122.00	104.21
<b>Margaret M. Stewart</b>		
Plaque	128.00	0.00
<b>Margaret M. Stewart - Other</b>	<u>500.00</u>	<u>0.00</u>



<b>Total Margaret M. Stewart</b>	628.00	0.00
<b>Meritorious Teaching Award</b>		
<b>Herpetology--Joint</b>	190.90	189.36
<b>Ichthyology-Joint</b>	<u>500.00</u>	<u>405.00</u>
<b>Total Meritorious Teaching Award</b>	690.90	594.36
<b>Nelson</b>	135.00	135.00
<b>Raney</b>	8,000.00	7,000.00
<b>Spiritus Award Plaque</b>	132.00	105.00
<b>Storer</b>	600.00	600.00
<b>Stoye</b>	2,100.00	1,800.00
<b>Student Diversity and Inclusion</b>	10,000.00	0.00
<b>Student Travel</b>	10,600.00	10,200.00
<b>Awards - Other</b>	<u>9.35</u>	<u>0.00</u>
<b>Total Awards</b>	45,661.82	30,419.66
<b>Committee Expenses</b>	0.00	4,331.51
<b>Donations</b>	2,755.42	0.00
<b>Publications</b>		
<i>Copeia</i>		
<b>AllenTrack</b>		
<b>Annual fee</b>	1,584.81	21,289.30
<b>Manuscript fees</b>	<u>4,551.00</u>	<u>4,828.41</u>
<b>Total AllenTrack</b>	6,135.81	26,117.71
<b>Editorial Offices</b>		
<b>Adobe software</b>	707.73	0.00
<b>AE meeting registrations</b>	3,790.00	0.00
<b>Dues</b>	285.00	495.00
<b>Ed annual meet travel &amp; lodging</b>	3,014.71	2,278.38
<b>Editor</b>	0.00	209.93
<b>JMIH registration</b>	0.00	2,440.00
<b>Production Editor Quarterly Pay</b>	30,124.25	29,374.75
<b>Production Editor Reimbursement</b>	<u>520.86</u>	<u>0.00</u>

<b>Total Editorial Offices</b>	38,442.55	34,798.06
<b>Electronic version</b>		
<b>CrossRef Deposit</b>	225.20	165.60
<b>Ebsco delivery</b>	216.48	159.18
<b>JSTOR</b>	300.00	300.00
<b>Per issue costs</b>	10,583.92	7,783.77
<b>Electronic version - Other</b>	<u>5,407.26</u>	<u>3,357.27</u>
<b>Total Electronic version</b>	16,732.86	11,765.82
<b>Mngemnt</b>	14.20	0.00
<b>Printed version</b>		
<b>Postage</b>	993.95	0.00
<b>Printing, etc.</b>	86,500.27	56,291.38
<b>Storage, mail list</b>	<u>266.13</u>	<u>268.12</u>
<b>Total Printed version</b>	87,760.35	56,559.50
<b>Copeia - Other</b>	<u>0.00</u>	<u>0.00</u>
<b>Total Copeia</b>	<u>149,085.77</u>	<u>129,241.09</u>
<b>Total Publications</b>	<u>149,085.77</u>	<u>129,241.09</u>
<b>Total Progm Services</b>	240,506.62	180,449.16
<b>Reconciliation Discrepancies</b>	0.00	0.00
<b>Supporting Services</b>		
<b>Managemnt &amp; Gen .Op.</b>		
<b>A.P</b>		
<b>Inc.</b>		
<b>Managemnt</b>	29,956.00	21,625.96
<b>Marketing</b>	516.38	6,105.37
<b>Renewals</b>	2,112.55	1,853.46
<b>Warehouse</b>	<u>1,128.32</u>	<u>899.48</u>
<b>Total A.P Inc.</b>	33,713.25	30,484.27
<b>Annual meeting</b>	0.00	188.50
<b>Audit_990</b>	10,500.00	9,250.00
<b>Bank charges and fees</b>	3,130.09	2,731.10
<b>Dues &amp; Subscript</b>	3,975.00	0.00

Investment Fees	11,983.00	0.00
Secretary's Office	15,000.00	0.00
Treasurer's Office	3,034.07	3,790.65
Web site		
Allen Press		
Maintenance fee	<u>0.00</u>	<u>7,022.10</u>
Total Allen Press	0.00	7,022.10
Dennis Murphy		
content editing	<u>1,800.00</u>	<u>1,440.00</u>
Total Dennis Murphy	1,800.00	1,440.00
Development	0.00	7,416.00
Registration	20.00	0.00
Web hosting	1,216.00	1,163.00
Web site - Other	<u>0.00</u>	<u>40.00</u>
Total Web site	<u>3,036.00</u>	<u>17,081.10</u>
Total Managemnt & Gen .Op.	<u>84,371.41</u>	<u>63,525.62</u>
Total Supporting Services	84,371.41	63,525.62
Voided check	<u>0.00</u>	<u>0.00</u>
Total Expense	<u>329,566.03</u>	<u>248,951.04</u>
Net Income	<u><u>147,315.03</u></u>	<u><u>-15,375.74</u></u>

**Table 2. ASIH membership and subscription numbers and income from online sources for *Copeia*.**

<b>Memberships</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Second Member in Family - No Journal	36	29	32	34	33	35	36	38	22	17
Foreign Honorary Member Online Only								1	1	1
Foreign Honorary Member Print&Online	30	30	30	32	33	32	32	32	32	32
Life Member Print&Online (1YR)	2	1	1		1			1		
Life Member Print&Online (1YR1)				1						
Life Member Print&Online (1YR4)	1									
Life Member Print&Online (Lifetime)	185	185	178	71	70	73	72	72	74	74
Life Member Print&Online (Old Program)			1	104	100	98	97	96	93	88
Life Member Online Only (1YR)								1	1	1
Life Member Online Only (Lifetime)	2	2	2	1	1	1	1	1	2	4
Life Member Online Only (Old Program)				4	5	5	5	5	6	7
Post Doc / Temp Job Print&Online					3	2	15	12	7	9
Post Doc / Temp Job Online				1	19	43	47	49	64	56
Regular Member Print&Online	798	700	623	589	508	486	429	380	363	339
Regular Member Online Only	472	433	411	457	390	406	399	379	435	467
Regular Member Online Only-5 yr										5
Staff Membership			1	2	1	1	1	2	2	1
Student Member Print&Online	118	98	74	57	47	46	38	47	51	40
Student Member Online Only	326	318	272	326	324	325	463	384	354	346
Sustaining Member Print&Online	15	16	15	12	12	11	10	7	9	7
Sustaining Member Online Only	3	2	4	7	9	9	9	12	12	8
<b>Sum:</b>	<b>1988</b>	<b>1814</b>	<b>1644</b>	<b>1698</b>	<b>1556</b>	<b>1573</b>	<b>1654</b>	<b>1519</b>	<b>1528</b>	<b>1502</b>

<b>Subscriptions</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Complementary Subscriptions	7	7	7	7	8	7				
Institutional Subscription - online only	73	91	97	110	113	120	130	125	111	108
Institutional Subscriptions - print & online	417	345	279	237	201	157	128	104	87	80
<b>Sum:</b>	<b>497</b>	<b>443</b>	<b>383</b>	<b>354</b>	<b>322</b>	<b>284</b>	<b>258</b>	<b>229</b>	<b>198</b>	<b>188</b>

Income from online sources of <i>Copeia</i>	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
BioOne revenue share and article sales in dollars	49,528	50,999	49,403	52,164	49,516	65,134	72,520	72,832	82,113	73,670
<i>Subscription equivalent based on \$175 average subscription</i>	283	291	282	298	283	372	414	416	469	421
JSTOR revenue share and article sales in dollars	9,485	10,103	10,320	10,353	10,600	10,975	11,020	11,020	10,681	10,795

Table 3. 2019 yearend balance sheet (accrual basis) with comparison to previous year.

	<u>Dec 31, 19</u>	<u>Dec 31, 18</u>	<u>\$ Change</u>	<u>% Change</u>
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
US Bank	41,796.41	55,298.59	-13,502.18	-24.42%
WFA CAP checking	-6,918.53	6,576.87	-13,495.40	-205.2%
WFA Command Asset Prog Acct	<u>179,679.00</u>	<u>230,000.00</u>	<u>-50,321.00</u>	<u>-21.88%</u>
<b>Total Checking/Savings</b>	<b>214,556.88</b>	<b>291,875.46</b>	<b>-77,318.58</b>	<b>-26.49%</b>
<b>Accounts Receivable</b>				
Accounts Receivable	<u>80,682.45</u>	<u>77,030.07</u>	<u>3,652.38</u>	<u>4.74%</u>
<b>Total Accounts Receivable</b>	<b>80,682.45</b>	<b>77,030.07</b>	<b>3,652.38</b>	<b>4.74%</b>
<b>Other Current Assets</b>				
A/R Adjustment Account	-742.88	-742.88	0.00	0.0%
WFA Managed Investment Acct	<u>1,193,556.07</u>	<u>981,336.37</u>	<u>212,219.70</u>	<u>21.63%</u>
<b>Total Other Current Assets</b>	<b>1,192,813.19</b>	<b>980,593.49</b>	<b>212,219.70</b>	<b>21.64%</b>
<b>Total Current Assets</b>	<b>1,488,052.52</b>	<b>1,349,499.02</b>	<b>138,553.50</b>	<b>10.27%</b>
<b>Other Assets</b>				
Permanently restricted invest.	132,000.00	132,000.00	0.00	0.0%
Prepaid Assoc Ed dues	220.00	0.00	220.00	100.0%
Prepaid Expenses	<u>17,638.61</u>	<u>7,423.50</u>	<u>10,215.11</u>	<u>137.61%</u>
<b>Total Other Assets</b>	<b>149,858.61</b>	<b>139,423.50</b>	<b>10,435.11</b>	<b>7.48%</b>
<b>TOTAL ASSETS</b>	<b><u>1,637,911.13</u></b>	<b><u>1,488,922.52</u></b>	<b><u>148,988.61</u></b>	<b><u>10.01%</u></b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
<b>Accounts Payable</b>				
*Accounts Payable	<u>15,074.39</u>	<u>1,932.04</u>	<u>13,142.35</u>	<u>680.23%</u>
<b>Total Accounts Payable</b>	<b>15,074.39</b>	<b>1,932.04</b>	<b>13,142.35</b>	<b>680.23%</b>
<b>Other Current Liabilities</b>				
Accounts Payable Adjustment	-1,932.04	-1,932.04	0.00	0.0%
Deferred Income--Life	2,500.00	0.00	2,500.00	100.0%
Deferred Revenue--	44,570.00	43,235.00	1,335.00	3.09%
Memberships	<u>19,750.00</u>	<u>23,360.00</u>	<u>-3,610.00</u>	<u>-15.45%</u>
Deferred Revenue--	<u>19,750.00</u>	<u>23,360.00</u>	<u>-3,610.00</u>	<u>-15.45%</u>
Subscriptions	<u>19,750.00</u>	<u>23,360.00</u>	<u>-3,610.00</u>	<u>-15.45%</u>
<b>Total Other Current Liabilities</b>	<b>64,887.96</b>	<b>64,662.96</b>	<b>225.00</b>	<b>0.35%</b>
<b>Total Current Liabilities</b>	<b>79,962.35</b>	<b>66,595.00</b>	<b>13,367.35</b>	<b>20.07%</b>
<b>Total Liabilities</b>	<b>79,962.35</b>	<b>66,595.00</b>	<b>13,367.35</b>	<b>20.07%</b>
<b>Equity</b>				
*Retained Earnings	1,193.52	16,593.26	-15,399.74	-92.81%
Permanently Restricted Assets				

Gibbs	100,000.00	100,000.00	0.00	0.0%
Raney	<u>32,000.00</u>	<u>32,000.00</u>	<u>0.00</u>	<u>0.0%</u>
<b>Total Permanently Restricted Assets</b>	132,000.00	132,000.00	0.00	0.0%
<b>Temp Restricted Net Assets</b>				
Gibbs	<u>76,020.00</u>	<u>53,131.00</u>	<u>22,889.00</u>	<u>43.08%</u>
<b>Total Temp Restricted Net Assets</b>	76,020.00	53,131.00	22,889.00	43.08%
<b>Unrestricted Net Assets</b>				
<b>Board Designated</b>				
Annual Meeting	85,780.00	92,904.00	-7,124.00	-7.67%
Cashner	940.00	810.00	130.00	16.05%
Fitch	28,834.00	25,788.00	3,046.00	11.81%
Gaige	60,611.00	58,596.00	2,015.00	3.44%
General Endowment	268,321.00	230,783.00	37,538.00	16.27%
Graduate Student Travel Fund	3,412.00	5,496.00	-2,084.00	-37.92%
Life Membership	107,612.00	92,041.00	15,571.00	16.92%
Liner	58.00	272.00	-214.00	-78.68%
Meritorious Teaching	-691.00	0.00	-691.00	-100.0%
Raney	50,560.00	46,261.00	4,299.00	9.29%
Storer	50,882.00	44,623.00	6,259.00	14.03%
Stoye	<u>115,632.00</u>	<u>102,012.00</u>	<u>13,620.00</u>	<u>13.35%</u>
<b>Total Board Designated</b>	771,951.00	699,586.00	72,365.00	10.34%
<b>General Operating</b>	<u>429,469.23</u>	<u>525,923.00</u>	<u>-96,453.77</u>	<u>-18.34%</u>
<b>Total Unrestricted Net Assets</b>	1,201,420.23	1,225,509.00	-24,088.77	-1.97%
<b>Net Income</b>	<u>147,315.03</u>	<u>-15,375.74</u>	<u>162,690.77</u>	<u>1,058.1%</u>
<b>Total Equity</b>	<u>1,557,948.78</u>	<u>1,411,857.52</u>	<u>146,091.26</u>	<u>10.35%</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>1,637,911.13</u></u>	<u><u>1,478,452.52</u></u>	<u><u>159,458.61</u></u>	<u><u>10.79%</u></u>

**Table 4. ASIH accounts and their allocation to ASIH Funds as of 31 December 2019.**

ASIH Funds	<u>Cash and Cash Equivalents</u>		<u>Investment Wells Fargo Advisors</u>		Total
	US Bank	Wells Fargo Advisors	Wells Fargo Advisors		
General Operating	\$41,796	\$172,760	\$362,228		\$576,784
Annual Meeting			\$85,780		\$85,780
Cashner			\$940		\$940
Fitch			\$28,834		\$28,834
Gaige			\$60,611		\$60,611
General Endowment			\$268,321		\$268,321
Gibbs			\$176,020		\$176,020
Life Membership			\$107,612		\$107,612
Raney			\$82,560		\$82,560
Storer			\$50,882		\$50,882
Stoye			\$115,632		\$115,632
Student Travel			\$3,412		\$3,412
<b>Total</b>	<b>\$41,796</b>	<b>\$172,760</b>	<b>\$1,342,832</b>		<b>\$1,557,388</b>



**Table 5. Portfolio detail of the Wells Fargo Advisors Managed Account (Fund Source Moderate Growth) on 31 Dec 2019**

Asset Class	Fund	Ticker Symbol	Initial Purchase Date	Shares	Cost	Unrealized Gains/(Loss)	Market Value 31 Dec 2019
<b>US Large Cap Equities</b>							
	<i>US Large Cap Growth</i>						
	T ROWE PRICE BLE CHP GRW	TRBCX	3/27/2015	870.676	\$63,869.51	\$44,399.05	\$108,269
	<i>US Large Cap Blend</i>						
	AMER FDS WASH MUTUAL F2	WMFFX	3/27/2015	3,391.09	\$143,016.85	\$20,094.77	\$163,112
	<i>US Large Cap Value</i>						
	DODGE & COX STOCK FUND	DODGX	10/13/2011	349.919	\$55,964.45	\$11,835.85	\$67,800
<b>US Mid Cap Equities</b>							
	<i>US Mid Cap Growth</i>						
	HARTFORD MIDCAP I	HFMIX	9/14/2016	1,640.11	\$44,637.91	\$7,419.02	\$52,057
	<i>US Mid Cap Value</i>						
	WELLS FARGO SPL M/C VL I PRINCIPAL SMID DIV INSTS	WFMIX PMDIX	9/14/2016 9/14/2016	1,327.79 3,537.57	\$44,569.21 \$51,213.51	\$11,437.14 \$3,158.98	\$56,006 \$54,372
<b>US Small Cap Equities</b>							
	<i>US Small Cap Growth</i>						
	CHAMPLAIN SM CO INSTL CL	CIPNX	3/27/2015	2,002.72	\$34,748.84	\$4,985.06	\$39,734
	WELLS FARGO SM CO GRW IN	WSCGX	9/14/2016	715.037	\$31,327.66	\$8,306.84	\$39,635
<b>Devlpd Mkt Ex-US Equities</b>							
	AMER FDS EUROPACIFIC F2	AEPFX	9/4/2012	735.918	\$31,421.91	\$9,392.10	\$40,814
<b>Emerging Mkt Equities</b>							
	WELLS FARGO E/MKT INSTL	EMGNX	9/12/2013	3,008.66	\$69,576.66	\$14,575.47	\$84,152
<b>US Taxbl Invt Grd Fxd Inc</b>							
	<i>US Interm Taxbl Fxd Inc</i>						
	BAIRD AGGREGATE FD CL I	BAGIX	3/19/2019	13,959.24	\$150,269.44	\$6,213.68	\$156,483
	METROPOLITAN WEST FDS I	MWTIX	10/13/2011	14,282.02	\$152,349.93	\$3,752.53	\$156,102
	PIMCO TOTAL RETURN I	PTRX	3/19/2019	14,976.70	\$152,063.13	\$2,795.90	\$154,859
<b>Emerging Mkt Fxd Inc</b>							
	MFS EMRG MKTS DEBT I	MEDIX	9/5/2012	2,667.99	\$40,276.08	(\$629.71)	\$39,646
<b>High Yield Fxd Inc</b>							
	<i>High Yld Taxbl Fxd Inc</i>						
	MAINSTAY MACKAY H/Y BD I	MHYIX	9/14/2016	11,459.89	\$64,590.85	\$501.31	\$65,092

**Multi-Class**

THORNBURG INC BLDR TR I	TIBIX	9/13/2013	1,797.70	\$38,030.43	\$2,867.15	\$40,898
-------------------------	-------	-----------	----------	-------------	------------	----------

**Cash Alternatives**

GOLDMAN FINL SQ TREAS MM	FTIXX	3/20/2019	6,525.86	\$6,525.86	\$0.00	\$6,526
--------------------------	-------	-----------	----------	------------	--------	---------

---

<b>Total</b>				\$1,174,452.23	\$151,105.14	<b>\$1,325,557</b>
--------------	--	--	--	----------------	--------------	--------------------

## 49. APPENDIX C. CANDIDATE INFORMATION FOR 2020 ELECTIONS

### SLATE OF CANDIDATES FOR THE GENERAL ELECTION THAT WILL BE HELD AFTER THE 2020 BOFG MEETING VIA ONLINE VOTING.

#### PRESIDENT – ELECT

**Adams, Dean.** Professor; Department of Ecology, Evolution and Organismal Biology; Director of Graduate Education, Ecology and Evolutionary Biology Program, Iowa State University, Ames, IA 50011. Email: [dcadams@iastate.edu](mailto:dcadams@iastate.edu). Research Interests: Evolutionary biology of plethodontid salamanders; biometry methods development, macroevolution.

**Past Service to ASIH:** Member since 1998; as-hoc reviewer for Copeia; past judge for Stoye award; past judge for Storer award.

**Taylor, Emily N.** Professor, Biological Sciences Department, California Polytechnic State University, San Luis Obispo, CA 93407-0401, Email: [etaylor@calpoly.edu](mailto:etaylor@calpoly.edu)

**Research Interests:** Environmental physiology (endocrine, stress, reproductive, hydric, and thermal) of lizards and snakes.

**Service to ASIH:** Member (1997 - Present); Reviewer for Copeia; regular session moderator at JMIH; occasional participant at ASIH Speed-networking workshops; ASIH Stoye and Storer Award Committee (2012, 2015, 2016; Chair 2008, 2014, 2018); ASIH Resolutions Committee (2015; Chair 2012, 2016); ASIH Gaige Award Committee (2009-11); ASIH Nominating Committee (2011-12); Robert K. Johnson Award Committee (2016-19); Henry S. Fitch Award Committee (2020-22); ASIH Board of Governors (2009-2014, 2017-2021).

#### NOMINATING COMMITTEE CHAIR

**Peterson, Mark.** Professor Emeritus, School of Ocean Science and Engineering, Division of Coastal Sciences, University of Southern Mississippi, Ocean Springs, MS 39564. Email: [mark.peterson@usm.edu](mailto:mark.peterson@usm.edu)

**Research Interests:** Fish ecology, threatened/endangered species ecology and life history, invasive species, and spatial/temporal community ecology of saltmarsh fishes.

**Service to ASIH:** Nominating Committee (2019-2020); Stoye Award judge (8 times, 1 Chair); Storer Award judge (one time); Board of Governors (2005-10); Session Chair (1993-2019, 11 times); 1999-2002 Southeastern ASIH (Sec/Tres/Pres Elect/President).

#### NOMINATING COMMITTEE - HERPETOLOGY

**Britton, Michael R.,** post doc, Florida International University, Miami, FL, 33199. Email: [mbrit037@fiu.edu](mailto:mbrit037@fiu.edu)

**Research Interests:** Ecophysiology and conservation of tropical amphibians; metabolic impacts of climate change; evolution of metabolic syndromes.

**Service to ASIH:** Member (2012 - Present)

**Thompson, Michelle E.** Conservation Ecologist, Science and Education, Field Museum of Natural History, Chicago, IL. Email: [mthompson@fieldmuseum.org](mailto:mthompson@fieldmuseum.org)

**Research Interests:** conservation, population ecology, and diversity and distributions of tropical amphibians and reptiles.

**Service to ASIH:** Member (2013 - Present); Book raffle volunteer (2015)

## NOMINATING COMMITTEE - ICHTHYOLOGY

**Bemis, Katherine Elliott.** Research Zoologist, NOAA National Systematics Lab and Curator of Fishes, Vertebrate Zoology, National Museum of Natural History, Washington, DC 20560.

Email: [bemisk@si.edu](mailto:bemisk@si.edu)

**Research Interests:** Systematics, biology, and morphology of marine fishes, in particular Tetraodontiformes.

**Service to ASIH:** ASIH Board of Governors Class of 2024, AFS-ASIH Joint Committee on Scientific and Common Names of Fishes (2018 – present); History of the Society Committee (2018 – present); student co-chair of Ichthyology and Herpetology Collections Committee (2018 – 2019); student member of *Copeia* Editorial Board (2018 – 2019), reviewer for *Copeia* (2015–present).

**Franklin, Michael.** Senior Lecturer, Department of Biology, California State University, Northridge, CA 91330. Email: [michael.franklin@csun.edu](mailto:michael.franklin@csun.edu) Research Interests: The development, systematics, population, and subpopulation structure of the white seabass, giant sea bass, yellowtail, and others, along the coast of southern California and Mexico.

**Past service to ASIH:** Co-chair of the Diversity (now DEIB, 2016-2019); member of DEIB 2019-present; Graduate student volunteer 1990-1993.

**Frable, Ben W.** Collection Manager, Marine Vertebrate Collection, Scripps Institution of Oceanography, University of California San Diego, La Jolla, CA 92093-0244. [bfrable@ucsd.edu](mailto:bfrable@ucsd.edu)

**Research Interests:** Taxonomy, phylogenetics, evolution and biogeography of various fishes, especially Indo-Pacific reef fishes, neotropical characiforms, and mesopelagic fishes. Collection curation and management.

**Service to ASIH:** Collection Committee (2012-); Ad Hoc Symposium Committee (2019-); Storer Poster Award Judge (2019); occasional reviewer for *Copeia*

**Geheber, Aaron.** Assistant Professor, School of Natural Sciences, University of Central Missouri, Warrensburg, MO 69093. Email: [geheber@ucmo.edu](mailto:geheber@ucmo.edu)

**Research Interests:** Community ecology, evolutionary ecology, and biogeography of freshwater fishes.

**Service to ASIH:** Member of the graduate student workshop committee, 2010 and 2014; Graduate student book raffle attendant, 2013; Judge and Chair for the Conservation Stoye award, 2017; Peer-reviewer for *Copeia*.

## BOARD OF GOVERNORS – HERPETOLOGY

**Anderson, Thomas.** Assistant Professor, Department of Biological Sciences, Southern Illinois University-Edwardsville (starting fall 2020), Edwardsville, IL 62025. Email: [anderstl@gmail.com](mailto:anderstl@gmail.com).

**Research Interests:** Population and community ecology of pond-breeding amphibians.

**Service to ASIH:** Reviewer for *Copeia* (2009–present)

**Burbrink, Frank T.** Curator, Department of Herpetology, the American Museum of Natural History Email: [fburbrink@amnh.org](mailto:fburbrink@amnh.org)

**Research Interests:** Evolution and ecology of reptiles and amphibians with a focus on genomics, phylogenetics, and speciation in snakes.

**Service to ASIH:** Member, Reviewer for *Copeia*, Previous member of the ASIH Board of Governors.

**Diaz, Raul.** Assistant Professor, Department of Biological Sciences, California State University Los Angeles, Los Angeles, CA 90032 and Research Associate, Department of Herpetology, Los Angeles County Natural History Museum. Email: [Raul.Diaz@calstatela.edu](mailto:Raul.Diaz@calstatela.edu)

**Research Interests:** Evolution and Development of Reptile and Amphibian Morphology; Biodiversity of tropical and desert herpetofauna.

**Service to ASIH:** Board of Governors 2014-2017

**Hantak, Maggie M.** Postdoctoral Associate, Florida Museum of Natural History, University of Florida, Gainesville, Florida 32611. Email: [maggiehantak@gmail.com](mailto:maggiehantak@gmail.com)

**Research Interests:** Studying the maintenance of genetic and phenotypic variation within and among populations, with a primary focus on color polymorphism in *Plethodon* salamanders.

**Service to ASIH:** Member (2010-2013, 2019-present).

**Harrington, Sean M.** Theodore Roosevelt Postdoctoral Research Fellow, American Museum of Natural History, New York, NY, 10024. Email: [seanharrington256@gmail.com](mailto:seanharrington256@gmail.com)

**Research Interests:** Population genomics and phylogeography; molecular phylogenetic inference and divergence dating; computational phylogenetic methods

**Service to ASIH:** Member (2012–present); JMIH session moderator (2019); reviewer for *Copeia*.

**Lemmon, Emily Moriarty.** Associate Professor, Department of Biological Science, Florida State University, Tallahassee, FL 32306. Email: [chorusfrog@bio.fsu.edu](mailto:chorusfrog@bio.fsu.edu)

**Research Interests:** Evolution, Behavior, Phylogenomics, Genomics, Amphibians, Speciation with an emphasis on the evolution of reproductive isolation through species interactions

**Service to ASIH:** Member, Reviewer for *Copeia*

**Murray, Chris M.** Assistant Professor, Department of Biological Sciences, Southeastern Louisiana University, Hammond, LA 70402, Email: [cmurray@selu.edu](mailto:cmurray@selu.edu)

**Research Interests:** Physiological ecology of reptiles, amphibians and fish including population and community dynamics, endocrine-disrupting ecotoxicology and climate change effects; Functional and diagnostic morphology; Biological philosophy.

**Service to ASIH:** Member (2008 – Present); Meeting attendee (2009, 2011-2018); ASIH book raffle worker and graduate student travel awardee (2009); Donn Rosen Symposium invited

speaker (2015); Stoye and Storer Award judge- General Herpetology (2017). Chair of the ASIH Resolutions Committee (2018). Member of the *Copeia* editorial board (2018- present). Stoye Physiology/Physiological Ecology Judge and JMIH mentor (2019). Review Board member for the Gaige Award (2020).

**Parker, M. Rockwell (Rocky).** Assistant Professor, Department of Biology, James Madison University, Harrisonburg, VA 22807. Email: [mrockwellparker@gmail.com](mailto:mrockwellparker@gmail.com)

**Research Interests:** Pheromones and reproductive biology of snakes; hormonal regulation of behavior and chemical signaling in reptiles; chemical ecology of invasive reptiles

**Service to ASIH:** Member (2002-present); founder, Diversity Committee (member, 2016-present; chair, 2016-2019); Board of Governors (2014-2019); Long Range Planning and Policy Committee (2016-2019); Resolutions Committee (2009; 2016; 2017); Local Host Committee (Portland 2009; Norfolk 2020); Symposium Committee (2019-present); chair, Stoye Award for Physiology and Physiological Ecology (2017; 2019); judge, Stoye Award for PPE (2014; 2015; 2016); co-organizer, Pat Gregory special session (2019); panelist, Careers Workshop for Graduate Students (2016); participant, Speed Networking Event for Graduate Students (2016-2019); reviewer, *Copeia*; chair, Graduate Student Committee (2006; 2007); organizer, Graduate Student Workshops (Course Design and Implementation, 2006; Establishing and Maintaining a Research Program, 2007); organizer, Graduate Student Book Raffle (2005; 2006); volunteer, Graduate Student Book Raffle (2004; 2007).

**Plylar, Helen.** Doctoral student in the Department of Biology and Ecology Center, Savitzky Lab, Utah State University, Logan, UT 84322

**Email:** [plylar@aggiemail.usu.edu](mailto:plylar@aggiemail.usu.edu)

**Research Interests:** Comparative anatomy, sensory system morphology and development, neuroanatomy, snake physiology, evolution and ecology.

**Service to ASIH:** Member (2014 – Present); Chair-elect of the Committee on Graduate Student Participation (2020-present); Secretary of the Committee on Graduate Student Participation (2016, 2017, 2019); Book Raffle Committee Co-Chair (2019); Graduate Student Workshop Committee (2015, 2016); Chair of the Graduate Student Workshop Committee (2015).

**Refsnider, Jeanine.** Associate Professor, Department of Environmental Sciences, University of Toledo, Toledo, OH 43606. Email: [jeanine.refsnider@utoledo.edu](mailto:jeanine.refsnider@utoledo.edu).

**Research Interests:** Ecology, evolution, conservation, and eco-immunology of reptiles and amphibians.

**Service to ASIH:** ASIH member since 2013.

**Womack, Molly C.** Assistant Professor (starting Aug. 2020), USU Biology And Natural Resources Building, USU campus walkway, Logan, UT 84321. Email: [molly.womack@usu.edu](mailto:molly.womack@usu.edu)

**Research Interests:** Studying anuran traits with comparative methods to better understand how diversity develops and evolves.

**Service to ASIH:** Member (2020 - present); Liaising with ASIH while serving on HL Diversity and Inclusion Committee (Member, 2019 - present); Cashner Student Award Judge (2019)

## BOARD OF GOVERNORS - ICHTHYOLOGY

**Alda, Fernando.** Assistant Professor, Department of Biology, Geology and Environmental Science, The University of Tennessee at Chattanooga, Chattanooga, TN 37403. Email: [fernando-alda@utc.edu](mailto:fernando-alda@utc.edu).

**Research Interests:** Evolution and diversity of fishes, systematics, biogeography, and conservation with a special focus on Neotropical freshwater fishes.

**Service to ASIH:** Stoye award judge; Session moderator at JMIH; Reviewer for *Copeia*.

**Bart, Hank.** Professor of Ecology and Evolutionary Biology, Tulane University, and Director and Curator of Fishes, Tulane University Biodiversity Research Institute.

Email: [hbartjr@tulane.edu](mailto:hbartjr@tulane.edu).

**Research Interests:** ecology and systematics of freshwater fishes and neotropical salamanders.

**Service to ASIH:** Board of Governors, 1996-2000; 2006-2010; Local Arrangements Committees - New Orleans meetings 1996, 2006 (Co-Chair), 2016 (Co-Chair); Robert H. Gibbs Memorial Award Committee 2001-2003; 2019-2021; Robert K. Johnston Award Committee 2012-2014; Special Publications Committee 2001-2013; Meeting Management Committee 2001-2007; ASIH Ichthyological Animal Care Committee 1998-99; Joint AFS-ASIH-AFIR Committee to Revise Guidelines on Use of Fishes in Research 1998-2004, 2012-2014, Web Content and Management Committee (2006-2013); Stoye Award Judge (5); Oral Paper Session Moderator (11 times).

**Chakrabarty, Prosanta.** (Professor/Curator) Museum of Natural Science, Louisiana State University, 119 Foster Hall, LA 70803

**Research Interest:** Systematics of freshwater and marine fishes with an emphasis on historical biogeography and evolution. I use both genomic and morphological tools to help better explain the diversity of fishes. I've conducted fieldwork across the tropics to grow collections and aim to build scientific infrastructure and capacity, globally.

**Service to ASIH:** Member since 1999 (as an undergraduate; missed only one meeting since). Presented or co-authored more than 55 oral presentations or posters at ASIH/JMIH; six peer-reviewed publications and 13 book reviews in *Copeia*. 16X external reviewer for *Copeia*. Served as a student judge for the *Stoye/Storer Award Committee* 2007, 2009, 2010, *Student Award Committee Co-Chair* 2015, *Best Paper in Ichthyology Awards Committee* 2013, 2014. Chaired *Fish Systematic* section 2008 and *Fish Phylogeography* 2009, 2010. *Edward C. and Charlotte E. Raney Fund Award Committee* 2011-2013 (chaired in last year), *ASIH Board of Governors* (2010-2020), *Master of Ceremony* for 'the last ASIH Banquet' (2013), *Book Review Editor* and on *Editorial Board of Copeia* (2009-2016). *Secretary of ASIH* 2016-2020 (that includes many activities including organizing Exec, BOFG and Business Meetings).

**Evans, Kory.** Assistant Professor, Department of Biosciences, Rice University, Houston, TX 77005 . Email: [ke18@rice.edu](mailto:ke18@rice.edu)

**Research Interests:** Evolution, functional morphology and systematics of marine and freshwater fishes.

**Service to ASIH:** Stoye award judge; Volunteered at Check-in counter for JMIH 2016; Stoye award recipient JMIH 2017

**Flemming, Adania.** Doctoral student in the Department of Biology and the Florida Museum of Natural History, Blackburn Lab, University of Florida, Gainesville FL, 32608

**Email:** [aflemming@flmnh.ufl.edu](mailto:aflemming@flmnh.ufl.edu)

**Research Interests:** Life history, form and function, evolution and ecology, biological education research (science identity and retention )

**Service to ASIH:** Member (2016 – Present); ASIH Diversity Committee (2017-present), Chair of the ASIH Committee on Graduate Student Participation (2020-present); Chair elect of the ASIH Committee on Graduate Student Participation (2019-2020); ASIH Workshop Committee Chair (2018- 2019); ASIH Book Raffle Committee Co-Chair (2018-2019); ASIH Graduate Student Workshop Committee (2017-2018), ASIH Graduate Student International Liaison (2017-2018)

**Farina, Stacy.** Assistant Professor, Department of Biology, Howard University, Washington, DC 20059. Email: [stacy.farina@howard.edu](mailto:stacy.farina@howard.edu)

**Research Interests:** Functional morphology, evolution, and biomechanics of fishes with an emphasis on the gill ventilatory system of actinopterygians.

**Service to ASIH:** Member, Reviewer for *Copeia*

**Frable, Ben W.** Collection Manager, Marine Vertebrate Collection, Scripps Institution of Oceanography, University of California San Diego, La Jolla, CA 92093-0244. [bfrable@ucsd.edu](mailto:bfrable@ucsd.edu)

**Research Interests:** Taxonomy, phylogenetics, evolution and biogeography of various fishes, especially Indo-Pacific reef fishes, neotropical characiforms, and mesopelagic fishes. Collection curation and management.

**Service to ASIH:** Collection Committee (2012-); Ad Hoc Symposium Committee (2019-); Storer Poster Award Judge (2019); occasional reviewer for *Copeia*

**Franklin, Michael.** Senior Lecturer, Department of Biology, California State University, Northridge, CA 91330. Email: [michael.franklin@csun.edu](mailto:michael.franklin@csun.edu) Research Interests: The development, systematics, population, and subpopulation structure of the white seabass, giant sea bass, yellowtail, and others, along the coast of southern California and Mexico.

**Past service to ASIH:** Co-chair of the Diversity (now DEIB, 2016-2019); member of DEIB 2019-present; Graduate student volunteer 1990-1993.

**Hogan, J. Derek.** Associate Professor, Department of Life Sciences, Texas A&M University – Corpus Christi, Corpus Christi, TX 78412. Email: [james.hogan@tamucc.edu](mailto:james.hogan@tamucc.edu)

**Research Interests:** Community ecology, population ecology, and movement ecology of fishes with an emphasis on dispersal and migration of fishes with complex life-histories.

**Past Service to ASIH:** Stoye award judge (2015, 2017, 2019);

**Ludt, William B.** Assistant Curator of Ichthyology, Natural History Museum of Los Angeles County, 900 Exposition Blvd, Los Angeles, CA 90007. Email: [wludt@nhm.org](mailto:wludt@nhm.org)

**Research Interests:** Systematics, biogeography and phylogeography of marine and freshwater fishes.

**Service to ASIH:** Stoye award judge (2019), student representative on the Web Content and Long Range Planning committees (2017 & 2018), Chair of the committee on graduate student participation (2016), Student Book Raffle sub-committee member (2014).



**Miller, Elizabeth.** NSF Postdoctoral Research Fellow, School of Aquatic and Fishery Sciences, University of Washington, Seattle, WA 98105. Email: [emille3@uw.edu](mailto:emille3@uw.edu)

**Research Interests:** I study how biodiversity gradients are formed from a macroevolutionary perspective, focusing on marine and freshwater ray-finned fishes.

**Service to ASIH:** Member (2017-present); Reviewer for Copeia, submitted proposal for leading a symposium for 2021 meeting

**Stiassny, Melanie L.J.** Curator/Professor, Department of Ichthyology and Richard Gilder Graduate School, American Museum of Natural History, New York, New York 10024. Email: [mljs@amnh.org](mailto:mljs@amnh.org)

**Research Interests:** Systematics, taxonomy and conservation of freshwater fishes with an emphasis on Africa and focus on the Congo basin. Outreach and capacity building are important components of my research program.

**Past Service to ASIH:** Diversity Committee 2018-2019, Foreign Members Committee 2019-2020, Gibbs Committee 2018-2020.

**Tan, Milton.** Research Scientist Biodiversity Genomics, Illinois Natural History Survey, University of Illinois Urbana-Champaign, Champaign, IL 61820. Email: [miltont@illinois.edu](mailto:miltont@illinois.edu)

**Research Interests:** Evolution, systematics, genomics, and diversification in fishes, with an emphasis on freshwater fishes.

**Service to ASIH:** 2016 R workshop co-organizer and instructor; Neotropical Ichthyological Association student presentation judge, 2017; Copeia Best Paper in Ichthyology Awards Committee, 2019; ASIH Stoye Award student presentation judge 2019.

**ELECTION/RE-ELECTION OF INCUMBENT OFFICERS AND EDITORS 2020**

**The following officers and editors agree to serve the ASIH and must be elected for 2020. Please cast your vote for new and incumbent officers.**

- \_\_\_\_\_ Mark Sabaj – Secretary [New]
- \_\_\_\_\_ Katherine Maslenikov – Treasurer
- \_\_\_\_\_ W. Leo Smith – Editor
- \_\_\_\_\_ Matthew G. Girard – Figure Editor
- \_\_\_\_\_ Donald G. Buth – General Ichthyology Associate Editor
- \_\_\_\_\_ Matthew T. Craig – General Ichthyology Associate Editor
- \_\_\_\_\_ Roberto E. Reis – General Ichthyology Associate Editor
- \_\_\_\_\_ Michael J. Lannoo – General Herpetology Associate Editor
- \_\_\_\_\_ Jacob Kerby – General Herpetology Associate Editor
- \_\_\_\_\_ Julián Faivovich – General Herpetology Associate Editor
- \_\_\_\_\_ Bryan L. Stuart – General Herpetology Associate Editor
- \_\_\_\_\_ Matthew P. Davis – Genetics, Development & Morphology Associate Editor
- \_\_\_\_\_ Terry Grande – Genetics, Development & Morphology Associate Editor
- \_\_\_\_\_ Dustin Siegel – Genetics, Development & Morphology Associate Editor
- \_\_\_\_\_ Jacqueline Litzgus – Ecology & Ethology Associate Editor
- \_\_\_\_\_ Joel Snodgrass – Ecology & Ethology Associate Editor
- \_\_\_\_\_ Mia Adreani – Ecology & Ethology Associate Editor [New]
- \_\_\_\_\_ Catherine R. Bevier – Physiology & Physiological Ecology Associate Editor
- \_\_\_\_\_ Jay W. Orr – Index Editor
- \_\_\_\_\_ Luke Tornabene - Book Review Editor – Ichthyology
- \_\_\_\_\_ Robert Espinoza - Book Review Editor – Herpetology

**SLATE OF CANDIDATES FOR THE BOARD OF GOVERNORS ELECTION TO BE HELD ON 12 AUGUST 2020.**

**HENRY S. FITCH AWARD FOR EXCELLENCE IN HERPETOLOGY COMMITTEE**

**Davenport, Jon M.**, Assistant Professor, Department of Biology, Appalachian State University, Boone, NC 28607. Email: [davenportjm@appstate.edu](mailto:davenportjm@appstate.edu)

**Research Interests:** community ecology of amphibians and reptiles

**Service to ASIH:** Member (2015 - Present); Stoye Award Judge (1998; 2014); Storer Award Judge (2016)

**Siegel, Dustin.** Associate Professor, Southeast Missouri State University, Department of Biology, Southeast Missouri State University, Cape Girardeau, MO 63701.

Email: [dsiegel@semo.edu](mailto:dsiegel@semo.edu)

**Research Interests:** Reproductive biology of amphibians and reptiles.

**Service to ASIH:** Workshop Panel Member, "How to get a Job in Academia?", 2011; Publications Policy Committee, 2012-present; Associate Editor, *Copeia*, 2012-present; Graduate Student-Professional Speed-Networking Workshop, 2016-2017; Board of Governors, class of 2017, class of 2023; Resolutions Committee, 2018-2019.

**Watling, James**, Associate Professor, John Carroll University, University Heights OH 44118, USA. Email: [jwatling@jcu.edu](mailto:jwatling@jcu.edu)

**Research Interests:** Landscape and climate change effects on amphibians and reptiles

**Service to ASIH:** Member (most years since 2000); Web Content and Management Committee (since 2016); Storer/Stoye Awards Committee (2012, 2013, 2015, 2019); JMIH Session Chair (2005, 2006, 2015, 2019); Board of Governors (2013-2017); Co-Instructor, JMIH R workshop (2016); Resolutions Committee (2013); Editorial Board of *Copeia* (2008-2011); Reviewer for *Copeia* (2005-2010); ASIH Annual Meeting Elections Facilitator (2003-2006); ASIH Business Office Manager (2002)

**ROBERT K. JOHNSON AWARD FOR EXCELLENCE IN SERVICE COMMITTEE**

**Hua, Jessica.** Assistant Professor. Department of Biological Sciences, Binghamton University, 4400 Vestal Parkway East, Binghamton, NY 13905.

Email: [jhua@binghamton.edu](mailto:jhua@binghamton.edu)

**Research Interests:** Ecological and evolutionary consequences of global change on amphibian ecosystems; Community ecology, Ecotoxicology, Disease Ecology, Global Change Ecology

**Service to ASIH:** Member (2008 - Present); Stoye/Storer Award Judge (2018); Co-chair IUCN SSC Ecotoxicology Working (2015- Present), *Copeia* peer reviewer.

**Pilgrim, Melissa.** Director of Research and Professor of Biology; University of South Carolina Upstate, 800 University Way, Spartanburg, SC 29303. Email: [mpilgrim@uscupstate.edu](mailto:mpilgrim@uscupstate.edu)

**Research Interests:** Physiological Ecology, Ecotoxicology, Stable Isotope Ecology, Life History Evolution, Conservation Biology

**Service to ASIH:** Committee on Graduate Student Participation 2004: Led workshop "Stable Isotopes in Ecology: Understanding the utility and limitations of using stable isotope techniques to answer ecological questions"; Board of Governors (2005-2010); Stoye Award Judge (2006, 2011); co-chair of the Student Awards Committee (2012); Gaige Fund Award Committee (2016 -

2018, Chair 2018); Endowment and Finance Committee (2018 - present); currently serving on the Board of Governors (Class of 2024).

## **JOSEPH S. NELSON LIFETIME ACHIEVEMENT AWARD IN ICHTHYOLOGY COMMITTEE**

**Martin, Karen L. M.** Distinguished Professor of Biology, Frank R. Seaver Chair in Natural Science, Department of Biology, Pepperdine University, 24255 Pacific Coast Highway, Malibu, CA 90263-4321. Tel.: 310-506-4808, Fax: 310-506-4785, E-mail: karen,martin@pepperdine.edu  
Research interests: Physiological ecology of intertidal and coastal fishes, amphibious and air-breathing fishes, terrestrial embryos of aquatic organisms, coastal ecology, citizen science.  
**Service to ASIH:** Annual Meeting Local Host Committee, 1984 in Norman, OK and 1994 in Los Angeles, CA; Stoye Award Judge, General Ichthyology; Moderator and Organizer, panel on Women in Biology; Symposium Co-Organizer (with M. Horn and M. Chotkowski), “Intertidal Fishes: Life In Two Worlds” for 1994 annual meeting; Invited Panelist, panel on Combining Family and Career, in Guelph, Ontario, Canada; Session Chair for Annual Meetings. Associate Editor, Physiology and Physiological Ecology, for Copeia, 2009-2019. Board of Governors, 2009-2019. Life Member of ASIH.

**Ross, Stephen T.** Curator Emeritus of Fishes, Division of Fishes, Museum of Southwestern Biology and Adjunct Professor of Biology, MSC 03-2020, University of New Mexico, Albuquerque, NM 87131. Distinguished Professor Emeritus, University of Southern Mississippi. [stross1@unm.edu](mailto:stross1@unm.edu); [syross@centurytel.net](mailto:syross@centurytel.net).

**Research Interests:** Ecological and evolutionary relationships of fishes, including the impact of biotic and abiotic factors on the persistence and stability of fish assemblages, ecological responses of fishes to altered environments, conservation biology of fishes, and behavior and ecology of anadromous fishes.

**Service to ASIH:** Member since 1968; Session chair and judge for Storer and Stoye awards at numerous ASIH meetings; Board of Governors 1981-1986, 1988-1993, 2002-2006, 2013-2017. President, Vice-President, and Secretary-Treasurer, Southeastern Division ASIH 1983-1986; Representative to the American Fisheries Society 1987-1990; Copeia Editor for Ecology & Ethology 1994-1998; Chair, Nominating Committee 1984-1985, 1996-1997; Nominating Committee Member 1992-1993, 1995-1996, 2010-2011; Editorial Board 1984-1986, 1991-1992; Member Endowment Committee 1992-1993, 1999- 2010; Nominated for President-Elect of ASIH in 2003; Chair Endowment Committee and member of Executive Committee 2007-2009; Member Long Range Planning and Policy Committee 2007- 2016 (Projects on LRPP included the creation of the Joseph S. Nelson Award, in collaboration with Mike Douglas, Bill Matthews, Edie Marsh Matthew, and Jackie Litzgus); Member Local Committee for the Joint Meetings in Herpetology and Ichthyology, 2013; Co-organizer, along with Tom Turner and Keith Gido, of the 2013 ASIH symposium, Fish Out of Water: Evolutionary and Ecological Issues in the Conservation of Fishes in Water-Altered Environments; Member, Robert K. Johnson Award Committee, 2017; Chair, Robert K. Johnson Award Committee 2018.

**Turner, Thomas.** Professor and Curator of Fishes, Museum of Southwestern Biology, Department of Biology, University of New Mexico, Albuquerque, NM 87131. Email: [turnert@unm.edu](mailto:turnert@unm.edu). Research interests: Evolution, ecology, and conservation of fishes and aquatic biota in dryland rivers and streams.

**Service to ASIH:** Meritorious Teaching Award in Ichthyology 2019, Local Committee Chair JMIH 2013, Stoye Award Committee Chair 2015; Stoye Award Judge 2006, 2009, 2011, 2014, 2019; Board of Governors 2002 - 2007, 2013-2017; Copeia Editorial Board Member 1997-1998.

### **ROBERT H. GIBBS JR. MEMORIAL AWARD COMMITTEE**

**Allen, Larry G.** Professor of Biology, Department of Biology, California State University Northridge, CA 91330-8303. Email: [larry.allen@csun.edu](mailto:larry.allen@csun.edu).

**Research Interests:** Phylogeny of wreckfishes and clingfishes. Life history, reproductive strategies, population genetics, dispersal, and recruitment of coastal marine fishes. Biogeography and ecology of coastal marine fishes.

**Service to ASIH:** Meritorious Teaching Award in Ichthyology 2018; President 2015; Executive Committee 2014 -2018; Joseph S Nelson Award Committee 2012-14; Long-range Planning Committee, 1998-2000, 2018-present; Board of Governors, 1997-2001, 2004-2008, 2012-2016; Stoye Award Judge 1996, 1998, 2014, 2019; Local Committee, World Congress of Herpetology, Vancouver, B.C. 2012; Meeting Management & Planning Committee 2009-2011; Resolutions Committee 2008, 2012; Meeting Planning & Management Committee, 2001 – 2011; Master of Ceremonies, ASIH Banquet, La Paz, 2000, JMIH Banquet Kansas City, 1993, New Orleans, 2006, Portland 2009, Minneapolis, 2011; Local Committee, Annual Meeting, La Paz, 2000; Nominating Committee 1997; Raney Award Committee 1997-1999; Local Committee, Annual Meeting, Los Angeles 1994.

**Bloom, Devin.** Associate Professor, Department of Biological Sciences and Institute of Sustainability & the Environment, Western Michigan University, Kalamazoo, MI, USA, 49098. Email: [devin.bloom@wmich.edu](mailto:devin.bloom@wmich.edu).

**Research Interests:** Evolution, Ecology, Biogeography and Systematics of Marine and Freshwater Fishes.

**Past Service to ASIH:** Panel Member on *How to get a job in academia*, 2016; Stoye award judge, 2016, Co-organized graduate student fundraiser, 2008; Graduate student participation committee, 2008.

**Grande, Terry.** Professor, Department of Biology, Loyola University Chicago, Chicago, Illinois 60660. Email: [tgrande@luc.edu](mailto:tgrande@luc.edu).

**Research Interests:** Fish evolution, phylogenetics, developmental and functional morphology of freshwater and marine fishes, evolutionary ecology and game theory.

**Service to ASIH:** Associate Editor (Genetics, Morphology and Development) and Editorial Board Member 2010- Present. Ad hoc Committee on Copeia, Board of Governors since 2010.

### **SPIRITUS AWARD COMMITTEE**

**Pauly, Gregory B.** Associate Curator, Department of Herpetology and Co-Director, Urban Nature Research Center, Natural History Museum of Los Angeles County, Los Angeles, California, USA, 90007. Email: [gpauly@nhm.org](mailto:gpauly@nhm.org).

**Research Interests:** Evolution, ecology, and conservation of reptiles and amphibians; community/citizen science; urban ecology; introduced species; natural history museums.

**Past Service to ASIH:** Stoye Award judge (2017); regular reviewer of manuscripts submitted to *Copeia*.

**Spencer, Carol L.** Staff Curator of Herpetology, Museum of Vertebrate Zoology, University of California, Berkeley, CA 94720. Email: [atrox@berkeley.edu](mailto:atrox@berkeley.edu)

**Research Interests:** Phylogeography and speciation of desert squamates of Western Northern America, especially rattlesnakes. I am using molecular, morphological, venom and dietary data to investigate patterns of species formation and life history in North American deserts. I collaborate on the biodiversity informatics database projects Arctos, VertNet, iDigBio and oVert.

**Past Service to ASIH:** Board of Governors (2012-2016, 2018-2022); Collections Committee (2012-2020); Stoye Award Judge (2007, 2009, 2018); Storer Award Judge (2005-2006, 2008); Nominating Committee (2012-2014, Chair 2014); Resolution's Committee (2009), ASIH Member since 1997.

**Watters, Jessa.** Collection Manager for Herpetology, Sam Noble Museum, University of Oklahoma, Norman, OK 73072. Email: [jwatters@ou.edu](mailto:jwatters@ou.edu).

**Research Interests:** herpetology conservation, amphibian infectious diseases, student involvement in hands-on research activities, citizen science.

**Past service to ASIH:** JMIH Mentor (2019); ASIH Storer Best Poster Judge (2019); member of Ichthyological & Herpetological Collections Committee (IHCC) (2014–present); founding member of the newly formed IHCC Accreditation Sub-Committee (2017–present); previous award winner for Gaije Fund (2005).

## Honorary Foreign Member – Ichthyology

### Prof. Ralf Britz (Germany)

#### Curriculum vitae

##### Address

Sektionsleiter Ichthyologie  
Senckenberg Naturhistorische Sammlungen Dresden  
Museum für Tierkunde  
Königsbrücker Landstrasse 159  
01109 Dresden  
Germany

##### Education

1985-1992	Study of biology at Tübingen University / Germany
16 April 1992	Biologiediplom (Biology Masters) at Tübingen University
1992-1995	Doktorarbeit (PhD thesis) at Tübingen University
17 July 1995	PhD, Tübingen University

##### Foreign language skills

German: read, write and speak fluently  
English: read, write and speak fluently  
French: read

##### Academic positions

Since Dec. 2019	Museum of Zoology, Senckenberg Natural History Collections Dresden
2004-2019	Researcher Fishes, The Natural History Museum, London
1988-1995	Teaching Assistant, Lehrstuhl für Spezielle Zoologie, Tübingen University, in various zoological courses on vertebrates and invertebrates
1995-1996	Postdoctoral Fellow, Ichthyological Department, AMNH, New York
1996-2004	Assistant Professor, Lehrstuhl für Spezielle Zoologie, Tübingen University / Germany, Head of the Department's research aquarium section
1998-2004	Research Associate, Ichthyological Department, AMNH, New York
2002-2004	Visiting Researcher, Division of Fishes, National Museum of Natural History, Smithsonian Institution, Washington D.C.
Sept./Oct. 2003	Invited Researcher, Département Systématique et Evolution, Muséum Nationale d'Histoire Naturelle, Paris
2005-2013	Research Associate, Division of Fishes, National Museum of Natural History, Smithsonian Institution, Washington D.C.
July/Aug. 2007	Visiting Professor at the Departamento de Zoologia, Instituto de Biociências, Universidade de São Paulo, Brazil
May 2010	Visiting Professor at the Departamento de Zoologia, Instituto de Biociências, Universidade de São Paulo, Brazil
May 2012	Visiting Professor at the Departamento de Zoologia, Instituto de Biociências, Universidade de São Paulo, Brazil
May 2014	Visiting Professor at the Departamento de Zoologia, Instituto de Biociências, Universidade de São Paulo, Brazil
May 2016	Visiting Professor at the Departamento de Zoologia, Instituto de Biociências, Universidade de São Paulo, Brazil
May 2018	Visiting Professor at the Departamento de Zoologia, Instituto de Biociências, Universidade de São Paulo, Brazil

##### Research statement

My research program focuses on comparative anatomy, phylogenetics, systematics and taxonomy of actinopterygian and sarcopterygian fishes, ranging from general questions of evolutionary biology and homology and studies of

higher level relationships to basal problems in taxonomy and systematics of various fish groups. Although my primary approach to phylogenetic questions is and will remain deeply founded in morphology, I have also developed an interest in tests of morphology-based hypotheses with molecular data and I am involved in several ongoing collaborations.

My taxonomic interest lies with the freshwater fishes of Southeast Asia, in particular those of India and Myanmar/Burma, and South America, specifically Brazil. I combine traditional taxonomic methods with recent molecular approaches, i.e. integrative taxonomy, to resolve taxonomic questions. My systematic studies form the basis for more general questions about biogeographical patterns and how these have evolved.

The morphology based questions I try to resolve concern the relationship between evolution and development. I investigate how ontogenies change during evolution and try to understand how complex structures, like e.g. the tail of the ocean sunfishes or the sucking disc of sharksuckers, have evolved. In addition, I study the ontogeny of characters to resolve long-standing homology issues and thus to get a better idea about the phylogenetic relationships of various groups. In recent years I have initiated and co-lead collaborations applying evo-devo approaches, looking at gene expression patterns during development of morphological novelties, like the teeth/jaws of pufferfishes or the bizarre priapium of the penis headed fishes.

#### *Fieldwork experience*

1996	Collecting trip to Myanmar and Malaysia for the Department of Ichthyology, AMNH, New York
1996, 2000, 2003	Preparation of fish skeletons at the Deep Sea Fishing Rodeo on Dauphin Island/Alabama
1998	Collecting trip to Myanmar with Dr S.O. Kullander for the Swedish Museum of Natural History (NRM), Stockholm
1998	Collecting trip to Malaysia for the Zoological Reference Collection (ZRC), Singapore
2003	Collecting trip to Myanmar for the Division of Fishes, NMNH, Smithsonian Institution, Washington D.C.
2007	Collecting trip to Myanmar for the Department of Zoology, The Natural History Museum, London
2008	Collecting trip to Myanmar for the Department of Zoology, The Natural History Museum, London
2009	Collecting trip to Myanmar for the Department of Zoology, The Natural History Museum, London
2010	Fieldwork in India, Western Ghats
2011	Collecting trip to Myanmar for the Department of Zoology, The Natural History Museum, London
2011	Collecting trip to the Rio Negro/Brazil to collect miniature fishes
2013	Collecting trip to Myanmar for the Department of Zoology, The Natural History Museum, London
2014	Fieldwork in India, Western Ghats
2015	Collecting trip to Myanmar for the Department of Life Sciences, The Natural History Museum, London
2016	Fieldwork in India, Western Ghats
2017	Fieldwork in India, Western Ghats
2017	Fieldwork in Singapore and Peninsular Malaysia for Leverhulme project
2019	Fieldwork in Myanmar
2019	Fieldwork in India, Malaysia and Singapore

#### **Technical skills and approaches**

Techniques for morphological studies I regularly apply:

Double and triple clearing and staining (Alcian- and Alizarin staining of cartilage and bone and Sudan Black staining of nerves); Light microscopy (serial sectioning, staining, digital photography); Scanning electron microscopy (glutaraldehyde fixation, critical point drying, coating); Transmission electron microscopy (glutaraldehyde/osmiumtetroxid fixation, ultrathin sectioning)

Additional techniques I have utilized in projects with collaborators: micro and nano CT scanning and image rendering; in situ hybridisation; immuno-staining and confocal microscopy.

#### **External grants obtained**



Aug. 1994 Collection study grant, Ichthyological Department, AMNH, New York (1200\$)

1992- 1994 Dissertation grant, Landesgraduiertenförderung Baden-Württemberg (38.000 DM)

1995- 1996 Postdoctoral Fellowship (Kalbfleisch Fund), Ichthyological Department, AMNH, New York (30.000\$)

July 1997 Travel grant from DFG (German Science Foundation) to attend the International Symposium on Phylogeny and Classification of Neotropical Fishes in Porto Alegre, Brazil (2240 DM)

July 1998 Travel grant from the DFG (German Science Foundation) to attend the PARADI / FISA meeting: “African Fish and Fisheries: Diversity and Utilisation” in Grahamstown, South Africa (2200 DM)

March 2001 Short term visitor's grant from the Division of Fishes, NMNH, Smithsonian Institution, Washington D.C. (2000 \$)

March 2003 BIODIBERIA visitors grant from the Natural History Museum in Madrid (1000 €)

Sept./Oct. 2003 Fellowship as 'Invited Researcher' from the Département Systématique et Evolution, Muséum Nationale d'Histoire Naturelle, Paris, France (3000 €)

2002- 2004 Fellowship as 'Visiting Researcher' from the Division of Fishes, NMNH, Smithsonian Institution, Washington D.C. to collaborate with Dr. G. D. Johnson (87.000 \$)

Dec. 2005 Marie Curie Postdoctoral fellowship for Dr L. Rüber to work with me on snakehead diversity (98,000 £)

Jan. 2006 Fellowship as 'Visiting Researcher' from the Division of Fishes, NMNH, Smithsonian Institution, Washington D.C. to collaborate with Dr. G. D. Johnson (2000£)

Aug. 2006 SYNTHESYS grant to visit the Stockholm Museum and collaborate with Dr S. Kullander on Myanmar freshwater fishes (1500 £)

July/Aug. 2007 Fellowship as 'Invited Professor' to teach an intensive 3-week course on fish anatomy at the University of Sao Paulo, marine station 'CEBIMAR' in Sao Sebastiao, Brazil

Dec. 2007 Co-I on NERC funded project “Evolutionary diversification in an endangered biodiversity hotspot: the Southeast Asian peat swamp forest fish fauna” with Lukas Rüber (PI) (317,250 £)

March 2008 Marie-Curie Postdoctoral Fellowship for Dr Timo Moritz to work with me on “Evolution and development of polypterids” (111,677.57 £)

May 2010 Fellowship as 'Invited Professor' to teach an intensive 2-week course on fish anatomy at the University of Sao Paulo, marine station 'CEBIMAR' in Sao Sebastiao, Brazil

Oct. 2011 Fellowship by FAPESP (Government of Sao Paulo State, Brazil) to collect miniature freshwater fishes in the Rio Negro

May 2012 Fellowship as 'Invited Professor' to teach an intensive 2-week course on fish anatomy at the University of Sao Paulo, marine station 'CEBIMAR' in Sao Sebastiao, Brazil

July 2013 SYNTHESYS grant to study Bloch's fish collection at the Berlin Museum, Germany (1500 €)

August 2013 Marie-Curie Postdoctoral Fellowship for Dr Eleanor Adamson to work with me on “Myanmar freshwater biogeography; understanding a zoogeographical transition zone” (221,606.40 €)

Feb 2014 Co-I on John Templeton Foundation grant “Is macroevolution testable? Comparative insights into convergent evolution” with Mark Wilkinson (PI), Matthew Wills, and Davide Pisani. (210,965 £)

May 2014 Fellowship as 'Invited Professor' to teach an intensive 2-week course on fish anatomy at the University of Sao Paulo, marine station 'CEBIMAR' in Sao Sebastiao, Brazil

March 2016 PI on Leverhulme Trust funded project “Breaking the rules- development and evolution of extreme asymmetry and morphological novelty” (270,782 £)

May 2016 Fellowship as 'Invited Professor' to teach an intensive 2-week course on fish anatomy at the University of Sao Paulo, marine station 'CEBIMAR' in Sao Sebastiao, Brazil

May 2018 Fellowship as 'Invited Professor' to teach an intensive 2-week course on fish anatomy at the University of Sao Paulo, marine station 'CEBIMAR' in Sao Sebastiao, Brazil

## Awards

Top Ten New Species Award 2010 for *Danionella dracula* ([http://species.asu.edu/Top10\\_2010](http://species.asu.edu/Top10_2010))

Britz, R., Conway, K. W. & Rüber, L. (2009). Spectacular morphological novelty in a miniature cyprinid fish, *Danionella dracula* n. sp. Proceedings of the Royal Society, B, 276: 2179-2186.

Reinhard Rieger Award in Zoomorphology for 2010 for

Schnell, N., Britz, R. & Johnson, G. D. (2010). New insights into the complex structure and ontogeny of the occipito-vertebral gap in barbeled dragonfishes (Stomiidae, Teleostei). Journal of Morphology, 271: 1006-1022.

## Publications

### Ichthyological Publications

1. Masters and PhD Thesis
- Britz, R. (1992). Untersuchungen zur Ontogenese des Cranium von *Ctenopoma damasi* (Poll, 1939), mit einer Diskussion der Entwicklung der Orbitonasalregion bei Teleostei. Diplomarbeit (Masters Thesis), Fakultät der Eberhard-Karls-Universität Tübingen. 92 pp. (Studies on the ontogeny of the cranium of *Ctenopoma damasi*, with a discussion of the ontogeny of the ethmoid region in teleosts)
- Britz, R. (1995). Zur phylogenetischen Systematik der Anabantoidei (Teleostei, Percomorpha) unter besonderer Berücksichtigung der Stellung des Genus *Luciocephalus*. Morphologische und ethologische Untersuchungen. PhD-Thesis, Fakultät für Biologie der Eberhard-Karls-Universität Tübingen. 125 pp. (Phylogenetic systematics of Anabantoidei, with special reference to the phylogenetic position of the genus *Luciocephalus*. Morphological and ethological studies)
2. Publications in peer reviewed journals and book chapters
3. (see also <https://scholar.google.co.uk/citations?user=iWWB2G8AAAAJ&hl=en&oi=ao>)
1. **Britz, R.** (1994). Ontogenetic features of *Luciocephalus* (Perciformes, Anabantoidei), with a revised hypothesis of anabantoid intrarelationships. Zoological Journal of the Linnean Society 112: 491-508.
2. **Britz, R.**, Kokoscha, M., Riehl, R. (1995). The anabantoid genera *Ctenops*, *Luciocephalus*, *Parasphaerichthys* and *Sphaerichthys* as a monophyletic group: evidence from egg surface structure and reproductive behaviour. Japanese Journal of Ichthyology, 42: 71-79.
3. **Britz, R.** (1996). Ontogeny of the ethmoidal region and hyopalatine arch in *Macragnathus pancalus* (Teleostei, Mastacembeloidei), with critical remarks on mastacembeloid inter- and intrarelationships. American Museum Novitates, 3181: 1-18.
4. Bartsch, P. & **Britz, R.** (1997). A single micropyle in the eggs of the most basal actinopterygian fish, *Polypterus* (Actinopterygii, Polypteriformes). Journal of Zoology, 241: 589-592.
5. **Britz, R.** (1997). Egg surface structure and larval cement glands in nandid and badid fishes (Teleostei, Percomorpha), with remarks on phylogeny and zoogeography. American Museum Novitates, 3195: 1-17.
6. Gemballa, S. & **Britz, R.** (1998). Homology of intermuscular bones in acanthomorph fishes. American Museum Novitates, 3241: 1-25.
7. **Britz, R.** & Bartsch, P. (1998). On the reproduction and early development of *Erpetoichthys calabaricus*, *Polypterus senegalus*, and *P. ornatipinnis* (Actinopterygii: Polypteridae). Ichthyological Exploration of Freshwaters, 9: 325-334.
8. **Britz, R.** & Kottelat, M. (1999). *Carinotetraodon imitator*, a new freshwater pufferfish from India (Teleostei: Tetraodontiformes). Journal of South Asian Natural History, 4: 39-47.
9. Ng, H. H., Ng, P. K. L. & **Britz, R.** (1999). *Channa harcourtbutleri* (Annandale, 1918): a valid species of snakehead (Perciformes; Channidae) from Myanmar. Journal of South Asian Natural History, 4: 57-64.
10. **Britz, R.** & Kottelat, M. (1999). *Sundasalanx mekongensis*, a new species of clupeiform fish from the Mekong basin (Teleostei: Sundasalangidae). Ichthyological Exploration of Freshwaters, 10: 337-344.
11. **Britz, R.** & Kottelat, M. (1999). Two new species of gasterosteiform fishes of the genus *Indostomus* (Teleostei: Indostomidae). Ichthyological Exploration of Freshwaters, 10: 327-336.
12. Kerle, R., **Britz, R.** & Ng, P. K. L. (2000) Habitat preference, reproduction and diet of the earthworm eel, *Chendol keelini* (Teleostei: Chaudhuriidae). Environmental Biology of Fishes, 57: 413-422.
13. **Britz, R.**, Heydt, A. & Kirschbaum, F. (2000). Observations on the structure of larval attachment organs in three species of gymnotiforms (Teleostei: Ostariophysii). Acta Zoologica, 81: 57-68.
14. Breining, T. & **Britz, R.** (2000). Egg surface structure of three clingfish species, using scanning electron microscopy (Teleostei: Gobioidae). Journal of Fish Biology, 56: 1129-1137.
15. Kottelat, M. & **Britz, R.** (2000). *Chaudhuriia fusipinnis*, n. sp. in: Kottelat, M.: Diagnoses of a new genus and 64 new species of fishes from Laos (Teleostei: Cyprinidae, Balitoridae, Bagridae, Syngnathidae, Chaudhuriidae and Tetraodontidae). Journal of South Asian Natural History, 5: 78-79.

16. **Britz, R.** (2000) Aspects of the reproduction and development of *Indostomus paradoxus* Prasad & Mukerji 1929 (Teleostei, Gasterosteiformes). *Ichthyological Exploration of Freshwaters*, 11: 305-314.
17. Kullander, S. O., **Britz, R.** & Fang, F. (2000). *Pillaia kachinica*, a new chaudhuriid fish species from Myanmar, with observations on the genus *Garo* (Teleostei: Mastacembeloidei: Chaudhuriidae). *Ichthyological Exploration of Freshwaters*, 11: 327-334.
18. **Britz, R.** & Cambray, J. (2001). Structure of egg surfaces and attachment organs in anabantoids. *Ichthyological Exploration of Freshwaters*, 12: 267-288.
19. **Britz, R.** (2001). The genus *Betta* - monophyly and intrarelationships, with remarks on the subfamilies Macropodinae and Luciocephalinae. *Ichthyological Exploration of Freshwaters*, 12: 305-318.
20. **Britz, R.** (2002). Larvale Anheftungsorgane bei Teleostei in: Greven, H. & Riehl, R. (eds.): *Verhalten der Aquarienfische (2)*. Birgit Schmettkamp Verlag, Bornheim, pp. 17-35. (Larval attachment organs in teleosts)
21. **Britz, R.** & Johnson, G. D. (2002). "Paradox Lost": Skeletal ontogeny of *Indostomus paradoxus* and its significance for the phylogenetic relationships of Indostomidae (Teleostei, Gasterosteiformes). *American Museum Novitates*, 3383, 1-43.
22. **Britz, R.** & Kottelat, M. (2002). *Parasphaerichthys lineatus*, a new species of labyrinth fish from southern Myanmar (Teleostei: Osphronemidae). *Ichthyological Exploration of Freshwaters*, 13: 243-250.
23. Kullander, S. O. & **Britz, R.** (2002). Revision of the family Badidae (Teleostei: Perciformes), with description of a new genus and ten new species. *Ichthyological Exploration of Freshwaters*, 13: 295-372.
24. **Britz, R.** & Bartsch, P. (2003). The myth of dorsal ribs in gnathostome vertebrates. *Proceedings of the Royal Society London B (Supplement)*, *Biology Letters*, 270: S1-S4. Published online 30 May 2003 (DOI: 10.1098/rsbl.2003.0035).
25. **Britz, R.** & Kullander, S. O. (2003). Polycentridae- Leaf-fishes, pp. 603-604 in Reis, R. E., Kullander, S. O., Ferraris, C. J. Jr.: *Check-list of the freshwater fishes of South and Central America*, EDIPUCRS: Porto Alegre.
26. **Britz, R.** & Johnson, G. D. (2003). On the homology of the posteriormost gill arch in polypterids (Cladistia, Actinopterygii). *Zoological Journal of the Linnean Society*, 138: 495-504.
27. **Britz, R.**, Favorito-Amorim, S. & Johnson, G. D. (2003). The hyopalatine arch of a 25 mm larva of *Synbranchus* and homology of the pterygoid bone in the Synbranchidae (Teleostei: Synbranchiformes). *Proceedings of the Biological Society Washington*, 116: 337-340.
28. **Britz, R.** & Kottelat, M. (2003). Descriptive osteology of the family Chaudhuriidae (Teleostei, Synbranchiformes, Mastacembeloidei). *American Museum Novitates* 3418: 1-62.
- II. 29. **Britz, R.** (2003). *Danionella mirifica*, a new species of miniature fish from Upper Myanmar (Ostariophysi: Cyprinidae). *Ichthyological Exploration of Freshwaters*, 14: 217-222.
- III. 30. **Britz, R.** & Ferraris, C. J. Jr. (2003). A new species of the Asian catfish genus *Pseudolaguvia* from Myanmar (Teleostei: Ostariophysi: Siluriformes: Erethistidae). *Zootaxa*, 388: 1-8.
- IV. 31. **Britz, R.** (2003). Suborder Anabantoidei: Labyrinth fishes in Hutchins, M.: *Grzimek's Animal Life Encyclopedia Vol. 5, Fishes II*. Gale Group, pp. 427-436.
- V. 32. Courtenay, W. R., Williams, J. D., **Britz, R.**, Yamamoto, M. N. & Loiselle, P.V. (2004). Identity of introduced snakeheads (Pisces, Channidae) in Hawai'i and Madagascar, with comments on ecological concerns. *Occasional Papers of the Bishop Museum*, 77: 1-13.
- VI. 33. Rüber, L., **Britz, R.**, Tan, H.H., Ng, P. K. L., Zardoya, R. (2004). Evolution of mouthbrooding and life-history correlates in the fighting fish genus *Betta*. *Evolution*, 58: 799-813.
- VII. 34. **Britz, R.** (2004). *Polypterus teugelsi*, a new species of bichir from the Upper Cross River system in Cameroon (Actinopterygii: Cladistia: Polypteridae). *Ichthyological Exploration of Freshwaters*, 15: 179-186.
- VIII. 35. Kottelat, M., Kullander, S.O., Fang Fang, **Britz, R.**, and Ferraris C. (2004). Comment on the proposed conservation of the specific name of *Macropodus concolor* Ahl, 1937 (Osteichthyes, OSPHRONEMIDAE). *Bulletin of Zoological Nomenclature*, 61: 114-116.
36. **Britz, R.** (2004). Egg structure and larval development of *Pantodon buchholzi* Peters 1877 (Teleostei: Osteoglossomorpha), with a review of data on reproduction and early life history in other osteoglossomorphs. *Ichthyological Exploration of Freshwaters*, 15: 209-224.
37. Rüber, L., **Britz, R.**, Kullander, S. O., Zardoya, R. (2004). Evolutionary and biogeographic patterns of the Badidae (Teleostei: Perciformes) inferred from mitochondrial and nuclear DNA sequence data. *Molecular Phylogenetics and Evolution*, 32: 1010-1022.

38. **Britz, R.** (2004). Teleostei in Westheide, W. & Rieger, R.: Spezielle Zoologie, Teil 2: Wirbeltiere. Gustav Fischer Verlag, pp. 238-285. (Chapter Teleostei in Volume 2 [Vertebrate systematics] of the major German zoology textbook).
39. **Britz, R.** & Johnson, G. D. (2005) Leis's conundrum: ontogeny and homology of the clavus of the ocean sunfishes. Part 1 Ontogeny of the median fins and axial skeleton of *Monotretus leurus* (Teleostei, Tetraodontiformes, Tetraodontidae). *Journal of Morphology*, 266: 1-10. Published Online: 17 Nov 2004, DOI: 10.1002/jmor.10243
40. Johnson, G. D. & **Britz, R.** (2005). Leis's conundrum: ontogeny and homology of the clavus of the ocean sunfishes (Teleostei, Tetraodontiformes, Molidae). Part 2 Ontogeny of the median fins and axial skeleton of *Ranzania laevis*. *Journal of Morphology*, 266: 11-21. Published Online: 17 Nov 2004, DOI: 10.1002/jmor.10242
41. Moritz, T. & **Britz, R.** (2005). Ontogeny and homology of the basipterygoid articulation in *Pantodon buchholzi* (Teleostei: Osteoglossomorpha). *Zoological Journal of the Linnean Society*, 144: 1-13.
42. Johnson, G.D. & **Britz, R.** (2005). A description of the smallest *Triodon* on record (Teleostei: Tetraodontiformes: Triodontidae). *Ichthyological Research*, 52: 176-181.
43. **Britz, R.** & Johnson, G. D. (2005). Occipito-vertebral fusion in the ocean sunfishes (Teleostei: Tetraodontiformes: Molidae) and its phylogenetic implications. *Journal of Morphology*, 266: 74-79. Published Online: 25 Aug 2005, DOI: 10.1002/jmor.10366
44. Ferraris C. & **Britz, R.** (2005). A new diminutive species of *Glyptothorax* (Siluriformes: Sisoridae) from the upper Irrawaddy River basin, Myanmar, with comments on sisorid and erethistid phylogenetic relationships. *Ichthyological Exploration of Freshwaters*, 16: 375-383.
45. de Carvalho, M.R., Bockmann, F.A., Amorim, D. S., de Vivo, M. de Toledo-Piza, M., Menezes, N.A, de Figueiredo, J.L., Castro, R.M.C., Gill, A. C., McEachran, J. D. Compagno, L. J. V., Schelly, R. C., **Britz, R.**, Lundberg, J. G., Vari, R. P. & Nelson, G. (2005). Revisiting the Taxonomic Impediment. *Science*, 307: 353.
46. Kottelat, M., **Britz, R.**, Tan, H. H. & Witte K.-E. (2006). *Paedocypris*, a new genus of cyprinid fish from threatened Southeast Asian peat swamps comprising the world's smallest vertebrate. *Proceedings of the Royal Society London B*, 273: 895-899. doi:10.1098/rspb.2005.3419
47. Moritz, T., **Britz, R.** & Linsenmair, K. E. (2006). *Cromeria nilotica* and *C. occidentalis*, two valid species of the African freshwater fish family Kneriidae (Gonorynchiformes, Teleostei). *Ichthyological Exploration of Freshwaters*, 17: 65-72.
48. **Britz, R.** & Hoffmann, M. (2006). Ontogeny and homology of the claustra in otophysan Ostariophysi (Teleostei). *Journal of Morphology*, 267: 909-923. Published on-line April 2006, DOI: 10.1002/jmor.10447
49. Rüber, L., **Britz, R.** & Zardoya, R. (2006). Molecular phylogenetics of labyrinth fishes, evolution of their breeding behaviour and remarks on their historical biogeography (Perciformes; Anabantoidei). *Systematic Biology*, 55: 374-397.
50. Moritz, T., **Britz, R.** & Linsenmair, K. E. (2006). On the ecology of *Cromeria occidentalis* (Gonorynchiformes, Teleostei). *Ichthyological Exploration of Freshwaters*, 17: 173-180.
51. Hoffmann, M. & **Britz, R.** (2006). Ontogeny and homology of the neural complex of otophysan Ostariophysi. *Zoological Journal of the Linnean Society*, 147: 301-330.
52. **Britz, R.** & Maclaine, J. (2007). A review of the eel-loaches, genus *Pangio*, from Myanmar (Teleostei: Cypriniformes: Cobitidae). *Ichthyological Exploration of Freshwaters*, 18: 17-30.
53. Hilton, E., **Britz, R.**, Johnson, G.D. & Forey, P. (2007). Clarification of the occipito-vertebral region of *Arapaima gigas* (Osteoglossomorpha: Osteoglossidae) through developmental osteology. *Copeia*, 2007: 218-227.
54. **Britz, R.** & Moritz, T. (2007). Reinvestigation of the osteology of the miniature African freshwater fishes *Cromeria* and *Grasseichthys* (Teleostei, Gonorynchiformes, Kneriidae), with comments on kneriid relationships. *Mitteilungen aus dem Museum für Naturkunde Berlin, Zoologische Reihe*, 83: 3-42.
55. Rüber, L., Kottelat, M., Tan, H. H., Ng, P. K. L. & **Britz, R.** (2007). Evolution of miniaturization and the phylogenetic position of *Paedocypris*, comprising the world's smallest vertebrate. *BMC Evolutionary Biology* 2007, 7:38 doi:10.1186/1471-2148-7-38
56. **Britz, R.** (2007). Two new species of *Mastacembelus* from Myanmar (Teleostei: Symbranchiformes: Mastacembelidae). *Ichthyological Exploration of Freshwaters*, 18: 257-268.
57. Conway, K. & **Britz, R.** (2007). Sexual dimorphism of the Weberian apparatus and pectoral girdle in *Sundadanio axelrodi* (Ostariophysi: Cyprinidae), a miniature cyprinid from South East Asia. *Journal of Fish Biology*, 71: 1562-1570.

58. **Britz, R.** (2007). *Channa ornatipinnis* and *C. pulchra*, two new species of dwarf snakeheads from Myanmar (Teleostei: Channidae). *Ichthyological Exploration of Freshwaters* 18: 333-342.
59. **Britz, R.** (2007). Polypteridae in Poissons d'eaux douces et saumâtres de basse Guinée, ouest de l'Afrique centrale, The Fresh and Brackish Water Fishes of Lower Guinea, West-Central Africa (eds. Teugels, G. G., Stiassny, M. L. J. & Hopkins, C.) Vol. 1. Published by IRD, MRAC, AMNH, pp. 168-173.
60. **Britz, R.** (2007, published 2008). Polycentridae in Poissons d'eaux douces et saumâtres de basse Guinée, ouest de l'Afrique centrale, The Fresh and Brackish Water Fishes of Lower Guinea, West-Central Africa (eds. Teugels, G. G., Stiassny, M. L. J. & Hopkins, C.), Vol. 2. Published by IRD, MRAC, AMNH, pp. 248-250.
61. **Britz, R.**, Kottelat, M. (2008). *Paedocypris carbunculus*, a new species of miniature fish from Borneo (Teleostei: Cypriniformes: Cyprinidae). *Raffles Bulletin of Zoology* 56: 415-422.
62. Kullander S.O. & **Britz, R.** (2008). *Puntius padamya*, a new species of cyprinid fish from Myanmar (Teleostei: Cyprinidae). *Electronic Journal of Ichthyology*, 2008 (2): 56-66.
63. **Britz, R.** & Conway, K. (2009). Descriptive osteology of the paedomorphic cyprinid *Paedocypris*, with remarks on its phylogenetic relationship. *Journal of Morphology*, 270: 389-412. Published on-line 23 Dec 2008 (DOI: 10.1002/jmor.10698)
64. **Britz, R.**, Conway, K. W. & Rüber, L. (2009). Spectacular morphological novelty in a miniature cyprinid fish, *Danionella dracula* n. sp. *Proceedings of the Royal Society, B*, 276: 2179-2186; published on-line 11 March 2009 (doi: 10.1098/rspb.2009.0141)
65. **Britz, R.** (2009). *Danionella priapus*, a new species of miniature cyprinid fish from West Bengal, India (Teleostei: Cypriniformes: Cyprinidae). *Zootaxa*, 2277: 53-60.
66. **Britz, R.** (2009). Teleostei in Westheide, W. & Rieger, R. (eds.): *Spezielle Zoologie, Teil 2: Wirbeltiere*. 2<sup>te</sup> Auflage. Gustav Fischer Verlag, pp. 260-306. (Chapter Teleostei in Volume 2, Vertebrate systematics, 2<sup>nd</sup> edition, of the major German zoology textbook).
67. Hilton, E. & **Britz, R.** (2010). The caudal skeleton of osteoglossomorph fishes, revisited: comparisons, homologies, and characters in Nelson, J. S., Schultze, H.-P. & Wilson, M.V.H. (eds.): *Origin and phylogenetic interrelationships of teleosts honoring Gloria Arratia*. Verlag Dr Friedrich Pfeil, pp. 219-237.
68. **Britz, R.** & Johnson, G. D. (2010). Occipito-vertebral fusion in actinopterygians: conjecture, myth and reality. Part 1: Non-teleosts in Nelson, J. S., Schultze, H.-P. & Wilson, M.V.H. (eds.): *Origin and phylogenetic interrelationships of teleosts honoring Gloria Arratia*. Verlag Dr Friedrich Pfeil, pp. 77-93.
69. Johnson, G. D. & **Britz, R.** (2010). Occipito-vertebral fusion in actinopterygians: conjecture, myth and reality. Part 2: Teleosts in Nelson, J. S., Schultze, H.-P. & Wilson, M.V.H. (eds.): *Origin and phylogenetic interrelationships of teleosts honoring Gloria Arratia*. Verlag Dr Friedrich Pfeil, pp. 95-110.
70. **Britz, R.** (2010). Species of the *Macroglyphus aculeatus* group in Myanmar with remarks on *M. caudiocellatus* (Teleostei: Synbranchiformes: Mastacembelidae). *Ichthyological Exploration of Freshwaters* 20: 295-308.
71. **Britz, R.** & Kottelat, M. (2010). *Pangio longimanus*, a miniature species of eel-loach from Central Laos (Teleostei: Cypriniformes: Cobitidae). *Ichthyological Exploration of Freshwaters* 20: 371-376.
72. Schnell, N., **Britz, R.** & Johnson, G. D. (2010). New insights into the complex structure and ontogeny of the occipito-vertebral gap in barbeled dragonfishes (Stomiidae, Teleostei). *Journal of Morphology*, 271: 1006-1022; published on-line 17 May 2010. DOI: 10.1002/jmor.10858
73. **Britz, R.** (2010). *Macroglyphus aureus*, a new spiny eel of the *M. aculeatus* species group from the Upper Ayeyarwaddy River Drainage, Myanmar (Teleostei: Synbranchiformes: Mastacembelidae). *Zootaxa* 2514: 55-60.
74. **Britz, R.** (2010). A new earthworm eel of the genus *Chaudhuria* from the Ayeyarwaddy River Drainage, Myanmar (Teleostei: Synbranchiformes: Chaudhuriidae). *Zootaxa*, 2571: 62-68.
75. Conway, K. C. & **Britz, R.** (2010). Three new species of *Psilorhynchus* from the Ayeyarwaddy River drainage, Myanmar (Teleostei: Psilorhynchidae). *Zootaxa*, 2616: 31-47.
76. **Britz, R.** & U Tin Win (2010). Redescription of *Silurus burmanensis* Thant 1967: a *Silurus* not a *Pterocryptis* (Teleostei: Siluriformes: Siluridae). *Zootaxa*, 2647: 61-68.
77. Vishwanath, W., Ng, H.H., **Britz, R.**, Singh, L.K., Chaudhry, S. & Conway, K. W. (2011). Chapter 3. The status and distribution of freshwater fishes of the Eastern Himalaya region, pp. 22-41, in Allen, D., Molur, S. & Daniel, B. A. (compilers) *The Status and distribution of freshwater biodiversity in the eastern Himalaya*. Cambridge, UK and Gland, Switzerland: IUCN, & Coimbatore, India: Zoo Outreach Organisation.
78. Brown, K. J., **Britz, R.**, Bills R., Rüber, L. & Day J. J. (2011). Pectoral fin loss in the Mastacembelidae: a new species from Lake Tanganyika. *Journal of Zoology*, 284: 286-293; published online on 1 April 2011, doi:10.1111/j.1469-7998.2011.00804.x
79. Benziger, A., Philip, S., Raghavan, R., Ali, P. H. A., Sukumaran, M., Tharian, J. C., Dahanukar, N., Baby, F., Peter, R., Rema Devi, K., Radhakrishnan, K. V., Haniffa, M. A. K., **Britz, R.** & Antunes, A. (2011).

- Unraveling a 146 years old taxonomic puzzle: validation of Malabar Snakehead, species-status and its relevance for channid systematics and evolution. PLOS one, published online on 24 June 2011, doi:10.1371/journal.pone.0021272
80. **Britz, R.**, Lalremsanga, H. T., Lalrotluanga & Lalramliana. (2011). *Monopterus ichthyophoides*, a new species of scaled swamp eel (Teleostei: Synbranchiformes: Synbranchidae) from Mizoram, India. *Zootaxa*, 2936: 51–58.
  81. **Britz, R.** & G. D. Johnson (2011). Comments on the establishment of the one to one relationship between characters as a prerequisite for homology assessment in phylogenetic studies. *Zootaxa*, 2946: 65-72.
  82. **Britz, R.** & K. W. Conway (2011). The Cypriniformes tree of confusion. *Zootaxa*, 2946: 73-78.
  83. **Britz, R.** & K. W. Conway (2011). Additions to “The Cypriniformes tree of confusion”. *Zootaxa*, 2946: 142.
  84. Bohlen, J., Slechtova, V., Tan H. H., & **Britz, R.** (2011). Phylogeny of the Southeast Asian freshwater fish genus *Pangio* (Cypriniformes; Cobitidae). *Molecular Phylogenetics and Evolution*, 61: 854-865.
  85. **Britz, R.**, Kottelat, M. & H. H. Tan. (2012). *Fangfangia spinicleithralis*, a new genus and species of miniature cyprinid from the peat swamp forests of Borneo (Teleostei: Cypriniformes: Cyprinidae). *Ichthyological Exploration of Freshwaters*, 22: 327-335.
  86. **Britz, R.** & G. D. Johnson. (2012). The caudal skeleton of a 20 mm *Triodon* and homology of its components. *Proceedings of the Biological Society of Washington*, 125: 66-73.
  87. Fraser, G. J., **Britz, R.**, Hall, A. Johanson, Z. & M. M. Smith. (2012). Replacing the first-generation dentition in pufferfish with a unique beak. *Proceedings of the National Academy of Sciences*, 109: 8179-8184. doi: 10.1073/pnas.1119635109
  88. **Britz, R.**, Kumar, K. & Baby, F. (2012). *Pristolepis rubripinnis*, a new species of fish from southern India (Teleostei: Percomorpha: Pristolepididae). *Zootaxa*, 3345: 59-68.
  89. **Britz, R.**, Ali, A. & Philip, S. (2012). *Dario urops*, a new species of badid fish from the Western Ghats, southern India (Teleostei: Percomorpha: Badidae). *Zootaxa*, 3348: 63-68.
  90. **Britz, R.**, Ali, A. & R. Raghavan. (2012). *Pangio ammophila*, a new species of eel-loach from Karnataka, southern India (Teleostei: Cypriniformes: Cobitidae). *Ichthyological Exploration of Freshwaters*, 23: 45-50.
  91. **Britz, R.** & G. D. Johnson. (2012). Ontogeny and homology of the skeletal elements that form the sucking disc of remoras (Teleostei, Echeneoidei, Echeneidae). *Journal of Morphology*, 273: 1353-1366. doi: 10.1002/jmor.20063
  92. **Britz, R.** & M. Toledo-Piza. (2012). Egg surface structure of the freshwater toadfish *Thalassophryne amazonica* (Teleostei: Batrachoididae) with information on its distribution and natural habitat. *Neotropical Ichthyology*, 10: 593-599.
  93. **Britz, R.** & K. Hartel. (2012). On the synonymy of *Caristius groenlandicus* Jensen and *Pteraclis fasciatus* Borodin (Pisces: Caristiidae). *Zootaxa*, 3546: 85-88.
  94. **Britz, R.**, Ali, A., Siby, P., Kumar, K. & R. Raghavan (2012). First record from the wild of *Carinotetraodon imitator* in Peninsular India (Teleostei: Tetraodontiformes: Tetraodontidae). *Ichthyological Exploration of Freshwaters*, 23: 105-109.
  95. **Britz, R.**, Ali, A. & R. Raghavan. (2013). *Pseudolaguvia lapillicola*, a new species of catfish from Peninsular India (Teleostei: Sisoridae). *Ichthyological Exploration of Freshwaters*, 23: 289-295.
  96. Mattox, G. M. T., **Britz, R.**, Toledo-Piza, M. & M. M. F. Marinho. (2013). *Cyanogaster noctivaga*, a remarkable new genus and species of miniature fish from the Rio Negro, Amazon basin (Ostariophysi: Characidae). *Ichthyological Exploration of Freshwaters*, 23: 297-318.
  97. **Britz, R.**, Mattox, G. M. T., Toledo-Piza, M. & M. M. F. Marinho. (2013). Nomenclatural remarks on *Cyanogaster* Oken 1823 and *Cyanogaster* Blainville 1825 (Mollusca: Gastropoda: Pleurobranchaeidae). *Zootaxa*, 3683: 99-100.
  98. **Britz, R.** & S. O. Kullander. (2013). *Dario kajal*, a new species of badid fish from Meghalaya, India (Teleostei: Badidae). *Zootaxa*, 3731: 331-337.
  99. **Britz, R.** (2013). *Channa andrao*, a new species of dwarf snakehead from West Bengal, India (Teleostei: Channidae). *Zootaxa*, 3731: 287-294.
  100. **Britz, R.**, Kakkassery, F. & R. Raghavan. (2014). Osteology of *Kryptoglanis shajii*, a stygobitic catfish (Teleostei: Siluriformes) from Peninsular India with a diagnosis of the new family Kryptoglanidae. *Ichthyological Exploration of Freshwaters*, 24: 193-207.
  101. **Britz, R.**, Rüber, L. & G. D. Johnson. (2014). Reinventing the disc: a reminder to give credit to past giants. *Proceedings of the Royal Society B*, 281: <http://dx.doi.org/10.1098/rspb.2013.2920>
  102. Rocha, L.,...**Britz, R.**, et al. (2014). Specimen collection: an essential tool. *Science*, 344: 814-815.

103. Toledo-Piza, M., Mattox, G. & **R. Britz**. (2014). *Priocharax nanus*, a new miniature characid from the rio Negro, Amazon basin (Ostariophysi: Characiformes), with an updated list of miniature Neotropical freshwater fishes. *Neotropical Ichthyology*, 12: 229-246.
104. Conway, K. W., **Britz, R.** & Siegel, D. (2014). Different on the inside: extreme swimbladder sexual dimorphism in the South Asian torrent minnows. *Biology Letters*, 10: <http://dx.doi.org/10.1098/rsbl.2014.0348>
105. Low, B. W., Tan, H. H. & **Britz, R.** (2014). *Trichopodus poptae*, a new anabantoid fish from Borneo (Teleostei: Osphronemidae). *Ichthyological Exploration of Freshwaters*, 25: 69-77.
106. Mattox, G., **Britz, R.** & Toledo-Piza, M. (2014). Skeletal development and ossification sequence of the characiform *Salminus brasiliensis* (Ostariophysi: Characidae). *Ichthyological Exploration of Freshwaters*, 25: 103-158.
107. **Britz, R.**, Conway, K. & L. Rüber. (2014). Miniatures, morphology and molecules: *Paedocypris* and its phylogenetic position (Teleostei, Cypriniformes). *Zoological Journal of the Linnean Society*, 172: 556-615, doi: 10.1111/zoj.12184.
108. Conway, K. W., **Britz, R.**, Shrestha, J. Manimekalan, A. & L. Rüber. (2014). Molecular systematics of the Asian torrent minnows (Ostariophysi: Psilorhynchidae) inferred from nuclear and mitochondrial DNA sequence data. *Journal of Zoological Systematics and Evolutionary Research*, Early View, 12 pp., doi: 10.1111/jzs.12090.
109. **Britz, R.** (2015). **Teleostei** in Westheide, W. & Rieger, R.(eds.): *Spezielle Zoologie, Teil 2: Wirbel- oder Schädeltiere*. 3<sup>te</sup> Auflage. Springer Spektrum Verlag, pp. 243-287. (Chapter Teleostei in Volume 2 [Vertebrate systematics], 3<sup>rd</sup> edition of the major German zoology textbook)
110. **Britz, R.** & A. Ali. (2015). *Dario huli*, a new species of badid from Karnataka, southern India (Teleostei: Percomorpha: Badidae). *Zootaxa*, 3911 (1): 139 - 144.
111. Conway, K. W. & **R. Britz**. (2015). *Psilorhynchus olliei*, a new species of torrent minnow from the eastern Myanmar (Ostariophysi: Psilorhynchidae). *Ichthyological Exploration of Freshwaters*, 25 (4): 347 - 356.
112. Kullander, S. O. & **R. Britz**. (2015). Description of *Danio absconditus*, new species, and redescription of *Danio feegradei* (Teleostei: Cyprinidae), two closely related parapatric species of danios from the Rakhine Yoma hotspot in southwestern Myanmar. *Ichthyological Exploration of Freshwaters*, 25 (4): 347 - 356.
113. Collins, R. A., **Britz, R.** & L. Rüber. (2015). Phylogenetic systematics of leaffishes (Teleostei: Polycentridae, Nandidae). *Journal of Zoological Systematics and Evolutionary Research*, 53: 259-272.
114. Mattox, G. M. T., **Britz, R.** & M. Toledo-Piza. (2015). Osteology of *Priocharax* and remarkable developmental truncation in a miniature Amazonian fish (Teleostei: Characiformes: Characidae). *Journal of Morphology*, 277: 65-85. DOI: 10.1002/jmor.20477
115. **Britz, R.** & K. W. Conway. (2016). *Danionella dracula*, an escape from the cypriniform Bauplan via developmental truncation? *Journal of Morphology*, 277: 147-166. DOI: 10.1002/jmor.20486
116. **Britz, R.** (2016). *Pillaiabrachia siniae*, a new species of earthworm eel from northern Myanmar (Teleostei: Synbranchiformes: Chaudhuriidae). *Ichthyological Exploration of Freshwaters*, 26: 341-347.
117. Dahanukar, N., Raghavan, R., Ali, A. & **R. Britz**. (2016). *Amblyceps accari*, a new species of torrent catfish (Teleostei: Amblycipitidae) from the Western Ghats of India. *Zootaxa*, 4019: 218-226.
118. Stevenson, D. E., Kenaley, C. P. & **R. Britz**. (2016). Caristiidae – Manefishes. In (Carpenter, K. E. & De Angelis, N. eds.) *The Living Marine Resources of the Eastern Central Atlantic*, Volume 4 Bony Fishes part 2 (Perciformes to Tetraodontiformes) and Sea Turtles. 2519-2525. FAO, Rome.
119. **Britz, R.**, Doherty-Bone, T. M., Kouete, M. T., Sykes, D. & D. Gower. (2016). *Monopterus luticolus*, a new species of swamp eel from Cameroon (Teleostei: Synbranchidae). *Ichthyological Exploration of Freshwaters*, 27: 309-323.
120. Conway, K. W., Kubicek, K. M. & **R. Britz**. (2017). Morphological novelty and modest developmental truncation in *Barboides*, Africa's smallest vertebrates (Teleostei: Cyprinidae). *Journal of Morphology*, 278: 750-767.
121. Thiery, A. P., Shono, T., Kurokawa, D., **Britz, R.**, Johanson, Z. & G. J. Fraser. (2017). Spatially restricted dental regeneration drives pufferfish beak development *Proceedings of the National Academy of Sciences*, 114: E4425-E4434
122. Raghavan, R., Dahanukar, N. & **R. Britz**. (2017). The type locality of *Tor mosal* (Hamilton, 1822) (Teleostei: Cyprinidae). *Zootaxa*, 4317: 593-596.
123. Conte-Grand, C., **Britz, R.**, Dahanukar, N., Raghavan, R. Pethiyagoida, R. Tan, H. H., Hadiaty, R. K., Yakoob, N. S. & L. Rüber. (2017). Barcoding snakeheads (Teleostei, Channidae) revisited: Discovering greater species diversity and resolving perpetuated taxonomic confusions. *PloSone*, 12(9): e0184017.

124. **Britz, R.** (2017). On the identity of *Mastacembelus dayi* with notes on *M. alboguttatus* (Teleostei: Mastacembelidae). *Ichthyological Exploration of Freshwaters*, 28: 75-81.
125. **Britz, R.**, Adamson, E., Raghavan, R., Ali, A. & N. Dahanukar. (2017) *Channa pseudomarulius*, a valid species of snakehead from the Western Ghats region of peninsular India (Teleostei: Channidae), with comments on *Ophicephalus grandinosus*, *O. theophrasti* and *O. leucopunctatus*. *Zootaxa*, 4299: 529-545.
126. Katwate, U., Kumkar, P., **Britz, R.**, Raghavan, R. & N. Dahanukar. (2018). The identity of *Aplocheilichthys andamanicus* (Köhler, 1906) (Teleostei: Cyprinodontiformes), an endemic Killifish from the Andaman Islands, with notes on *Odontopsis armata* van Hasselt. *Zootaxa*, 4382: 159-174.
127. Malmstrom, M., **Britz, R.**, Matschiner, M., Torresen, O. K., Hadiaty, R. K., Yaakob, N., Tan, H. H., Jakobsen, K. S., Salzburger, W. & L. Rüber. (2018) The most developmentally truncated fishes show extensive Hox gene loss and miniaturized genomes. *Genome Biology and Evolution*, 10: 1088-1103.
128. **Britz, R.**, Anoop, V.K. & N. Dahanukar. (2018). *Dario neela*, a new species of badid fish from the Western Ghats of India (Teleostei: Percomorpha: Badidae). *Zootaxa*, 4429: 141-148.
129. **Britz, R.** & H. H. Tan. (2018). *Rasbora simonbirchi*, a new species of cyprinid fish from Central Kalimantan, Borneo. *Ichthyological Exploration of Freshwaters*, 28: 337-344.
130. Conway, K. W., Perrin, O. & **R. Britz** (2018). Notes on egg structure and larval development in the highly miniaturised and progenetic *Paedocypris* (Teleostei: Cyprinidae). *Raffles Bulletin of Zoology*, 66: 394-401.
131. **Britz, R.**, Sykes, D., Gower, D. J. & R. G. Kamei. (2018). *Monopterus rongsaw*, a new species of hypogean swamp eel from the Khasi Hills in Northeast India (Teleostei: Synbranchiformes: Synbranchidae). *Ichthyological Exploration of Freshwaters*, 28: 315-326.
132. Adamson, E. A. S. & **R. Britz**. (2018). The snakehead fish *Channa aurolineata* is a valid species (Teleostei: Channidae) distinct from *Channa marulius*. *Zootaxa*, 4514: 542-552.
133. Kubicek, K., **Britz, R.** & K. W. Conway. (2019). Ontogeny of the catfish pectoral-fin spine (Teleostei: Siluriformes). *Journal of Morphology*, 280: 339-359.
134. **Britz, R.** (2019). Larval attachment organs in six species of ostariophysan teleosts. *Ichthyological Exploration of Freshwaters*, published on line 9 Feb 2019, DOI: 10.23788/IEF-1102
135. Adamson, E. A. S., **Britz, R.** & S. Lieng. (2019). *Channa auroflammaea*, a new species of snakehead fish of the Marulius group from the Mekong River in Laos and Cambodia (Teleostei: Channidae). *Zootaxa*, 4571: 398-408
136. **Britz, R.**, Anoop, V. K., Dahanukar, N. & R. Raghavan. (2019). *Aenigmachanna gollum*, a new genus and species of subterranean snakehead fish (Teleostei: Channidae) from Kerala, South India. *Zootaxa*, 4603: 377-388.
137. Adamson, E. A. S. & Britz, R. (2019). The Mae Khlong Basin as the potential origin of Florida's feral bullseye snakehead fish (Pisces: Channidae). *Raffles Bulletin of Zoology*, 67: 403-411.
138. Shono, T., Thiery, A. P., Cooper, R. L., Kurokawa, D., **Britz, R.**, Okabe, M. & G. J. Fraser. (2019). Evolution and Developmental Diversity of Skin Spines in Pufferfishes. *iScience*, DOI: 10.1016/j.isci. 2019.06.003
139. Moritz, T. & **R. Britz**. (2009). Revision of the extant Polypteridae (Actinopterygii: Cladistia). *Ichthyological Exploration of Freshwaters*, 1094, 1-96. DOI: 10.23788/IEF-1094
140. Anoop, V.K., **Britz, R.**, Arjun, C. P., Dahanukar, N. & R. Raghavan. (2019). *Pangio bhujia*, a new, peculiar species of miniature subterranean eel loach lacking dorsal and pelvic fins from India (Teleostei: Cobitidae). *Zootaxa*, 4683: 144-150.
141. **Britz, R.**, Dahanukar, N., Anoop, V. K. & A. Ali. (2019). *Channa rara*, a new species of snakehead fish from the Western Ghats region of Maharashtra, India (Teleostei: Labyrinthici: Channidae). *Zootaxa*, 4683: 589-600.
142. **Britz, R.** (2019). Francis Hamilton's Gangetic Fishes in Colour. A new edition of the 1822 monograph, with reproductions of unpublished coloured illustrations. Edited, with an introduction and commentary by Ralf Britz. London, The Ray Society. 696 pp.

#### (a) Book Reviews

1. **Britz, R.** (2006). Review of "STUDY OF THE DORSAL GILL-ARCH MUSCULATURE OF TELEOSTOME FISHES, WITH SPECIAL REFERENCE TO THE ACTINOPTERYGII". V. G. Springer and G. D. Johnson with illustrations by Karolyn Darrow and the Appendix, Phylogenetic Analysis of 147 Families of Acanthomorph Fishes Based Primarily on Dorsal Gill-arch Muscles and Skeleton, by V. G. Springer and T. M. Orrell. *Copeia*, 2006: 323-329.



2. **Britz, R.** (2006). Review of EARLY STAGES OF ATLANTIC FISHES. Edited by W. J. Richards. Vol. I, 1335 pp., Vol. II, 1337-2640 pp. Published by Taylor and Francis (CRC Marine Biology Series), Boca Raton, Florida, USA, 2006. *Journal of Fish Biology* 69: 322-323.
3. **Britz, R.** (2006). Review of FISHES OF THE WORLD. By J. S. Nelson. 610 pp. 4th edition. Published by John Wiley & Sons Inc., 2006. *Journal of Fish Biology* 69, 1900-1901.
4. **Britz, R.** (2008). Review of FRESHWATER FISHES OF MEXICO by R. R. Miller, University of Chicago Press, USA, 2005. *Acta Zoologica* 89: 87-88.
5. **Britz, R.** (2008). Out of water (Review of YOUR INNER FISH by Neil Shubin, Penguin Books, UK, 2008). *Times Literary Supplement (TLS)* September 12 2008: 12.
6. **Britz, R.** (2010). Review of MESOZOIC FISHES 4. Edited by Arratia, G., Schultze, H.-P., Wilson, M. V. H. *Journal of Fish Biology*, 76: 1537-1539.
7. **Britz, R.** (2017). Review of FISHES OF THE WORLD. By J. S. Nelson, T. Grande & M Wilson. 5th edition. Published by John Wiley & Sons Inc., 2016. *Journal of Fish Biology* 90, 451-459.
8. **Britz, R.** (2017). Review of SEAHORSES—A LIFE-SIZE GUIDE TO EVERY SPECIES. *The times Literary Supplement*, 30-30.

#### **Faunistic and morphological papers on entomological topics (Coleoptera)**

1. **Britz, R.** (1990). Bemerkenswerte Käferfunde aus dem Kreis Tübingen. *Mitt. ent. Ver. Stuttgart*. 25: 66-72.
2. **Britz, R.** & Bernhard, D. (1994). Ein Beitrag zur Holzkäferfauna des Landschaftsschutzgebietes Rammert bei Tübingen. *Veröff. Naturschutz- und Landschaftspflege Bad.-Württ.* 68/69: 339-353.
3. Bernhard, D. & **Britz, R.** (1994). Dritter Nachtrag zur Käferfauna des Spitzberges bei Tübingen. *Veröff. Naturschutz- und Landschaftspflege Bad.-Württ.* 68/69:335-338.
4. **Britz, R.** (1998). *Aphanisticus elongatus* (Ol.) (Buprestidae), *Airaphilus elongatus* (Gyll.) (Silvanidae) und *Microsporus obsidianus* Kol. (Microsporidiae) - Drei bemerkenswerte Käferarten aus dem Federseegebiet. *Mitt. ent. Ver. Stuttgart* 33: 64.
5. **Britz, R.** & Gebhardt, H. (2000). *Prostomis mandibularis* F. (Prostomidae) und *Ceruchus chrysomelinus* (Hochenw.) (Lucanidae) - zwei Urwaldrelikte im Südschwarzwald. *Mitt. ent. Ver. Stuttgart* 35 (1999): 120.
6. **Britz, R.** (2000). *Anisarthron barbipes* (Schrk.) (Cerambycidae) im Stuttgarter Stadtgebiet. *Mitt. ent. Ver. Stuttgart* 35 (1999): 120.
7. **Britz, R.**, Gebhardt, H. & Bückle, C. (2001). Seltene und faunistisch bemerkenswerte Käferfunde aus Württemberg. *Mitt. ent. Ver. Stuttgart* 36: 31-34.
8. Schunger, I., **Britz, R.** & Bückle, C. (2001). *Eudectus giraudi* Redt., 1858 - Neu für Baden-Württemberg (Col., Staphylinidae). *Mitt. ent. Ver. Stuttgart* 36: 108.
9. Schunger, I., Beutel, R. & **Britz, R.** (2003). Morphology of immature stages of *Prostomis mandibularis* (Prostomidae, Tenebrionoidea, Coleoptera). *Europ. J. Entomol.*, 100: 357-370.

#### **b. Conference Participation with published abstracts below**

- |            |                                                                                                                      |
|------------|----------------------------------------------------------------------------------------------------------------------|
| 08/1991    | VII Congress of the European Ichthyological Society in The Hague / The Netherlands                                   |
| 02/1992    | 2. Wirbeltiermorphologische Arbeitstagung in Giessen/ Germany                                                        |
| 02/1993    | 3. Wirbeltiermorphologische Arbeitstagung in Giessen/ Germany                                                        |
| 02/1994    | 4. Wirbeltiermorphologische Arbeitstagung in Giessen/Germany                                                         |
| 09-10/1994 | 8th International Congress of the European Ichthyological Society in Oviedo/Spain                                    |
| 02/1995    | Workshop "Ontogenese und Phylogenese bei Wirbeltieren" in Tübingen/Germany                                           |
| 06/1996    | 76th Annual American Society of Ichthyologists and Herpetologists (ASIH) meeting in New Orleans/USA                  |
| 07/1997    | International Symposium on Phylogeny and Classification of Neotropical Fishes in Porto Alegre/Brazil                 |
| 08/1997    | 9th International Congress of the European Ichthyological Society in Triest/Italy                                    |
| 07/1998    | International Workshop on the Morphology of Cranial and Cervical Systems in Vertebrates (CCS IV) in Tübingen/Germany |
| 09/1998    | PARADI / FISA meeting: African Fish and Fisheries: Diversity and Utilisation, in Grahamstown/South Africa            |

07/2001	International Conference on Vertebrate Morphology (ICVM VI) in Jena/Germany
09/2001	10th International Congress of the European Ichthyological Society (ECI 10) in Prag/Czech Republic
07/2002	ASIH (American Society of Ichthyologists and Herpetologists) meeting in Kansas City, U.S.A.
06/2003	Annual meeting of the German Zoological Society (DZG) in Berlin/Germany
07/2003	ASIH (American Society of Ichthyologists and Herpetologists) meeting in Manaus/Brazil
09/2004	XI European Congress of Ichthyology in Tallin/Estonia
05/2005	7 <sup>th</sup> Indo Pacific Fish Conference in Taipei/Taiwan
09/2005	Petrus Artedi Tricentennial Symposium on Systematic Ichthyology in Stockholm/Sweden
07/2006	ASIH meeting in New Orleans/USA
06/2007	International Conference on Vertebrate Morphology (ICVM VIII) in Paris/France
07/2007	ASIH meeting in St Louis/USA
03/2008	International Symposium on Systematics and Diversity of Fishes commemorating the 130th Anniversary of the National Museum of Nature and Science in Tokyo/Japan
05/06/2009	8 <sup>th</sup> Indo-Pacific Fishes meeting in Perth/Australia
07/ 2010	ASIH meeting in Providence, Rhode Island/USA
07/2011	ASIH meeting in Minneapolis/USA
10/2011	Fish Base Symposium in Stockholm/Sweden
11/2011	Phylogenetisches Symposium in Bern/Switzerland
07/2012	XIV European Congress of Ichthyology in Liège/Belgium
11/2014	Invited talk at Natural History Museum in Bern/Switzerland
07/2015	Talk at Department of Zoology in Museum National d'Histoire Naturelle, Paris
10/2017	"II International Symposium on Phylogeny and Classification of Neotropical Fishes" in Londrina/Brazil

- Britz, R. (1994). The phylogenetic position of *Luciocephalus* (Perciformes: Anabantoidei): evidence from anatomy, ethology and egg surface structure. Abstract volume of the VIII. Congress of the European Ichthyological Society in Oviedo/Spain: 72.
- Britz, R. (1996). Ontogeny of the ethmoidal region and hyopalatine arch in the mastacembelid *Macrogathus pancalus* (Teleostei, Percomorpha). Abstract volume of the 76th annual ASIH meeting in New Orleans/USA: 92.
- Britz, R. & Bartsch, P. (1996). An SEM-study of the eggs of *Polypterus* (Actinopterygii, Cladistia). Abstract volume of the 76th annual ASIH meeting in New Orleans/USA: 92.
- Britz, R. (1997). Phylogenetic relationships of Afro-American Nandidae as evidenced by the egg surface structure and larval morphology. Abstract volume of the International Symposium on Phylogeny and Classification of Neotropical Fishes in Porto Alegre/Brazil: 44.
- Britz, R. (1997). Phylogenetic relationships of Nandidae and Badidae as evidenced by their egg surface structure and larval morphology. Abstract volume of the Ninth International Congress of European Ichthyologists in Trieste/Italy: 17.
- Britz, R. & Cambray, J. (1998). Structure of egg surfaces and adhesive organs in anabantoids. Abstract volume of the PARADI / FISA meeting: "African Fish and Fisheries: Diversity and Utilisation" in Grahamstown/South Africa: 21.
- Britz, R. (1998). Notes on reproduction and development of the rope eel, *Erpetoichthys calabaricus* (Polypteridae, Cladistia, Actinopterygii). Abstract volume of the PARADI / FISA meeting: "African Fish and Fisheries: Diversity and Utilisation" in Grahamstown/South Africa: 264.
- Britz, R. (1998). Attachment organs in teleosts: their structure and systematic distribution. Abstract volume of the "International Workshop on the Morphology of Cranial and Cervical Systems in Vertebrates (CCS IV)" in Tübingen/Germany: 24.
- Britz, R. & G. D. Johnson. (2001). Ontogeny and phylogenetic relationships of *Indostomus paradoxus* (Teleostei, Gasterosteiformes). Abstract volume 10th European Congress of Ichthyology in Prague/Czech Republic.

- Britz, R., M. Hoffmann & F. Kirschbaum. (2001). Ontogeny of the anterior vertebrae in siluriforms and gymnotiforms (Teleostei, Ostariophysi). *J. Morphol.* 248(3): 211.
- Britz, R. & P. Bartsch. (2001). The myth of upper ribs. *J. Morphol.* 248(3): 211.
- Hoffmann, M. & Britz, R. (2001). Ontogeny of the anterior vertebrae in cypriniforms and characiforms. *J. Morphol.* 248(3): 241.
- Moritz, T. & R. Britz. (2001). Ontogeny of the basicranial articulation of *Pantodon buchholzi* Peters 1877 (Teleostei, Osteoglossomorpha). *J. Morphol.* 248(3): 264.
- Britz, R. & G. D. Johnson. (2002). Paradox lost: Skeletal ontogeny of *Indostomus paradoxus* and its significance for the phylogenetic relationships of Indostomidae (Teleostei, Gasterosteiformes): part I. Abstract volume of ASIH meeting in Kansas City, Missouri/U.S.A.: 102.
- Britz, R. & G. D. Johnson. (2002). Paradox lost: Skeletal ontogeny of *Indostomus paradoxus* and its significance for the phylogenetic relationships of Indostomidae (Teleostei, Gasterosteiformes): part II. Abstract volume of ASIH meeting in Kansas City, Missouri/U.S.A.: 102.
- Britz, R. & G. D. Johnson. (2003). Skeletal ontogeny of *Indostomus paradoxus* and its significance for the phylogenetic placement of Indostomidae (Teleostei : Gasterosteiformes). Abstract volume of DZG Annual Meeting in Berlin/Germany: 242.
- Britz, R. & M. Hoffmann (2003). Ontogeny and homology of the neural complex of otophysan Ostariophysi (Teleostei). Abstract volume of ASIH meeting in Manaus/Brazil: 76.
- Johnson, G. D. & R. Britz (2003). Leis' conundrum and Goldschmidt's monster: a brief 'tale' of the ocean sunfishes: ontogeny and homology of the clavus of *Ranzania laevis* (Teleostei: Tetraodontiformes: Molidae). Abstract volume of ASIH meeting in Manaus/Brazil: 241.
- Johnson, G. D. & R. Britz (2004). Leis' conundrum: a brief 'tale' of the ocean sunfishes: ontogeny and homology of the clavus of *Ranzania laevis* (Teleostei: Tetraodontiformes: Molidae). Abstract XI European Congress of Ichthyology in Tallin/Estonia: 22.
- Britz, R. & G. D. Johnson (2005). The smallest *Triodon* on record (Teleostei: Tetraodontiformes: Triodontidae). Abstract 7<sup>th</sup> Indo-Pacific Fish Conference in Taipei/Taiwan: 82.
- Britz, R., Conway, K., Kottelat, M. & H. H. Tan. (2006). Osteology of the genus *Paedocypris* comprising some of the smallest vertebrates (Cyprinidae, Teleostei). Abstract ASIH meeting New Orleans: 67.
- Conway, K., Britz, R. & Mayden, R. (2006). A wee croaker: Sexual dimorphism in the Weberian apparatus of *Sundadanio axelrodi* (Ostariophysi: Cyprinidae). Abstract ASIH meeting New Orleans: 117.
- Konstantinidis, P. & R. Britz. (2006). Development of the hypopalatine arch in tetraodontids: Fixation of the ethmopalatine articulation. Abstract ASIH meeting New Orleans: 137.
- Britz, R. & Johnson G. D. (2007). Occipito-vertebral fusion in actinopterygian fishes: myth and reality. ASIH meeting St Louis/USA.
- Britz, R. (2007). Ontogeny and Homology. 8<sup>th</sup> International Conference of Vertebrate Morphology, Paris/France.
- Britz, R. (2008). *Paedocypris* – A developmentally truncated miniature cyprinid with astonishingly complex novel structures. International Symposium on Systematics and Diversity of Fishes in Tokyo/Japan.
- Britz, R. (2009). Ontogeny and Homology in Fishes. 8<sup>th</sup> Indo-Pacific Fishes meeting Perth/Australia.
- Conway, K. W. & Britz, R. (2010). Using your head as a switch blade-development of the sub-orbital spine in Cobitidae. ASIH meeting Providence/USA.
- Britz, R., Conway, K. W. & Rüber, L. (2011). *Paedocypris*, not a cypriniform?! An evaluation of the evidence. Part 1 Morphology. ASIH meeting Minneapolis/USA.
- Rüber, L. Conway, K. W. & Britz, R. (2011). *Paedocypris*, not a cypriniform?! An evaluation of the evidence. Part 2 Molecules. ASIH meeting Minneapolis/USA.
- Britz, R. (2011). Tiny but amazing - a morphological journey into the world of miniature cyprinids. Fish Base Symposium, Stockholm/Sweden.
- Britz, R. (2011). Probleme der Phylogenie der Teleostei mit besonderer Berücksichtigung der Ostariophysi. Phylogenetisches Symposium, Bern/Switzerland.
- Britz, R. (2012) Fish systematics today: Can't see the wood for the trees? Plenary lecture at XIV European Congress of Ichthyology, Liège/Belgium.
- Kubicek, K, Britz, R. & Conway. K. W. (2016). Developmental Osteology of The Tadpole Madtom, *Noturus gyrinus*. ASIH meeting New Orleans
- Kubicek, K, Britz, R. & Conway. K. W. (2017) Ontogeny of the pectoral spine in siluroid and loricarioid catfishes. ASIH meeting Austin/Texas.
- Kubicek, K, Britz, R. & Conway. K. W. (2017) Ontogeny of the pectoral spine in siluroid and loricarioid catfishes. II International Symposium on Phylogeny and Classification of Neotropical Fishes in Londrina/Brazil.

- Britz, R., Toledo-Piza, M., Hoffmann, P., Hoffmann, M. Mattox, G. & Marinho, M. (2017). Diversity of attachment organs in larval characiforms. II International Symposium on Phylogeny and Classification of Neotropical Fishes in Londrina/Brazil.
- Britz, R. & Hoffmann, M. (2017). Ontogeny and homology of the tripus, an important component of the Weberian apparatus. II International Symposium on Phylogeny and Classification of Neotropical Fishes in Londrina/Brazil.
- Kubicek, K., Britz, R. & Conway, K. W. (2018) Developmental Osteology of the Channel Catfish, *Ictalurus punctatus* (Teleostei:Ictaluridae)

### Research Supervision

Masters Theses (Diplomarbeiten):

- Breining, T. (1997): Studies on the reproduction of *Lepadogaster lepadogaster* (Bonnaterre, 1788) (Gobiesocidae, Teleostei).
- Hoffmann, M. (1997): Functional morphology of the feeding apparatus of bichirs (Cladistia; Polypteridae), with special reference to labial structures.
- Kerle, R. (1998): Observations on the ecology of *Chendol keelini* (Teleostei: Chaudhuriidae), with notes on the distribution and habitats of other chaudhuriid fishes.
- Roesler, R. (1998): Ontogeny of the electroreceptors of *Mormyrus rume probosciostris* (Boulenger, 1898) (Actinopterygii, Osteoglossomorpha, Mormyridae), with remarks on the ontogeny of free neuromasts.
- Schunger, I. (2001): The wood-dwelling beetle fauna of Faulbach forest, with remarks on the ecology and the description of the larva and pupa of *Prostomis mandibularis*.
- Pöllmann, G. (2002): Ontogeny of the feeding apparatus of *Helostoma temminckii*, Cuvier & Valenciennes, 1831 (Teleostei, Anabantoidei).
- Moritz, T. (2002): Morphology of the cranium of *Pantodon buchholzi* with special reference to the ontogeny of the basipterygoid articulation.

PhD Theses (Doktorarbeiten):

- Breining, T. (2001): Biology and osteology of Northeastern Atlantic gobiesocids, with special reference to the skeletal ontogeny of *Lepadogaster lepadogaster* (Bonnaterre, 1788) and *Apletodon dentatus* (Facciola, 1887).
- Hoffmann, M. (2006): Ontogeny and homology of the neural complex and the claustrum of otophysan Ostariophysii (Actinopterygii: Teleostei)
- Currently co-supervisor of Kole Kubicek, PhD student at Texas A&M University, College Station, Texas, USA. Development and evolution of catfishes.

### B. Teaching experience

- |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1988-1995    | Teaching assistant in various zoological courses                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 1996-2002    | Courses in: Vertebrate anatomy; anatomy of basal vertebrates and teleosts; crustacean morphology and systematics; limnological excursion to the university's lake station<br>Seminars on: Willi Hennig's (1982) book on phylogenetic systematics; biology and systematics of teleosts; Wheeler & Meier (2002) "Species concepts and phylogenetic theory"; seminar for future school teachers to learn how to organize and perform zoological excursions in elementary and high school |
| 2007-current | Teaching intense 10 day course on Vertebrate Anatomy with focus on fish anatomy                                                                                                                                                                                                                                                                                                                                                                                                       |

### Professional Service

- Associate editor of *Ichthyological Exploration of Freshwaters*
- Referee for international journals: *Acta Zoologica*, *African Journal of Zoology*, *Annales de Musée Royale de l'Afrique Centrale*, *Sciences Zoologiques*, *Copeia*, *Environmental Biology of Fishes*, *Evolution*, *Hydrobiologia*, *Ichthyological Exploration of Freshwaters*, *Journal of Morphology*, *Journal of Fish Biology*, *Journal of South Asian Natural History*, *Neotropica*, *PLOS one*, *Proceedings of the Royal Society Biology*, *Raffles Bulletin of Zoology*, *The Bulletin of the National Science Museum*, *Zoomorphology*, *Zoological Journal of the Linnean Society*, *Zootaxa*.
- Referee for the National Research Foundation (NRF), Republic of South Africa and the National Science Foundation (NSF), USA

- Coorganizer of the “International Workshop on the Morphology of Cranial and Cervical Systems in Vertebrates (CCS IV)”, 07/27-28/1998 in Tübingen / Germany.
- External examiner on the PhD-thesis committee of E. Vreven, University of Leuven/Belgium and K. Conway, University of St. Louis, Missouri / USA
- Invited attendant of FAO workshop on Eastern Central Atlantic in Tenerife / Spain 16.-21.07.2004
- Invited as moderator of final discussion on “The future of Ichthyology” at the prestigious Petrus Artedi Tricentennial Symposium on Systematic Ichthyology in Stockholm / Sweden 13.-14.09.2005
- Invited speaker at symposium “Ontogeny and Homology” at 8th International Conference of Vertebrate Morphology in Paris/France 16.-21.06 2007
- Invited speaker at International Symposium on Systematics and Diversity of Fishes commemorating the 130th Anniversary of the National Museum of Nature and Science in Tokyo/Japan 03.-04.03. 2008
- Invited speaker at symposium “Ontogeny and Homology”, 8th Indo Pacific Fish Conference (IPFC) in Perth/Australia 31.05.-05.06. 2009
- Invited as Chair for Fishbase Symposium 2010 in Stockholm/Sweden on 18.10. 2010
- Invited Speaker for Fishbase Symposium 2011 in Stockholm/Sweden on 17.10.2011
- Invited Speaker at “Phylogenetisches Symposium” in Bern/Switzerland on 18-20 Nov. 2011
- Invited plenary speaker at the European Ichthyological Conference in Liège/Belgium, 03-08.07.2012
- Invited plenary speaker at “II International Symposium on Phylogeny and Classification of Neotropical Fishes” in Londrina/Brazil, 23-27 Oct 2017

## **Public Understanding of Science**

### **Development of webpages**

I have helped designing News Items and Press Releases on my research topics for the NHM website, but unfortunately the majority predate the redesign of the NHM webpage in 2013 and are now inaccessible (PDF documents of older webpages can be provided on request):

#### *Paedocypris*

- [http://www.nhm.ac.uk/about-us/press-office/press-releases/2006/press\\_release\\_7547.html](http://www.nhm.ac.uk/about-us/press-office/press-releases/2006/press_release_7547.html)
- [http://www.nhm.ac.uk/about-us/news/2006/jan/news\\_7501.html](http://www.nhm.ac.uk/about-us/news/2006/jan/news_7501.html)
- [http://www.nhm.ac.uk/about-us/news/2006/feb/news\\_7606.html](http://www.nhm.ac.uk/about-us/news/2006/feb/news_7606.html)
- [http://www.nhm.ac.uk/about-us/news/2007/april/news\\_11379.html](http://www.nhm.ac.uk/about-us/news/2007/april/news_11379.html)
- <http://www.nhm.ac.uk/about-us/news/2012/september/worlds-smallest-vertebrate-fish-versus-frog113097.html>

#### Ocean Sunfish

- [http://www.nhm.ac.uk/about-us/news/2006/feb/news\\_7758.html](http://www.nhm.ac.uk/about-us/news/2006/feb/news_7758.html)

#### *Luciocephalus*

- [http://www.nhm.ac.uk/about-us/news/2006/july/news\\_8474.html](http://www.nhm.ac.uk/about-us/news/2006/july/news_8474.html)

#### New fish species from Myanmar

- [http://www.nhm.ac.uk/about-us/news/2008/february/news\\_13375.html](http://www.nhm.ac.uk/about-us/news/2008/february/news_13375.html)

#### *Eutropiichthys britzi*

- [http://www.nhm.ac.uk/about-us/news/2008/march/news\\_13652.html](http://www.nhm.ac.uk/about-us/news/2008/march/news_13652.html)

#### *Danionella dracula*

- <http://www.nhm.ac.uk/about-us/press-office/press-releases/2009/dracula-fish-found-in-burma28917.html>
- <http://www.nhm.ac.uk/about-us/news/2009/march/dracula-minnow-has-teeth-almost.html>
- No. 9 of top ten museum news stories in 2009
- <http://www.nhm.ac.uk/about-us/news/2010/may/dracula-is-in-top-10-species-list68698.html>

#### *Danionella priapus*

- <http://www.nhm.ac.uk/nature-online/species-of-the-day/danionella-priapus/>

#### *Macrogathus* species

- <http://www.nhm.ac.uk/about-us/news/2010/february/first-images-of-4-new-spiny-eels58740.html>

*Pangio longimanus*

<http://www.nhm.ac.uk/about-us/news/2010/february/smallest-eel-loach-fish-discovered56253.html>

*Chaudhuria ritvae*

<http://www.nhm.ac.uk/nature-online/species-of-the-day/collections/collecting/chaudhuria-ritvae/index.html>

Occipito-vertebral gap of stomiids

<http://www.nhm.ac.uk/about-us/news/2010/august/spinal-gap-of-barbeled-dragonfishes-mystery-solved75762.html>

Pufferfish beak

<http://www.nhm.ac.uk/about-us/news/2012/may/how-the-pufferfish-got-its-beak109745.html>

Remora sucking disc

<http://www.nhm.ac.uk/about-us/news/2013/january/sharksucker-fish-strange-disc-explained118235.html>

No. 4 of top ten museum news stories in 2013

*Cyanogaster noctivaga*

<http://www.nhm.ac.uk/about-us/news/2013/march/blue-bellied-fish-is-a-surprise-catch119960.html>

#### **The following webpages are still accessible on-line:**

*Priocharax nanus*

<http://www.nhm.ac.uk/our-science/science-news/2014/july/new-miniature-fish-discovered.html>

Sexual swimbladder dimorphism in *Psilorhynchus*

<http://www.nhm.ac.uk/discover/news/2014/july/different-on-inside.html>

*Psilorhynchus olliei* and *Badis britzi*

<http://www.nhm.ac.uk/our-science/science-news/2015/may/two-fishes-named-after-museum-scientists.html>

Pufferfish beak development

<http://www.nhm.ac.uk/discover/news/2017/may/pufferfish-beak-originates-from-stem-cell-tweak.html>

*Monopterus rongsaw*

<http://www.nhm.ac.uk/discover/news/2018/september/new-species-of-blind-eel-that-burrows-through-the-soil-discovered.html>

#### **Popular articles for NHM members magazines**

I have regularly contributed information, photos and text towards articles in the NHM's members magazine and the NHM's childrens magazine.

#### **Nature Live program, European Researchers Night, NHM live program**

I have participated regularly in the NHM's Nature Live program, in which scientists present their research results to the public in the NHM Attenborough studio. I also illustrated my lines of research by showing various fish specimens to the public ( 4000-8000 visitors each time) during the European Researchers Nights. Recently I have contributed to the NHM live program (see <http://www.nhm.ac.uk/discover/specimen-stores-and-lights-at-night.html>) with a prerecorded video about the Large Vertebrate Collections Store and with an interview about fieldwork both broadcast on the NHM's Facebook and Twitter pages.

#### **Popular articles on ichthyological topics**

I have regularly written popular articles for aquarium journals.

1. Britz, R. (1992). Bemerkungen zur Pflege und Zucht von *Ctenops nobilis*. Die Aquarien- und Terrarienzeitschrift 45: 692-694.
2. Britz, R. (1993). Noch einmal: *Ctenops nobilis*. Die Aquarien- und Terrarienzeitschrift 46: 148-149.
3. Britz, R. (1994). Abblanchverhalten und Maulbrutpflege bei *Luciocephalus pulcher*. Die Aquarien- und Terrarienzeitschrift 47: 790-795.

4. Bartsch, P. & Britz, R. (1996). Die Zucht und Entwicklung von *Polypterus ornatipinnis*. Die Aquarien- und Terrarienzeitschrift 49: 15-20.
5. Britz, R. (1998). Ein neuer *Carinotetraodon* aus Indien. Die Aquarien- und Terrarienzeitschrift 51: 498-501.
6. Britz, R. & Rucks, R. (2000). Interessantes zur Fortpflanzungsbiologie der Nander- und Blaubarsche. Die Aquarien- und Terrarienzeitschrift 53 (5): 18-21 u. 53 (6): 10-14.
7. Britz, R., Kokoscha, M. & Riehl, R. (2001). An den Eiern erkennt man ihre nahe Verwandtschaft: Das "Spiralei" von *Ctenops*, *Parasphaerichthys*, *Sphaerichthys* und *Luciocephalus*. Die Aquarien- und Terrarienzeitschrift 54: 62-66.
8. Britz, R., Kottelat, M. & Tan, H. H. (2006). *Paedocypris progenetica* und *P. micromegethes* - Minifische. Die Aquarien- und Terrarienzeitschrift 59: 22-23.
9. Britz, R. & Roesler, R. (2008). Flösselaale erstmals nachgezogen. Die Aquarien- und Terrarienzeitschrift 61: 10-15.
10. Britz, R. & Roesler, R. (2009). Breeding first! Pratical Fishkeeping (issue 3, March 2009): 52-54.
11. Britz, R. (2009). *Danionella dracula* ein neuer Kristallbärbling aus Burma (Myanmar). Die Aquarien- und Terrarienzeitschrift 62: 42.
12. Britz, R. (2009). Der Amazonaskrötenfisch *Thalassophryne amazonica*. Amazonas, 5: 44-47.
13. Britz, R. (2009). Neues aus der Danio-Verwandtschaft. Amazonas 5 (6): 4-6.
14. Britz, R. (2010). Spindeldürr und stachelig: der Burmastichling. Die Aquarien- und Terrarienzeitschrift 63: 24-29.
15. Britz, R. (2010). Neue Stachelaale aus Burma und Indien. Amazonas 6 (3): 11-13.
16. Britz, R. (2010). Malabar Tropicals in Kalkutta - ein El Dorado für ungewöhnliche Fischarten. Amazonas 6 (5): 26-31.
17. Britz, R. (2010). Der Indische Regenwurmaal - ein seltener Gast im Aquarium. Amazonas 6 (5): 36-39.
18. Britz, R. (2011). Der Schmetterlingsfisch - Neues von einem alten Bekannten. Die Aquarien- und Terrarienzeitschrift 64: 58-63.
19. Britz, R. (2011). *Denticeps clupeoides* - der "heringsartige Zahnkopf" aus Westafrika. Amazonas 7(6): 48-51.
20. Britz, R. (2012). Aus einer werden acht - Revision der Gattung *Sundadanio* erschienen. Amazonas 8(2): 10-11.
21. Britz, R. (2012). Zum ersten Mal gezüchtet – der "behaarte" Kugelfish *Monotretre baileyi*. Amazonas, 8(3): 44-48.
22. Britz, R. (2012). Myanmar – ein faszinierendes Land und seine Fische. Amazonas, 8(5): 26-39.
23. Britz, R. (2012). *Monotretre cutcutia* – ein indo-burmesischer Süßwasserkugelfisch. Amazonas, 8(5): 40-44.
24. Britz, R. (2013). Drei neue Fischarten aus Südindien. Amazonas, 9(1): 6-7.
25. Britz, R. (2013). Der Sägeschuppenbarsch - ein Sünder der Bullenklasse. Die Aquarien- und Terrarienzeitschrift, 66: 66-70.
26. Britz, R. (2015). Kehlphallusfische – durchsichtige Zwerge mit bizarrem Aussehen. Amazonas 11(2): 38-41.
27. Britz, R. (2015). Neue *Danio*-Arten aus Indien und Myanmar. Amazonas 11(5): 56-59.
28. Britz, R. (2016). Die Bärblinge von Myanmar und ihre nähere Verwandtschaft. Amazonas 12(3): 18-27.
29. Britz, R. (2016). Neues vom Fetzenkugelfisch. Amazonas 12(5): 36-39.
30. Britz, R. (2019). Der rätselhafte Gollumschlangenkopf- eine der spektakulärsten Fisch-entdeckungen der letzten Jahre? Amazonas, 15(5): 38-45.
31. Britz, R. (2019). *Odontamblyopus rubicundus* und *Trypauchenopsis intermedia* – zwei wenig bekannte schlammbewohnende Aalgrundeln aus Myanmar. Amazonas, 15(5): 70-73.
32. Britz, R. (2019). Die Western Ghats in Indien – ein Hotspot für Karpfenfische. Amazonas, 15(6): 10-15.

**50. APPENDIX D. 2020 OFFICERS, COPEIA STAFF, COMMITTEES, BOFG**

**ASIH BOARD OF GOVERNORS 2020**

<b>Past Presidents</b>		<b>Executive Committee</b>	<b>Elected Governors (Sectional Editors)</b>
Allen, L.G.	Inger, R.F.	Beachy, C.	Adreani, M.
Baldwin, C.C.	Lundberg, J.G.	Chakrabarty, P.	Bevier, C.
Beaupre, S.J.	Matthews, W.J.	Cole, K.	Buth, D.G.
Burr, B.M.	Mayden, R.L.	Crother, B.	Craig, M.T.
Cannatella, D.C.	McDiarmid, R.W.	Espinoza, R.	Davis, M.P.
Collette, B.B.	Mushinsky, H.R.	Hillis, D.	Faivovich, J.
Crother, B.	Page, L.M.	McCormick, F.	Grande, T.
Donnelly, M.A.	Parenti, L.R.	Maslenikov, K.	Kerby, J.
Douglas, M.E.	Pietsch, T.W.	Smith, W.L.	Lannoo, M.J.
Frost, D.R.	Pough, F.H.	Stouder, D.	Litzgus, J.D.
Gilbert, C.R.	Robins, C.R.	Summers, A.	Orr, J.W.
Greene, H.W.	Savage, J.M.	Sabaj, M. (non-voting)	Reis, R.E.
Greenfield, D.W.	Savitzky, A.H.		Siegel, D.S.
Gregory, P.T.	Shaffer, H.B.		Snodgrass, J.M.
Hanken, J.	Smith, G.R.		Stuart, B.
Highton, R.	Trueb, L.		
Hutchison, V.H.	Wake, M.H.		

<b>Class of 2020</b>	<b>Class of 2021</b>	<b>Class of 2022</b>	<b>Class of 2023</b>	<b>Class of 2024</b>
Anthony, C.D.	Catenazzi, A.	Bell, R.	Conway, C.	Bemis, K.
Arnold, R.J.	Earl, Julia E. P	Berra, T.	Dillman, C.	Bodino Jachowski, C.M.
Davis Rabosky A.R.	Johansen, Rebecca	Cashner, M.	Fernandez, C.C.	Douglas, M.
Ferry, L.	Johnson, G. David	Johnston, C.	Fitzgerald, L.A.	Gibson, S.
López-Fernández, H.	McMahan, Caleb	Munroe, T.	Hews, D.K.	Huber, S.K.
Maslenikov, K.P.	Rivas, Jesus	O'Donnell, K.M.	Irish, F.	Pilgrim, M.
Richards-Zawacki, C.L.	Salcedo, Norma	Rabosky, D.I.	Malone, C.L.	Putman, B.J.
Saporito, R.A.	Savage, Anna	Spenser, C.I.	Siegel, D.S.	Ruane, S.
Sutton, T.T.	Taylor, Emily N	Sweet, S.S.	Sidlauskas, B.	Rocha, L.
Whitfield, S.M	Walker, H.J.	Tornabene, L.	Webb, J.	Watkins-Colwell, G.J.



## Officers – 2020

President – Christopher Beachy  
President-Elect – Frank McCormick  
Past President – Kathleen Cole  
Prior Past President – Brian Crother  
Secretary – Prosanta Chakrabarty  
Treasurer – Kathleen Maslenikov  
Editor – Wm. Leo Smith

## *Ichthyology & Herpetology Staff – 2020*

Editor – W. Leo Smith  
Production Editor – Kathleen R. Smith  
Figure Editor – Matthew G. Girard  
General Ichthyology Editor – Donald G. Buth  
General Ichthyology Editor – Matthew T. Craig  
General Ichthyology Editor – Roberto Reis  
General Herpetology Editor – Julián Faivovich  
General Herpetology Editor – Jacob Kerby  
General Herpetology Editor – Michael J. Lannoo  
General Herpetology Editor – Bryan Stuart  
Ecology and Ethology Editor – Mia Adreani  
Ecology and Ethology Editor – Jacqueline Litzgus  
Ecology and Ethology Editor – Joel Snodgrass  
Genetics, Development, and Morphology Editor – Matthew P. Davis  
Genetics, Development, and Morphology Editor – Terry Grande  
Genetics, Development, and Morphology Editor – Dustin Siegel  
Physiology and Physiological Ecology Editor – Catherine R. Bevier  
Index Editor – Jay W. Orr  
Book Review Editor Herpetology – Robert E. Espinoza  
Book Review Editor Ichthyology – Luke Tornabene

Editorial Board (2020) - James Albert, Jon Armbruster, Rayna Bell, Katherine Bemis, Amanda Bennett, Gerardo Carfagno, Kevin Conway, Julia Earl, Carl Ferraris, Michael Ghedotti, Sarah Gibson, Patrick Gregory, Susan Herrick, Fernando Jerep, Randy Mooi, Christopher Murray, Lori Neuman-Lee, Hannah Owens, Lynne Parenti, Sara Ruane, Eric Schultz, Kevin Tang, H.J. Walker, Jr., and Mark V.H. Wilson.

## ASIH Committees - 2020

### COMMITTEE ON GRADUATE STUDENT PARTICIPATION -

#### Officers:

Adania Flemming – aflemming@ufl.edu (Chair)  
Helen Plylar (Chair-elect)  
Whitney Walkowski (Secretary)

#### Book Raffle Committee:

Co-chairs: Lindy Muse; Florence Wen  
Committee members: Brooke Perrera, Kearstin Findley

#### Workshop Committee:

Chair: Allison Litmer  
Committee members: Florence Wen, Lindy Muse

#### Clark Hubbs Travel Awards Organizer:

Adania Flemming

#### Conservation Committee Representatives:

Kelly Hoyer, Cody Godwin, Alejandro Grajal

#### Social Committee:

Kearstin Findley (Chair);  
Committee members: Erin Schwarzbach

#### Web Content and Management Committee Member:

Katheryn Boole

JMIH Liason: Jaime Smith

International Liason: Cody Godwin

### CONSERVATION COMMITTEE -

Frank McCormick - asihcons@gmail.com (Chair), Brian Todd (Co-Chair) - btodd@ucdavis.edu  
Members: Jonathan Baskin, Noel Bulkhead, Cooper Campbell, Todd Campbell, Barry Chernoff, Matt Craig, Marlis Douglas, Anna George, David Green, Pat Gregory, Malorie Hayes, Gene Helfman, Karen Lipps, Bill Loftus, Henry Mushinsky, Jack Musick, Nick Mandrak, Melanie Partin, Phil Pister, George Rabb, Stephen Richter, Erica Rottman, Alan Savitsky, Brad Shaffer, Gerald Smith, Mel Warren, Jim Williams

### EDUCATION AND HUMAN RESOURCES COMMITTEE –

Michael Pauers - michael.pauers@uwc.edu (Chair); Sara Ruane (Co-Chair)  
Members: Carol Johnston, Steve Kimble, Liz Marchio, Peter Konstantinidis

### ENDOWMENT and FINANCE COMMITTEE –

Adam Summers (Chair) - fishguy@uw.edu; David Hillis (Co-Chair)  
Members: Melissa Pilgrim, Catherine Malone, Fran Irish, Margaret Neighbors

### EXECUTIVE COMMITTEE –

Kathleen Cole – colek@hawaii.edu (Chair and President)  
Members: Frank McCormick (President-elect), Kathleen Cole (Past President), Brian Crother (Prior Past President), Robert Espinoza (Chair of LRPP), Deanna Stouder (LRPP Co-Chair),

Wm. Leo Smith (Editor), Adam Summers (Co-Chair of ENFC), David Hillis (ENFC Co-Chair)\*, Katherine Maslenikov (Treasurer), Prosanta Chakrabarty (Secretary); Mark Sabaj (Secretary-Designate). \*Resigned July 2020.

**HENRY S. FITCH AWARD COMMITTEE –**

Maureen Donnelly – [maureen.a.donnelly@gmail.com](mailto:maureen.a.donnelly@gmail.com) (Chair)  
Members: Emily Taylor (2019-2021), Sara Ruane (2020-2022)

**GAIGE FUND AWARD COMMITTEE -**

Sara Ruane – [sara.ruane@rutgers.edu](mailto:sara.ruane@rutgers.edu) (Chair)  
Members: Nancy Karraker (2017-2019), Chris Murray (2020-2022)

**HERPETOLOGICAL ANIMAL CARE COMMITTEE –**

Christopher Parkinson – [viper@clermson.edu](mailto:viper@clermson.edu) (Chair)  
Members: Jennifer Deitloff, Matthew Gifford, Sean Graham, Alan Savitzky, David Steen

**ICHTHYOLOGICAL ANIMAL CARE COMMITTEE -**

Phil Harris – [pharris@ua.edu](mailto:pharris@ua.edu)  
Members: Nate Frassen, Michael Heithaus, Edie Marsh-Matthews, Alexandra Snyder, Frank McCormick

**ICHTHYOLOGICAL AND HERPETOLOGICAL COLLECTIONS COMMITTEE –**

Gregory Watkins-Colwell - [gregory.watkins-colwell@yale.edu](mailto:gregory.watkins-colwell@yale.edu) (Chair)  
Sarah Huber (Co-Chair) - [skhuber@vims.edu](mailto:skhuber@vims.edu)  
Members: James Erdmann (Student Rep), Mark Sabaj (Past-Chair), Kate Bemis, Adam Cohen, Jennifer Gardner, Coleman Sheehy III, Ken Thompson, Kevin Swagel, Alexander Snyder, Sam Ghods, Ted Pietsch; Edie Marsh-Matthews

**JOINT ASIH-AFS COMMITTEE ON NAMES OF FISHES -**

Lawrence M. Page - [lpagel@ufl.edu](mailto:lpagel@ufl.edu) (Chair)  
Members: Margaret Neighbors, Lloyd Findley, Carter Gilbert, Karsten Hartel, Juan Jacobo Schmitter-Soto, Robert Lea, Nicholas Mandrak, H.J. Walker, Bruce Collette, Ross Robertson, Kate Bemis

**ROBERT K. JOHNSON AWARD COMMITTEE –**

Eric Hilton - [ehilton@vims.edu](mailto:ehilton@vims.edu) (Chair),  
Members: Michael Douglas (2019-2021), Kyle Piller (2020-2022)

**LONG RANGE PLANNING AND POLICY COMMITTEE –**

Robert Espinoza (Chair), Deanna Stouder (Co-Chair)  
Members: Larry Allen, Malorie Hayes, Eric Hilton, Matthew Girard, Margaret Neighbors, Rocky Parker

**MEETING MANAGEMENT AND PLANNING COMMITTEE -**

Henry Mushinsky - [mushinsk@usf.edu](mailto:mushinsk@usf.edu) (Chair); Marlis Douglas  
Members: Kyle Piller

**JOSEPH S. NELSON AWARD COMMITTEE -**

Brian Sidlauskas (Chair) [brian.sidlauskas@oregonstate.edu](mailto:brian.sidlauskas@oregonstate.edu)  
Members: John Lundberg (2019-2021), Adam Summers (2020-2022)

**NOMINATING COMMITTEE -**

Luke Tournabene (Ichthyology) - (Chair)  
Members: Kassie Cole (Ex-Officio Ichthyology), Mark Peterson, Kelsey E. Reider, Mollie F. Cashner

**PUBLICATION POLICY COMMITTEE –**

Leo Smith – [leosmith@ku.edu](mailto:leosmith@ku.edu) (Chair)  
Members: all Associate Editors and Book Review Editors

**RANEY FUND AWARD COMMITTEE –**

Rebecca Johansen (Chair)  
Members: Mollie Cashner (2020-2022), Misty Paig-Tran (2019-2021)

**RESOLUTIONS COMMITTEE – No meeting in 2020**

**ROBERT H. GIBBS, JR. MEMORIAL AWARD COMMITTEE –**

Melanie Stiassny (Chair)  
Members: Hank Bart (2020-2022), Karsten Hartel (2019-2020)

**SPIRITUS COMMITTEE**

Katherine Pearson Maslenikov (chair), Sarah Huber and Meredith J. Mahoney

**STUDENT AWARDS COMMITTEE –**

No meeting

**WEB CONTENT AND MANAGEMENT COMMITTEE –**

Melissa Gibbs – [mgibbs@stetson.edu](mailto:mgibbs@stetson.edu) (Chair)  
Members: Maureen Donnelly, Bill Ludt, Caleb McMahan, James Watling, Jacqueline Webb

**HISTORY OF THE SOCIETY COMMITTEE -**

David G. Smith - [smithd@si.edu](mailto:smithd@si.edu) (Chair)  
Members: Aaron Bauer, Inci Bowman, Kate Bemis, Eric Hilton

**REPRESENTATIVES TO OTHER SOCIETIES -**

AMERICAN ELASMOBRANCH SOCIETY - Charles "Chip" Cotton - [cottoncf@cobleskill.edu](mailto:cottoncf@cobleskill.edu)

AMERICAN FISHERIES SOCIETY – Marlis R. Douglas – [mrd1@uark.edu](mailto:mrd1@uark.edu), Michael E. Douglas – [med1@uark.edu](mailto:med1@uark.edu)

AMERICAN INSTITUTE OF BIOLOGICAL SCIENCES - Alan Savitzky - [savitzky@usu.edu](mailto:savitzky@usu.edu)

BIOONE – Alan Savitsky - [savitzky@usu.edu](mailto:savitzky@usu.edu)

HERPETOLOGISTS' LEAGUE - Alan Savitzky - [savitzky@usu.edu](mailto:savitzky@usu.edu)

NATURAL SCIENCE COLLECTIONS ALLIANCE - Larry M. Page - [lpage1@ufl.edu](mailto:lpage1@ufl.edu)

SOCIETY FOR THE PRESERVATION OF NATURAL HISTORY COLLECTIONS – Randy Singer [randal.a.singer@ua.edu](mailto:randal.a.singer@ua.edu)

SOCIETY FOR STUDY OF AMPHIBIANS AND REPTILES - Alan Savitzky - [savitzky@usu.edu](mailto:savitzky@usu.edu)

SOCIETIES CONSORTIUM ON SEXUAL HARASSMENT IN STEMM – Lynne Parenti - [parentil@si.edu](mailto:parentil@si.edu)

**DIVERSITY COMMITTEE (Committee for Diversity, Equity, Inclusion & Belonging)**

Mariangeles Arce H. (co-chair), Rayna Bell (co-chair), Anat Belasen, Adania Flemming, Kimberly Foster, Michael Franklin, Chris Martinez, M. Rockwell Parker, Adela Roa-Varón, Beck Wehrle, Molly Womack

## **51. APPENDIX E. SUMMARY OF THE MEETINGS 2019**

**Published:** December 3, 2019 [Copeia 107 (4):814-822. 2019]

<https://doi.org/10.1643/OT-19-303>

The 99<sup>th</sup> annual meeting of the American Society of Ichthyologists and Herpetologists (ASIH) was held at the Snowbird Ski and Summer Resort in Snowbird, Utah from 24–28 July 2019 in conjunction with the 77<sup>th</sup> annual meeting of the Herpetologists' League (HL), the 62<sup>nd</sup> annual meeting of the Society for the Study of Amphibians and Reptiles (SSAR), and the 35<sup>th</sup> annual meeting of the American Elasmobranch Society.

A total of 879 attendees were in Snowbird, Utah: 461 professionals, 418 students (including five high school students; the remaining were graduate and undergraduate participants), 14 accompanying persons, and 8 exhibitors. These attendees represented 21 nations (Australia, Bahamas, Brazil, Canada, China, Colombia, Denmark, France, Guam, Japan, Korea, Mexico, New Zealand, Peru, Portugal, Saudi Arabia, South Africa, Switzerland, Thailand, Trinidad and Tobago, and the United States [including Puerto Rico]).

### **BOARD OF GOVERNORS MEETING: 24 JULY 2019**

President Cole called the 2019 Board of Governors meeting to order at 5:02 pm on July 24<sup>th</sup>. There were 57 Governors and 31 guests attending.

Secretary Chakrabarty read messages of regret from absentee governors: Tim Berra, Barry Chernoff, David Greenfield, Jim Hanken, Phil Harris, Dick Highton, Carol Johnston, Jackie Litzgus, Hernan Lopez Fernandez, Rick Mayden, James Orr, Harvey Pough, Dan Rabosky, Norma Salcedo, Anna Savage, Carol Spencer, Deanna Stouder, Adam Summers, Tracey Sutton, and Marvalee Wake.

Secretary Chakrabarty reported the passing of: Harold Abraham Dundee (August 9, 2018), Charles William Myers (September 4, 2018), Robert Gravem Webb (September 18, 2018), William Roy “Bill” Branch (October 14, 2018), Carl H. Ernst (November 3, 2018), Kenneth V. Kardong (December 2, 2018), Richard Emmett Etheridge (January 14, 2019), Javier Maldonado

(March 5, 2019), John Bolt (April 7, 2019), Timothy Richard Halliday (April 10, 2019), Robert Inger (April 12, 2019), Samuel “Sonny” Gruber (April 18, 2019), Dave Sever (April 19, 2019), Arne Schiøtz (May 11, 2019), and Joe Mitchell (July 2, 2019). Our condolences to the colleagues, families, and loved ones of those who have passed.

President Cole called for a motion to approve the minutes of the 2018 meeting of the Board of Governors as published in *Copeia* 2018:106(4):685–692 (and as reproduced in Appendix E of the BOFG Book).

Governor Ruane moved to approve the minutes, which was seconded by Governor Craig and approved by acclamation.

Next, President Cole announced the appointment of the 2019 Resolutions Committee led by Kevin Conway, and also includes David Portnoy, Mollie Cashner, and Sarah Ruane. Their resolutions were read at the Business and Awards Meeting.

President Cole stated that President-Elect Beachy and judging co-chair Eric Hilton will announce the Stoye and Storer award judges and winners at the BAAM (Business and Awards Meeting).

Governor Henry Mushinsky then discussed future annual meetings:

We will be meeting in Norfolk, Virginia in July 2020 and the local host Eric Hilton gave a presentation highlighting elements of that meeting. Governor Hilton noted that it would be hot and humid with a chance of thunderstorms nightly. He also noted that this would be the third centennial that ASIH will be celebrating over the last ten years (*Copeia* 100, 100<sup>th</sup> anniversary of ASIH, and now the 100<sup>th</sup> meeting).

Governor Mushinsky mentioned that the 2021 meeting will be in Phoenix, Arizona (July 21–25) and that we need a local team to help with that meeting. [Secretary update: Lara Ferry and James Sulikowski from Arizona State University have stepped up.] The 2022 meeting will be in Spokane, Washington (July 28 to August 1).

President Cole then called on Secretary Chakrabarty to read the minutes from the Executive Committee Meeting, which are reprinted below. These minutes were distributed via email and summarized at the BOFG meeting.

## **EXECUTIVE COMMITTEE MEETING**

The ASIH Executive Committee (EXEC) Meeting was held on July 24, 2019.

Present: Kathleen Cole (Chair and President), Christopher Beachy (President-Elect), Brian Crother (Past President), Carole Baldwin (Prior Past President), Robert Espinoza (Chair of LRPP), Wm. Leo Smith (Editor of *Copeia*), David Hillis (ENFC Co-Chair), Katherine Maslenikov (Treasurer), Prosanta Chakrabarty (Secretary)

Absent: Deanna Stouder (Co-Chair of LRPP), Adam Summers (Co-Chair of ENFC)

President Cole called the meeting to order promptly at 9:00 am.

Some new members of the Executive Committee were introduced at the meeting including ENFC Co-Chair David Hillis and President-Elect Christopher Beachy. President Cole thanked the members of EXEC for their work over the past year.

Secretary Chakrabarty opened the discussion by suggesting ASIH provide a discounted rate for retired members. When discussing this idea with Allen Press, they recommended that retirees be provided a student rate, which includes a \$25.00 online-only membership option. Dr. Crother noted that a decreased rate would be an excellent way to engender good will, and to support our more senior members. Dr. Espinoza noted that a discounted rate for the Joint Meetings would also likely be met with approval among retired members. Dr. Hillis noted that we should keep senior members involved in the Society and encourage them to participate and give back in any way they can. Dr. Cole moved, and Dr. Crother seconded, a motion to “give a student rate for both membership and meeting registration to retired ASIH members.”

In his role as ENFC Co-Chair, Dr. Hillis has been trying to identify individuals who have been members of ASIH the longest. He noted that Jay Savage is most likely our most ‘experienced’ member (his mother having bought him a membership at 16). The ASIH last published a membership list in 1982; Dr. Hillis believes there must be paper files of these membership records somewhere, but they were not with the Societies Historians when he asked them. The Secretary noted that he may have old scanned files with a list of the membership from past years. Dr. Baldwin recommended that we send a blast email requesting these more senior members identify themselves so that they can be recognized and honored. Dr. Baldwin noted that even individuals with gaps in their membership should be recognized. Editor Smith will contact Allen Press to see if they have any information about membership from past years that can help identify these more senior individuals. The Secretary will add a question in the membership renewal asking people to identify when they first joined ASIH. We plan on recognizing members who have been part of the Society over 40 years, and we will use that opportunity to advertise the newly reduced cost to those members that are retired. Treasurer Maslenikov suggested we get a picture of these senior members to publish in *Copeia* and the ASIH website. [This photo was taken after the Board of Governors Meeting.]

Secretary Chakrabarty then mentioned that one member requested having an option of being able to renew for two or three years at a time, rather than one year at a time. Allen Press suggested that a multi-year renewal was possible but that a yearly auto-renewal was also possible as an alternative. Dr. Baldwin mentioned that a longer-term renewal option may deter new lifetime memberships. Treasurer Maslenikov noted that a multi-year renewal might be convenient for members but that a spike in funds in the first year would be expected followed by reduced funds that would make it difficult to track our financial state annually. Dr. Smith moved that we continue with the single-year renewal but permit the yearly auto-renewal option. That motion was passed unanimously.

Editor Smith then discussed the state of *Copeia*. He noted first that there are some issues with BioOne, including awkward communication with some of its staff, although he also noted some wonderful interactions with certain BioOne staff and that things have been improving recently.

He also noted that they provide \$90,000 a year to our Society and do an excellent job working with libraries. Dr. Smith noted that he and the other members of the Editorial office, particularly Katie Smith, spend many hours dealing with BioOne in part because there are now several versions of *Copeia* (including through Allen Press and BioOne websites, as well as print). Editor Smith remains optimistic. Dr. Baldwin then moved to formally thank both Katie and Leo Smith for their service that was seconded by Dr. Espinoza and approved by all of EXEC.

Editor Smith then requested approval for the Editorial Office to get funds for a professional Dropbox account for *Copeia* at a cost of about \$500 a year. The need for this account is the many new large files associated with managing *Copeia*. The motion to provide these funds was made by Dr. Espinoza and seconded by Dr. Baldwin and approved unanimously by the EXEC.

Editor Smith also discussed a new service from *Copeia* where authors can purchase high-resolution print PDFs of their manuscripts for \$25. Dr. Maslenikov asked where the money from these charges went—and Dr. Smith stated that Allen Press includes them in the account for page charges. Secretary Chakrabarty announced that he had signed the three-year extension with Allen Press, after EXEC had approved that renewal earlier in this month. Dr. Cole stated that it would be prudent to let all ASIH members know that these high-resolution files were available, even if they are not authors on those publications. Dr. Smith agreed. He also stated that he will now allow older articles to become open access for a price of \$200 (new papers are open access at a cost of \$500). He also noted that he is being vigilant that no more than 50% of any year of *Copeia* becomes open access, because BioOne would void our contract at that point.

Editor Smith noted that his 50-day free download policy has been a resounding success for new papers, and he noted the positive correlation between the number of downloads and citations. Dr. Hillis suggested that new review and methods papers be requested and procured for *Copeia*. Dr. Smith agreed and said that he would give a poster presentation in the last Poster Session of JMIH 2019 about some of the changes that have been made to *Copeia*.

Dr. Smith mentioned that the printing of the journal amounts to a total loss of \$17,000, but that the real loss was between \$6 to \$7K when considering which members only receive print journals. He moved to raise the membership cost for every print category by \$10. That motion was seconded by Dr. Beachy and passed unanimously. Dr. Beachy then inquired about how Editor Smith and Katie Smith were faring in their roles in the *Copeia* Editorial office. Editor Smith replied, “The Society means a lot to us.” The EXEC also recognized the hard work of Matt Girard who is also doing a fine job as *Copeia* Figure Editor.

We were then met by our JMIH Safety Officer, Lori Strong. Ms. Strong has been trained on a NAVEX online reporting system, and will report on her work at the plenary. There will also be a static slide for each session in every conference room to explain how to contact the Safety Officer. She reiterated that the work to make JMIH safe and inclusive is an evolving process and that we should not make decisions on the fly. Ms. Strong is asking for one person in each JMIH society to be appointed as a ‘Safety Officer.’ Dr. Cole appointed Dr. Espinoza to that role and he accepted.



The work being done this year will be part of future meeting as run by our new meeting management company BAI (Ms. Strong is employed by BAI.) Secretary Chakrabarty asked Ms. Strong to keep track of all complaints and records so we can keep a record of these reports. She mentioned that the NAVEX system will keep these historical records and discussions that go along with it. Dr. Baldwin said the EXEC is really thankful for having Ms. Strong and this system in place. Secretary Chakrabarty noted that we are an inaugural member of the ‘Societies Consortium on Sexual Harassment in STEMM’ and with Dr. Lynne Parenti, who is our rep to that consortium, we will be in contact with Ms. Strong about any issues that are raised by that group. We all thanked Ms. Strong for her time.

Dr. Espinoza then raised the point about potential intellectual property violations caused by sharing slides via social media. He noted that some other conferences, such as SICB, have some enforcement and suggestions we might consider. Dr. Espinoza asked if we wanted a formal statement from the Society, or if we wanted to leave it up to the authors. Dr. Crother mentioned that policing is difficult but we should tell those submitting abstracts to use a “no-Tweet” symbol on restricted slides. [Following the EXEC meeting Secretary Chakrabarty asked K-State to add the following to the JMIH website: “If you share the work of others on social media please be sensitive to the author's intellectual property and priority for that research. Speakers should also use ‘no-Tweet’ symbols to discourage such sharing.”]

Secretary Chakrabarty then provided the members of EXEC a proposal from the graduate students to create an Early Career Award for the plenary. After some discussion there was some concern about there being too many plenary awards and that the breadth of this new award overlapped with other awards such as Stoye and Storer even though those target graduate students. Dr. Espinoza stated that he thought we should have more awards that can help our younger members in getting jobs and promotions in those jobs. It was also noted that some of the criteria for the proposed award overlapped with the new Margaret Stewart Award targeting mid-career scholars. The EXEC encouraged the students working on this award to define the award-review process more clearly and to limit overlap with other awards. Some members of EXEC were not convinced about the value and need for the award, but others were strongly for it. Dr. Hillis suggested the evaluation process could be more like the Dobzhansky Prize given by the Society for the Study of Evolution or other similar early-career awards. Dr. Crother mentioned that there should be some percentage of graduate students on the committee, but it should not be wholly administered by those students and noted that the award wording is ambiguous about the make-up of the evaluation committee. The EXEC has decided to table the conversation, and the Secretary stated he is willing to work with the graduate students on drafting a new award proposal to submit to EXEC.

Secretary Chakrabarty then discussed the fact that Amazon book sales of special publications yield ASIH almost no profit because of how much Amazon charges. He moved to sell all Special Publications via Allen Press and the ASIH website instead. The motion was seconded by Dr. Beachy and approved by acclamation.

Treasurer Maslenikov discussed her report from the BOFG and summarized that ASIH is doing well financially even though there were some surprising stock market losses in 2018. Despite those losses we still turned a \$26,000 profit in 2018. Dr. Hillis noted that the 2019 stock market

is much improved from 2018 at least to-date. The Treasurer noted that there were several graduate student requests for funds that were *ad hoc* (e.g., having a cash bar at their social). Each of these *ad hoc* requests requires EXEC approval and a vote. The Treasurer suggested an alternative approach, which would include providing graduate student funds each year to distribute as they saw fit among the students. After some discussion, Treasurer Maslenikov moved “to provide the students with a \$2000 a year budget to pay for various student events at JMIH, but with the caveat that the Committee on Student Participation evaluate their programs and expand or change elements based on a submitted budget.” Dr. Baldwin seconded and all were in favor.

Treasurer Maslenikov noted that a number of student awards currently pull capital from the ‘General Operating Funds’ because no specific funds are designated for those awards. These include the Student Diversity and Inclusion Awards but also a portion of the Hubbs Travel Award. The Treasurer was seeking guidance on how to deal with that situation long term. Dr. Hills mentioned that other societies have a single endowment fund, while ASIH had a confusing array including many that are restricted. After a lengthy discussion President Cole moved to authorize the Treasurer to seek outside assistance from an accountant to look over our books and streamline our endowments (including perhaps combining some accounts). This motion was approved unanimously by the EXEC as was a motion to continue funding the student travel award funded in parts by the Hubbs endowment at \$10,000 a year until we learn more information about our finances. The EXEC recognized the great deal of work the Treasurer has taken on in her first year and thanked her for her dedication.

Secretary Chakrabarty then raised the issue of complaints about Lifetime Awards and a suggestion that an Oversight Committee be made to simplify the process of handling and giving these awards. Part of the issue is the lack of communication between committees or even within the committees across years. He suggested that someone overseeing these award committees could also be charged with explaining the charge of those committees, finding a diverse pool of candidates, providing information about where to purchase awards, and other information that is currently carried out by the Secretary and the *Copeia* Production Editor. Dr. Baldwin, who is notably the current Prior Past President (PRPP), stated that the PRPP currently has no official duties. The Secretary will draft a charge for the PRPP to fill the role of ‘award oversight manager’ that he will send to EXEC for approval.

[Secretary Note: The following will be added to the Policy and Procedures Manual: The Prior Past President (PRPP) will serve as a Lifetime Awards Oversight Administrator, with the task of working with lifetime award committee chairs to oversee the selection of their recipients. Specifically, the PRPP will (1) advocate for a diverse pool of candidates for these awards, (2) ensure those nominated embody the positive aspects of ASIH while honoring its Code of Conduct, and (3) promote the nominations of previously unacknowledged members of the Society prior to those who have received other lifetime awards.]

Closing out Old Business, Secretary Chakrabarty announced that he would not seek a second term as Secretary so that his final year in that role will be 2020. He noted he was happy as Secretary and proud of the work that has been done in that time, but that he did not want to continue in that role beyond his five-year term for professional and personal reasons. He charged

the EXEC to find a Secretary Designate by the end of 2019 who would shadow the Secretary until the end of his term in 2020.

[Secretary Note: Mo Donnelly and others identified Mark Sabaj who agreed to be nominated as the Secretary Designate.]

We then moved on to items of New Business.

As an item of new business, Dr. Espinoza asked why there was not a student rep on all major committees of ASIH including Endowment & Finance, and the EXEC. Dr. Baldwin mentioned that there are a number of students already on various other committees, and that the students may not want additional work. Editor Smith noted that all members of the EXEC need to be members of the BOFG and so the President of the Grad Committee could serve in the role of Student Rep on EXEC but that there are financial liability issues related to being on EXEC. Treasurer Maslenikov mentioned that having a student rep on EXEC would allow students to participate more in the dealing of Society business and would allow them to feel more invested. Dr. Beachy noted having a student rep would help with communications back to the grad student members. Dr. Hillis countered that both the EXEC and ENFC discuss matters that don't always require a voice from younger members, such as evaluations of long-term investments. Secretary Chakrabarty noted that half the people who come to the JMIH meetings are students, and that he believed they should participate in every facet of our Society's dealings. Dr. Espinoza noted that the student member could perhaps be an *ex officio* non-voting member. President Cole will discuss this issue with the students to better understand their perspective.

As an item of new business, Dr. Cole mentioned that she was approached by Dr. Rachel Meyer, the Executive Director for the University of California Conservation Genomics Consortium, to request funds that will help create an explainer and survey about the Nagoya Protocol. Treasurer Maslenikov noted that The Mammal Society and other societies have provided funds to that effort. After some discussion, the EXEC moved to table that conversation until after our financial review.

As an item of new business, the MMPC asked the EXEC to consider four items:

1. Endorse the initiation of the search for the next PO shortly after the 2022 JMIH in Phoenix.
2. Endorse the creation of a joint JMIH fund raising committee to help find sponsors for specific events at the annual JMIH.
3. Endorse sending all symposia proposals to the MMPC after each society has made its decisions about support and funding. Accept a common deadline for receipt of symposium proposals.
4. Endorse the MMPC's future recommendations for childcare at the JMIH.

President Cole began by noting that the MMPC is separate and independent from ASIH—at least in part. Dr. Baldwin mentioned that until we have an umbrella society there will be little oversight of MMPC by ASIH; however, others noted that there are Policy and Procedure rules in place that should and do count as oversight. Secretary Chakrabarty moved to approve the four

items brought forward by the MMPC for endorsement, that was seconded by Dr. Crother, and all were in favor.

As part of new business, Dr. Cole wanted to mention that she was not a fan of the cap on the number of symposia but understood the limitations including time and funding. However, she thought that even more unfunded symposia could help encourage more people from outside our Society to come to JMIH. After some discussion there was a general consensus that we should encourage more symposia.

President Cole then called for a motion to adjourn, and we did so at 1:09 pm.

The EXEC meeting minutes were approved by Governor Craig and seconded by Governor Ruane.

## **REPORTS TO THE BOARD**

President Cole then called for blanket approval of reports as presented in the BOFG book except those that are exempted. Governor Mushinsky moved, Governor Frost seconded, and the motion passed by acclamation.

President Cole called for reports to exempt. President Cole then called on individuals who requested exemptions.

Governor Baldwin exempted report #13—the President's Report noting that several of the awards were called teaching awards when they are for research.

Governor Espinoza exempted report #22—the Long-Range Planning and Policy Committee report—he exempted the report because it mentions that the new policy and procedures manual has been given to the BOFG for approval, but it has not.

Secretary Chakrabarty regrets these errors and has corrected them in the BOFG book. (This book has since been updated on the ASIH website.)

Governor Mushinsky called for the exemptions to the report to be approved, Governor Walker seconded, and it was passed by acclamation.

President Cole then called for any additional old business—hearing none, she called for items of new business. There was also no new business.

## **BOARD OF GOVERNORS ELECTIONS**

President Cole called for BOFG approval of the Ballot for General Election (Appendix C) and asked if there are any write-in candidates—hearing none, she called for the motion to close nominations.

Governor Donnelly moved to close the ballot, Governor Frost seconded.

President Cole then called for BOFG approval of the BOFG ballot (Appendix C); and asked if there are any write-in candidates.

Governor Collette rose to nominate Kate Bemis and noted her extraordinary work on several aspects of ASIH business. Governor Mushinsky seconded the nomination.

President Cole then called for a motion to close nominations, which was made by Governor McMahan and seconded by Governor Cashner.

We then distributed ballots for voting on the award committees.

[We announced the results of the election at the BAAM and again here. We thank everyone who placed their name on the slate of candidates. **Governor Hank Bart** was elected to a three-year term on the Robert H. Gibbs, Jr. Memorial award committee; **Governor Kyle Piller** was elected to serve a three-year term on the Robert K. Johnson award committee, **Governor Sara Ruane** was elected to serve a three-year term on the Henry S. Fitch award committee; **Governor Sarah Huber** was elected to serve a three-year term on the *Spiritus* award committee, and **Governor Adam Summers** was elected to serve a three-year term on the Joseph S. Nelson award committee. Congratulations to all. We also elected two Honorary Foreign Members in Herpetology—**Jing Che** (China) and **Patrick Kinyatta Malonza** (Kenya).]

President Cole then asked for a motion to adjourn. Governor Collette moved to adjourn, Governor Craig seconded, and we did so at 5:44 pm.

[Notably, after the adjournment we took a photo of all the members who joined ASIH more than 40 years ago.]

## **BUSINESS AND AWARDS MEETING: 27 JULY 2019**

President Cole call the meeting to order at 6:12 pm and made the following opening remarks:

“Welcome everyone to the 99<sup>th</sup> annual meeting of ASIH at Snowbird, Utah, and to the Business and Awards Meeting, or as we like to call it, the BAAM. My name is Kassi Cole. I am the President of the ASIH this year, and to my left is ASIH Secretary, Prosanta Chakrabarty. We have a new Treasurer, Katherine Maslenikov, replacing Doug Martin, who has been our tireless Treasurer for many years, and to whom we wish to express our deep appreciation.

I have learned over the years, but especially this year, that the ASIH Secretary is the real heart of the Society, and I wanted to take this opportunity to thank Prosanta, with deep gratitude, for all his extraordinary patience and tireless work.

I would like to extend a particularly warm welcome to all of the students here today. Can we have all the students stand and be recognized? You are not only a full member of this Society, you are its future. In the years to come, I hope you will all become involved in the Society and feel completely at home here.

I want to give a special thank you to our local hosts for this meeting, Alan Savitzky, Catherine Malone, Marty Crump and to Diane Marques, the Local Host Logo Artist. And a special thank you for all the student volunteers—can you all stand so people can see who you are? They have all put in many hours to bringing a local flare to these events.

I particularly want to thank Al Savitzky for educating, and moving, us with an informative and passionate presentation outlining the history of the indigenous peoples who once populated and revered the land and resources we are presently surrounded by.

I hope that the hosts of our future meetings provide similar histories of indigenous peoples in recognition of their lives and cultures. There will be a resolution to that effect later in the meeting.

There are probably people that I have missed, and I apologize, but you know who you are, and without you this meeting would not have been half so enjoyable.”

President Cole then called for approval of the minutes as published in *Copeia* 2018:106(4):685–692. Mo Donnelly moved, and it was seconded by Mollie Cashner. The motion passed by acclamation.

President Cole then called on Secretary Chakrabarty to read the minutes of the BOFG meeting held on 24 July 2018. She then called on a motion to approve those minutes, which passed by acclamation.

Secretary Chakrabarty handed out certificates of appreciation to Past President Crother (this appreciation led to a standing ovation for Dr. Crother's mentor Jay Savage, who has the record for having the most senior membership to ASIH). Next he gave the certificate of appreciation for Past Treasurer Doug Martin via the new Treasurer, Katherine Maslenikov who has been working closely with Doug.

Secretary Chakrabarty then gave a certificate of appreciation to Maureen Donnelly who served 18 years on the ASIH executive committee (15 years as Secretary, then President, Past President, and Prior Past President).

He then extended the gratitude of ASIH to K-State that has admirably run the JMIH meetings for many years. He especially wanted to thank Rebecca Frakes, Cara Richardson, and Kelly Fuhrman. JMIH will now be managed by BAI (Burk and Associates, Inc).

He also thanked Leslie Rissler and other organizers and participants in running the Professional Women in Herpetology symposium.

The Secretary called on *Copeia* Editor Leo Smith to present the Best Paper Awards: The Editor then read the titles and authors of the following papers asking the authors to come forward to be recognized and receive an award:

*Best Paper, Ichthyology:* Terry C. Grande, W. Calvin Borden, Mark V. H. Wilson, and Lindsay Scarpitta. 2018. Phylogenetic Relationships among Fishes in the Order Zeiformes Based on Molecular and Morphological Data. *Copeia* 106:20–48.

*Best Paper Young Scholar, Ichthyology:* Javier Barrientos-Villalobos, Juan J. Schmitter-Soto, and Alejandro J. Espinosa de los Monteros. 2018. Several Subspecies or Phenotypic Plasticity? A Geometric Morphometric and Molecular Analysis of Variability of the Mayan Cichlid *Mayaheros urophthalmus* in the Yucatan. *Copeia* 106:268–278.

*Best Student Paper, Ichthyology:* David T. Camak and Kyle R. Piller. 2018. Going with the Flow: Testing the Role of Habitat Isolation among Three Ecologically Divergent Darter Species. *Copeia* 106:375–387.

*Best Paper, Herpetology:* Mark Merchant, Dusty Savage, Amos Cooper, Monique Slaughter, Joshua S. Perkin, and Christopher M. Murray. 2018. Nest Attendance Patterns in the American Alligator (*Alligator mississippiensis*). *Copeia* 106:421–426.

*Best Paper Young Scholar, Herpetology:* Will Selman and Peter V. Lindeman. 2018. Spatial, Seasonal, and Sexual Variation in the Diet of *Graptemys flavimaculata*, a Threatened Turtle of the Pascagoula River System, Mississippi, USA. *Copeia* 106:247–254.

*Best Student Paper, Herpetology:* Rhett M. Rautsaw, Scott A. Martin, Bridget A. Vincent, Katelyn Lanctot, M. Rebecca Bolt, Richard A. Seigel, and Christopher L. Parkinson. 2018. Stopped Dead in Their Tracks: The Impact of Railways on Gopher Tortoise (*Gopherus polyphemus*) Movement and Behavior. *Copeia* 106:135–143.

Secretary Chakrabarty then put up slides with the winners of the Edward C. and Charlotte E. Raney and Helen T. and Frederick M. Gaige Awards and asked those present to stand to be recognized.

We then called on Rocky Parker to discuss the Student Diversity and Inclusion Awards—the ASIH welcomed and congratulated this year's winners: Gabriela Arango, Suzana Bandeira, Emily DeArmon, Adania Flemming, Nureen Ghuznavi, Bryan Juarez, Marina Luccioni, Lindsey Nelson, Natasha Stepanova, and Emily Virgin.

It was also noted that with Mollie Cashner's blessing, we will be using the 'Cashner Student Assistance Fund' to help fund the SDIA awards. Secretary Chakrabarty asked for help to grow that endowment and asked ASIH to please consider donating to it.

President Cole then called on Eric Hilton to give details about the 2020 meeting in Norfolk, Virginia. (See details above, in BOFG minutes.)

As Co-Chair of the Student Award Committee, Eric Hilton then announced the names of the judges and the names of the Stoye and Storer winners. We recognized the following winners: Tracy I. Storer Awards for best student poster presentation: Ichthyology

- Judges: Fernando Alda, Gary Longo, Lily Hughes, Michael Burns, Randy Singer, Ray Schmidt, Kristen Cecala, Kevin W. Conway, Joel Corush, Ben Frable, Ricardo Betancur
- Winner: Pamela Hart, Population genetics of a cavefishes species complex: implication for conservation and aquifer connectivity

#### Herpetology

- Judges: Catherine Bevier, Brian Halstead, James Watling, Jessa Watters, Josh Pierce
- Winner: Amelia Weixler, Genetic divergence within *Iguana iguana*

#### Frederick H. Stoye Awards for best student oral presentations: Genetics, Development, and Morphology

- Judges: Donald Shepard, Edward Myers, Matthew Fujita, Matthew Holding, Guillermo Orti, Melissa Gibbs, Milton Tan
- Winner: Kara Million, Characterizing immunogenetic diversity in darters (*Etheostoma*) of Indiana: a deep-sequencing approach

#### Ecology and Ethology (Herpetology)

- Judges: Alison Davis Rabosky, Danielle Walkup, Gerardo Carfagno, Peter Zani, Steven Whitfield
- Winner: Clay Noss, Trophic cascades in the desert? An enclosure experiment in white sands

#### Ecology and Ethology (Ichthyology)

- Judges: Michael Sandel, Timothy Tricas, Mark Peterson
- Winner: Echelle Burns, Difference in the short-term movement patterns and habitat association of flatfishes (order Pleuronectiformes) near the Orange County Sanitation District outfall

#### Physiology and Physiological Ecology

- Judges: Rocky Parker, Christopher Murray, Craig Lind, Nicole Valenzuela, Jennifer Gumm, Marvin Lutnesky
- Winner: Michael Britton, Metabolic ecology of over 100 species of amphibians across a 5000 meter elevational gradient in the Peruvian Andes

#### Conservation

- Judges: Katherine O'Donnell, Alessandro Catenazzi, Eric Hoffman, Luke Frishkoff, Wendy Estes-Zumpf, Derek Hogan, Luiz Rocha, Thomas Turner, Mia Adreani, Mollie Cashner
- Winner: Angela Burrow, The contribution of wetland succession to declines of threatened amphibians in the Longleaf Pine Ecosystem



## General Ichthyology

- Judges: Bill Ludt, Jose Birindelli, Ken Thompson, Mariangeles Arce H., Brian Sidlauskas, Larry G. Allen, Nancy Brown-Peterson
- Winner: Matthew Girard, Morphological support for the relationships among carangiform fishes

## General Herpetology

- Judges: Sarah Kupferberg, Matt Goode, Michael Westphal, Rayna Bell, Robert Page
- Winner: Adolfo Rodriguez-Velázquez, Evaluation of the use of camera traps to study the predation of the Puerto Rican racer (*Borikenophis portoricensis*)

President Cole and Secretary Chakrabarty then congratulated the winners of the awards that were presented at the Plenary:

- Robert H. Gibbs, Jr. Memorial Award for Excellence in Systematic Ichthyology to **Carole Baldwin**
- Henry S. Fitch Award for Excellence in Herpetology to **Victor Hutchison**
- Robert K. Johnson Award for Excellence in Service to **Bobby Espinoza**
- Meritorious Teaching Award in Herpetology to **Nancy Karraker**
- Meritorious Teaching Award in Ichthyology to **Tom Turner**
- *Spiritus*: Lifetime Achievement Award in Support of Collections to **John E. Simmons**
- Joseph S. Nelson Lifetime Achievement Award in Ichthyology to **Bill Eschmeyer**
- Margaret M. Stewart Achievement Award for Excellence in Ichthyology or Herpetology to **Luiz Rocha**

President Cole then called on Kevin Conway, from the Resolutions Committee:

The 2019 ASIH Resolutions Committee was Kevin W. Conway (Chair), Mollie F. Cashner, David Portnoy, and Sara Ruane.

RESOLUTION FOR THE MEETING HOSTS.—WHEREAS, the ASIH ventured to Snowbird, Utah for the 2019 JMIH meeting, and

WHEREAS, altitude sickness is a real thing, and can be remedied through the purchase of oxygen at the Snowbird Ski and Summer Resort gift shop in small or regular sized pressurized cans, and

WHEREAS, many attendees struggled for dining space during the opening ceremony to the alluring tunes of the folk/Americana all-female band the Mama LongLegs, and

WHEREAS, the astronomical cost of alcoholic beverages and/or the low alcoholic content of some of these beverages may be directly related to the exceptionally low number of JMIH participants willing to dance at JMIH social events such as the open-mic night or opening reception, and

WHEREAS, the spectacular mountain scenery provides the perfect backdrop for a scientific conference focused on fishes, amphibians, and reptiles,

THEREFORE, BE IT RESOLVED that the ASIH extends its sincere thanks to the 2019 Local committee comprising Al Savitzky, Catherine Malone, Diana Marques, a diverse assemblage of student volunteers representing 14 institutions, 7 states, and 6 countries, the staff of the Snowbird Ski and Summer Resort, and the JMIH Meeting Management and Planning Committee for providing a safe, functional, and enjoyable conference.

RESOLUTION ON NATIVE LANDS AND INDIGENOUS PEOPLES.—WHEREAS, the land upon which we hold our annual ASIH meetings has a long human history, and

WHEREAS, the first humans to occupy these lands were not the people who occupy these lands today, and

WHEREAS, history has a way of being forgotten,

THEREFORE, BE IT RESOLVED that the plenary session of all future meetings acknowledge the native lands and indigenous peoples of the meeting site.

RESOLUTION ON THE CODE OF CONDUCT PART I.—WHEREAS, the code of conduct was introduced at the 2019 JMIH to create an environment free of discrimination, bullying, inappropriate behavior, and harassment, and

WHEREAS, the code of conduct has created a safe, inclusive space for attendees to discuss scientific advances relating to fishes, amphibians, and reptiles,

THEREFORE, BE IT RESOLVED that we thank those responsible for the code of conduct and retain the code of conduct for future meetings.

RESOLUTION ON NAVIGATING THE CLIFF LODGE.—WHEREAS, the selection of the JMIH venue is a critical determinant of member participation, and

WHEREAS, the Cliff Lodge ranks among the most picturesque JMIH venues in recent memory, if not of all time, and

WHEREAS, the Cliff Lodge has many spectacular and unique amenities including marble bathrooms, gondola rides, an alpine slide, and a rooftop spa (although the latter somewhat difficult to access), and

WHEREAS, the Cliff Lodge, like any modern ski resort and hotel, is a multistory edifice constructed for the purpose of accommodating guests, providing meeting spaces, recreational areas, an assortment of bars and restaurants, and other high-end accoutrements, and

WHEREAS, one can appreciate the many and diverse challenges for any architect to thoughtfully design spaces in manner that accommodates the needs of guests, while

simultaneously offering a unique design that reflects the architect's personal artistic vision and sensibilities, and

WHEREAS, the many corridors, stair cases, levels, and sublevels just within the first three (or was it six?) lobby floors of the Cliff Lodge gave one the fanciful impression of walking through an M. C. Escher etching, and

WHEREAS, this labyrinthian configuration of spaces posed a challenge for many JMIH attendees as they attempted to plot a course to and from meeting and presentation rooms, causing many to resort to dropping GPS pins so they could navigate among meeting rooms, restrooms, and elevators,

THEREFORE, BE IT RESOLVED that the Meeting Management and Planning Committee be thanked for selecting the Cliff Lodge as the venue for JMIH 2019, whose high-elevation locality not only improved the cardiovascular systems of the attendees, but also their navigational skills.

RESOLUTION ON “POTGUTS”.—WHEREAS, the wildlife of the Alta region of Utah includes a diverse assemblage of fascinating creatures including many iconic mammals such as marmots, porcupines, badgers, and moose, and

WHEREAS, one member of the mammalian fauna includes the Uinta Ground Squirrel (*Urocitellus armatus*), which is a familiar resident of the region surrounding the Cliff Lodge, and

WHEREAS, the local name for this charming rodent is “Potgut,” and

WHEREAS, the natural habitat of the Potgut appears to be the carpeted lobby areas of Cliff Lodge, particularly the restaurants, and

WHEREAS, the Cliff Lodge staff were frequently observed shooing and chasing Potguts about the premises in a seemingly futile attempt to rid the resort of their resident rodents,

THEREFORE, BE IT RESOLVED that JMIH place Cliff Lodge management in contact with the Florida Fish and Wildlife Conservation Commission so the agency can ship a dozen or so Burmese Pythons to the resort each summer to assist in the extermination of the Potgut scourge.

RESOLUTION ON THE CODE OF CONDUCT PART II.—WHEREAS, mention of the code of conduct has occurred frequently throughout the JMIH, approximately once every five minutes, and

WHEREAS, the personal space of the code of conduct itself may have been violated by session moderators at the start of each session as they attempt to read the small font on the announcement about the code of conduct posted on podiums, and

WHEREAS, the code of conduct has been embraced by the JMIH, comprising members of the four different societies including ASIH, AES, SSAR, and HL, sharing a common interest in fishes, amphibians, and reptiles and also a fondness of acronyms, and

WHEREAS, acronyms can sometimes result in unfortunate combinations of letters,

THEREFORE, BE IT RESOLVED the code of conduct should never be acronymized.

RESOLUTION ON LIGHTNING PRESENTATIONS.—WHEREAS, lightning talks provide a rapid outlet for sharing exciting scientific results, and

WHEREAS, the total number of characters in a tweet is 150, and

WHEREAS, attention spans of attendees at JMIH may be declining,

THEREFORE, BE IT RESOLVED that future meetings implement lightning posters with a 50-character limit.

RESOLUTION ON PAPERBACK BOOKS.—WHEREAS, soft cover books are vulnerable to humidity, and

WHEREAS, humidity can lead to interesting topographic forms in no way resembling a flat plane, and

WHEREAS, humidity can also cause the pages of books to stick together in a manner non-conducive to easy reading, and

WHEREAS, weather can be highly unpredictable,

THEREFORE, BE IT RESOLVED that henceforth all book raffle stations be held indoors and in a venue equipped with AC.

RESOLUTION ON BOARD OF GOVERNORS MEETINGS.—WHEREAS, Board of Governors meetings are an important part of the ASIH, and

WHEREAS, this past BOG meeting was a record breaking 45 minutes long, and

WHEREAS, there may have been some confusion during the 2019 BOG about the number of symposia proposals submitted to the ASIH for the 2020 meeting,

THEREFORE, BE IT RESOLVED that members of the BOG and the members of ASIH in general be made aware of the correct number of symposia proposals submitted each year for consideration and encourage their colleagues to submit proposals for future symposia whenever the opportunity arises.

RESOLUTION ON DISTANCE BETWEEN MEETING VENUES.—WHEREAS, members of the ASIH have not had to travel great distances between conference venues since the 2012 Vancouver meeting, and

WHEREAS, it is more than pleasant to view the scenic mountain views around Snowbird whilst traveling between the Cliff Lodge and the Snowbird Center during stops to gasp for breath, and

WHEREAS, the cognitive ability of members may have been challenged by the labyrinthine layout of the Snowbird Center, and

WHEREAS, the absence of elevators between Cliff Lodge and the Snowbird Center is an unfortunate happenstance,

THEREFORE, BE IT RESOLVED that future meetings ensure easy access for all participants regardless of athletic ability, spatial awareness, or organism of study.

#### RESOLUTION ON THE RECOGNITION OF STUDENT CAREER

ACCOMPLISHMENTS.—WHEREAS, students are the future of ASIH and academia alike, and

WHEREAS, acceptance of post-graduate, potentially permanent, positions offer a culminating step in the life of our young academics and represents the fruits of our Society's mission,

THEREFORE, BE IT RESOLVED that at future meetings, prior to the Business Meeting, individuals continue to self-identify and others notify the resolutions committee of those deserving of recognition both publicly and for resolution publication in *Copeia*, and

THEREFORE, BE IT ALSO RESOLVED that the ASIH honors the following young academics and wishes them well in their new roles: Fernando Alda (University of Tennessee at Chattanooga), Emily DeArmon (University of New Mexico), Jennifer Main (Providence Academy), Bill Ludt (LACM), Martha Munoz (Yale), Randy Singer (University of Michigan), Rebecca Tarvin (UC Berkeley), and all others whom we have thus far been unable to identify.

RESOLUTION FOR AUTHORSHIP IN *COPEIA*.—WHEREAS, the impact factor of *Copeia* continues to increase, and

WHEREAS, the number of citations associated with individual papers continues to increase, and

WHEREAS, the number of citations associated with papers authored by the Editor are increasing at a higher rate than those of other authors,

THEREFORE, BE IT RESOLVED that the Editor of *Copeia* Leo Smith be coauthor on all future papers published in *Copeia*.

RESOLUTION ON MULTIPURPOSE VENUES.—WHEREAS, the poster session was held in a circus tent, and

WHEREAS, many members sprained their ankles stumbling into potholes formed by the elephant parade, and

WHEREAS, the strong men/strong women escorted out many a member for their BYOB tendency, and

WHEREAS, the popcorn, peanuts, and cotton candy were non-existent yet Chex-mix, potato chips and ten-dollar drinks were provided,

THEREFORE, BE IT RESOLVED that the next poster session be held on a Carnival cruise ship.

RESOLUTION ON ADDITIONAL SLIDES AFTER THE ACKNOWLEDGMENTS IN ICHTHYOLOGY PRESENTATIONS.—WHEREAS, many student members spend a significant amount of time working on their presentations, and

WHEREAS, many student members have a healthy concern and have been warned in advance about unexpected questions from audience members, and

WHEREAS, many student members have learned that adding 50 additional slides after the acknowledgments may allow them to be prepared for all and any questions from the audience,

THEREFORE, BE IT RESOLVED that extra slides be known henceforth as the G. David Johnson slides.

RESOLUTION ON THE RESOLUTIONS COMMITTEE.—WHEREAS, writing resolutions takes precious time away from resolutions committee members that might otherwise be better spent on more productive activities, and

WHEREAS, participating on the resolutions committee requires non-reimbursable expenses such as lunches and beverages, and data plans, and anxiety over the reception of such resolutions, and

WHEREAS, most of the ASIH members attending the business meeting will complain that they could not understand the 2019 resolutions committee chair as he read out the resolutions anyway,

THEREFORE, BE IT RESOLVED that henceforth all members of the resolutions committee receive two extra drink tickets as just compensation for serving on the resolutions committee.

## **OLD BUSINESS**

Secretary Chakrabarty announced that we would be having the ASIH Electronic Voting in a few weeks and a reminder to vote would be sent to the membership soon. [Update: Winners of these elections are below. We thank all of those that were willing to be nominated.

- President-Elect: Frank H. McCormick
- Secretary Designate: Mark H. Sabaj
- Nominating Committee Chair: Luke Tornabene
- Nominating Committee: Kelsey E. Reider (Herpetology); Mollie F. Cashner and Mark Peterson (Ichthyology)

Class of 2024 Board of Governors: Catherine M. Bodinof Jachowski, Kate Bemis, Marlis R. Douglas, Sarah Gibson, Sarah K. Huber, Melissa Pilgrim, Breanna J. Putman, Sara Ruane, Luiz A. Rocha, Gregory J. Watkins-Colwell]

Secretary Chakrabarty also announced that the Diversity Survey would now be handled by the Diversity Committee and run after the election closes near the end of the year.

## NEW BUSINESS

It was announced that the students raised \$2755.42 from their book raffle.

Secretary Chakrabarty showed a slide demonstrating ASIH's commitment to students that included:

- \$8,000 Edward C. Raney Award for student research in ichthyology
- \$7,700 Helen T. and Frederick M. Gaige Award for student research in herpetology
- \$10,250 Student Diversity and Inclusion Award
- \$10,000 Clark Hubbs Student Travel Award
- \$1,000 Graduate Student Workshop
- \$1,100 Grad Student Social
- \$5K to subsidize childcare at meeting
- ≈\$5k raised by book raffle (with ASIH matching the funds raised by the students)

Next Jon Armbruster announced a fund in memory of Javier Maldonado: “The Neotropical Ichthyological Association will name its Student Best Oral Paper Award for Dr. Javier Maldonado-Ocampo (1977–2019). Javier was a dedicated ichthyologist at the Pontificia Universidad Javeriana in Bogotá, Colombia. Javier tragically lost his life while on a field expedition in 2019. Donations to the award can be made to Jonathan Armbruster ([armbrjw@auburn.edu](mailto:armbrjw@auburn.edu)).”

Eric Hilton and Rocky Parker then rose to make the following point:

A motion for developing an ASIH Symposium Review Committee.

Following from a resolution alluding to issues surrounding the submission process of symposia for ASIH's annual meeting, and following from discussion of this at the meeting of the ASIH Long Range Planning and Policy committee during the 2019 annual meeting, a motion was forwarded for the creation of an ASIH Symposium Review Committee. The motion was seconded, and approved by acclamation. PRES suggested that she would institute an *ad hoc* committee to bridge the time until the committee could be fully approved by EXEC and BOFG.

It was further noted during the BAAM that this motion was made largely because of the voiced concern of the student membership, which responded to a situation and shined light on ways that ASIH could improve its administration of symposia. It was noted that we are grateful to the student population, and work to respond to their concerns.

President Cole then made closing remarks noting that we would need a much bigger room for the BAAM in future years as many people are left standing, and that she would try to resolve the issue of many herpetologists being unable to attend the BAAM because of conflicting meetings.

Hearing no additional items of new business, President Cole called for a motion to adjourn. This was made by Larry Allen, and seconded by Bruce Collette. There were no 'nays' but H.J. Walker announced his abstention. The motion passed and we adjourned at 7:45 pm.

Respectfully submitted,

Prosanta Chakrabarty

ASIH Secretary

8 October 2019



## **52. APPENDIX F – 2019 DIVERSITY SURVEY REPORT RESULTS [FROM THE COMMITTEE FOR DIVERSITY, EQUITY, INCLUSION & BELONGING, SEE REPORT 45]**

The goals of the ASIH diversity surveys are to better understand the composition of the Society's membership, identify how ASIH can best support the needs of our members, and how we can improve efforts to recruit and sustain a more diverse membership in our discipline. Below are the results of the 2019 survey with recommendations from the Diversity and Inclusion Committee on how society leadership can address challenges and opportunities presented by these results. We had 453 survey participants, which represents 30.5% response rate based on 1484 current ASIH members.

### **OVERALL RECOMMENDATIONS**

The survey results indicate that **increasing transparency around DEI initiatives and improving cultural competency of ASIH membership and JMIH attendees** should be a major goal for ASIH. Improving cultural competency includes increasing awareness and understanding of DEI initiatives including actions aimed at increasing inclusion and representation of underrepresented/minoritized groups within Ichthyology and Herpetology, and improving accessibility for JMIH. This would benefit “majoritarian” (e.g., older, white, men) members of ASIH who have felt attacked by statements and initiatives surrounding DEI that were not communicated fully or effectively in the past, as well as communicate to members of underrepresented and minoritized groups that they are welcome in ASIH and at JMIH.

Some ways to achieve these goals include:

**A. Providing ASIH/JMIH leadership with training to establish a strong base of knowledge and understanding around DEI.** Many members turn to ASIH leaders (president, secretary) when they want to report or address issues. ASIH leaders also have guaranteed platforms (they give introductory remarks at meetings, present awards, etc), so it is very important that they are culturally competent and informed. The Diversity and Inclusion Committee could put together a training presentation for new cohorts of ASIH leadership to be presented annually at the executive meetings. A more professional approach would be to hire an external consultant, for example from the Raben Group (<https://rabengroup.com>).

**B. Affirmation and education around ASIH/JMIH DEI initiatives.** ASIH has an opportunity to affirm our values with regard to DEI and help educate membership simultaneously by presenting Diversity Survey results, a statement of ASIH's DEI values, and DEI resources for membership. These could be included on the ASIH and JMIH websites so that they are accessible to all members and attendees. We recommend that DEI values and information also be presented in opening remarks at JMIH, and at the ASIH Business Meeting. This would set the tone for an inclusive conference and also increase transparency.

### **SUMMARY OF SURVEY RESULTS**

#### **ASIH members represent a range of careers and career stages**

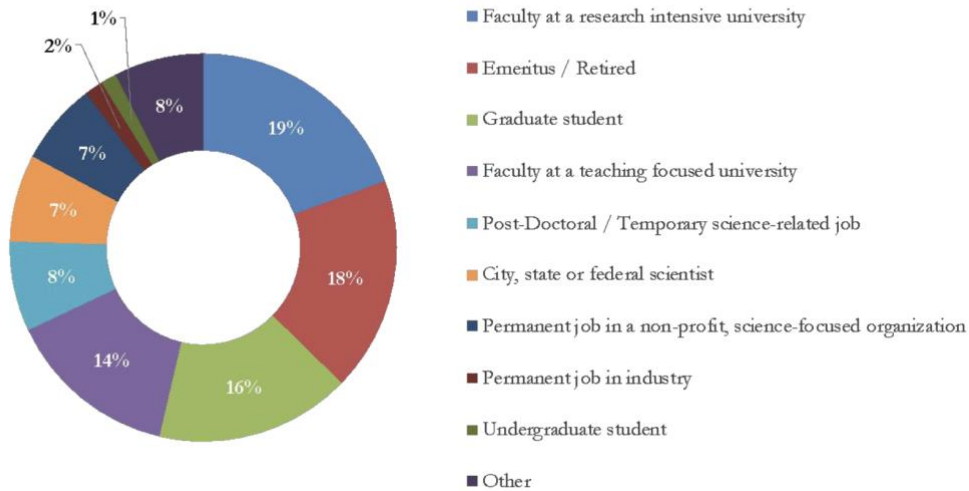
Society membership is complex, with Faculty at research intensive universities (19.4%), Emeritus/Retired Faculty (17.9%), Graduate Students (16.3%), Faculty at teaching focused universities (14.3%), and Postdoctoral Researchers (7.5%) representing a combined 75.4% of

membership. However, many of our members are state or federal scientists (7.3%) or hold permanent positions in non-profit organizations (6.8%). In addition, several members hold permanent positions in industry and other permanent, non-faculty positions at universities including staff scientists, collections managers, and administrators.

ASIH membership is fairly balanced across age groups, with 33.6% early-career (ages 20-39), 30.8% mid-career (ages 40-59) and 35.6% late-career/retired (ages 60 and older).

## Survey Results

### Career Stage & Profession



This diversity of occupations and career stages in our membership is challenging with respect to providing benefits of society membership that satisfy many different needs. However, it also provides opportunities for members to build professional networks that extend beyond a single career track and serves as an important nexus to exchange information about research, education, and conservation of the organisms for which we advocate and cherish. The Diversity and Inclusion Committee (DIC) feels strongly that maintaining meaningful connections with fellow professionals in ichthyology and herpetology across these different career paths is essential to the long-term viability of the Society and provides important networking opportunities for all members, especially for early-career professionals. We want all people in the Society to feel that membership is a worthwhile investment and that they belong in ASIH and at JMIH. Thus, the DIC recommends:

1. Further discussion with each of the main career groups and stages within our membership to solicit feedback on the perceived benefits of membership and what types of society activities would be most relevant to them. In particular, discussion with members that are faculty at undergraduate-focused institutions, in non-profit and/or wildlife management-focused careers, and international members who have never attended meetings would provide important input as to how ASIH membership and JMIH could be more relevant to these groups.
2. More explicit and variable opportunities for networking within and between career paths,

especially for early-career professionals (undergraduate/graduate students and postdoctoral researchers). This could include mixers/speed-networking/panels at JMIH and virtual networking events for those unable to attend JMIH.

3. Symposium and keynote speakers that reflect the diversity of careers within our membership.

4. Voluntary recording of oral presentations at JMIH made available on YouTube so that members unable to attend JMIH are able to participate remotely.

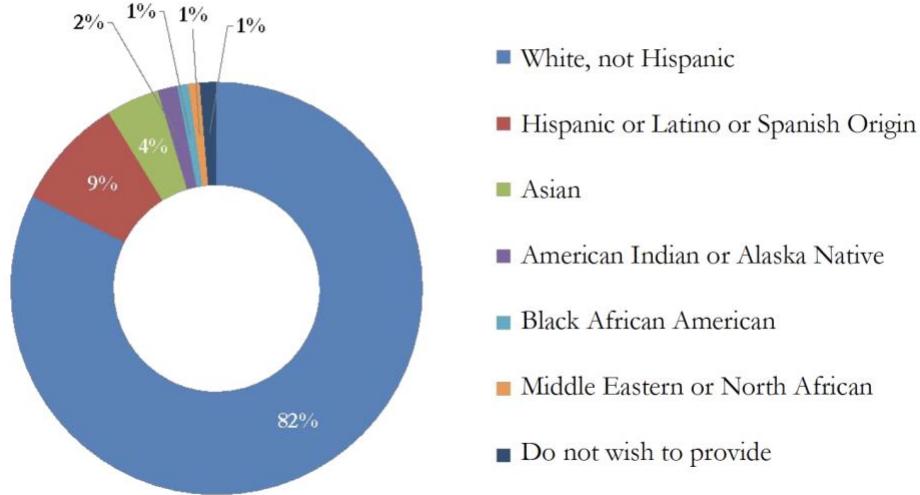
### **Very low representation of traditionally underrepresented groups in ASIH membership**

ASIH membership surveys in 2015 and 2016 [reported](#) that society membership is not reflective of the ethnic/racial composition of graduating STEM majors in the United States, in particular with respect to Black/African American (0.8% ASIH members in 2016 versus 8.7% STEM graduates in 2014) and Hispanic/Latino (8.4% ASIH members in 2016 versus 12.1% STEM graduates in 2014) membership. In the present survey, 0.9% of respondents identified as Black or African American, and 8.9% as Hispanic or Latino or Spanish origin, indicating no significant change in the proportion of members belonging to these groups. Society membership also lags behind national averages for STEM graduates with respect to the proportion of Asian members (4.2% of ASIH membership in 2019 versus 9.5% of STEM graduates). In addition, some individuals were counted more than once because they identify as belonging to more than one of the underrepresented groups.

Likewise, the 2015 and 2016 surveys reported that society membership is not reflective of national trends for women graduating in STEM majors in the United States (31.9% ASIH members in 2016 versus 50% STEM graduates in 2014). In the present survey, 33% percent of respondents identified as women, indicating effectively no change in the gender composition of the society. Given that only 13.3% of ASIH members are 20-29, it is not surprising that the ethnic/racial and gender composition of society membership continues to lag behind national averages for STEM undergraduates. For instance gender is more balanced within the membership cohorts aged 20-29 (57% women, 5% non-binary) and 30-39 (50% women, 1% non-binary). However, a balanced gender ratio at earlier career stages does not necessarily indicate that women are being retained in our field. In addition, the ethnic/racial composition of the ages 20-29 and 30-39 cohorts still deviates from national averages of STEM graduates with a combined 10.5% of respondents identifying as Hispanic or Latino or Spanish origin, 4.6% identifying as Asian, 2.6% as American Indian or Alaskan Native, and only one person (<1%) identifying as Black/African American.

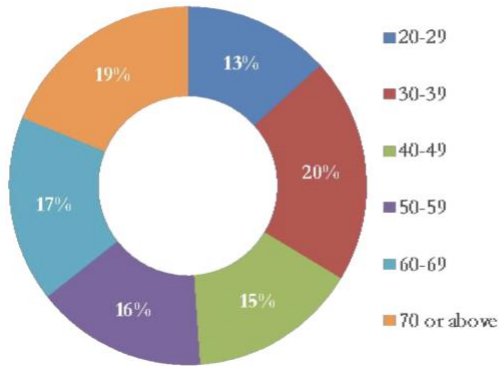
# Survey Results

## Race & Ethnicity

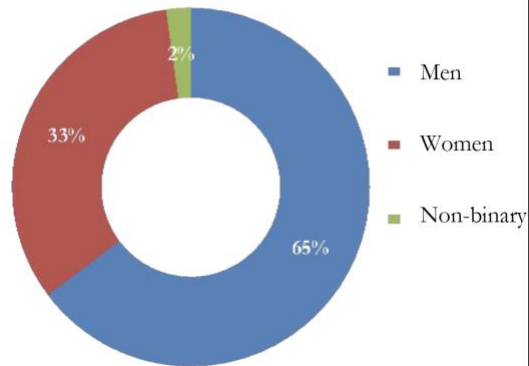


# Survey Results

## Age Group



## Gender



The 2019 survey also provided additional categories and free-response options for many questions such that we now have estimates of ASIH membership that identify as Middle Eastern/North African (0.9%), as non-binary/genderqueer (1.3%), as part of the LGBTQ+ community (10.5+%), as well as members for whom English is a second language (14.5%) and that are first generation college graduates (32.1%). Through the free-response options we also received feedback that religious sensitivity is an area in which ASIH and sister societies could improve.

The DIC remains deeply concerned that ASIH membership is not representative of the demography of the United States, let alone, the demography of STEM undergraduates in the United States. Clearly, major efforts are needed to recruit and retain a more diverse community in our discipline and the DIC recommends the following:

1. An assessment of the diversity composition of ASIH leadership, Board of Governors, and committees.
2. Maintain the Cashner Student Awards at the current funding level of 10 awards per year (5 fishes, 5 herps). Solicit a mentor from the general ASIH membership for each student recipient based on their career goals and/or research interests. Establish quarterly virtual meetings for current and past recipients to enable peer-to-peer mentorship.
3. Financial support for ASIH representation at national conferences that promote diversity in STEM (e.g., the Society for Advancement of Chicanos/Hispanics and Native Americans in Science).
4. Professional development workshops at JMIH with a focus on mentoring and leadership skills for early-career faculty at research and undergraduate-focused institutions. Some respondents indicated a lack of funds to attend JMIH (particularly members that are not based at research universities); therefore, travel awards for early-career faculty at undergraduate-only institutions to defer the cost of attending the workshop and JMIH may help increase diversity of participants.
5. Social gatherings for members of underrepresented groups and allies at JMIH.
6. Religious holidays should be taken into consideration by the Meeting Management and Planning Committee when scheduling conferences and other events.

### **Accessibility needs of ASIH members at JMIH**

ASIH membership surveys in 2015 and 2016 [reported](#) on mobility, hearing and visual impairments among the membership, which accounted for a combined 13.1% of respondents. The 2019 survey included additional options for reporting impairments with 11.8% of respondents reporting a mental health disorder, 11.1% reporting a hearing impairment, 10.6% reporting a visual impairment, 2.6% reporting a mobility/orthopedic impairment, 2.4% reporting a learning disability, and 1.6% reporting a speech or language impairment. The DIC feels strongly that ASIH, and in particular activities related to JMIH, should take into account the accessibility needs of our membership and recommend the following:

#### **1. Improved accessibility at JMIH for members with hearing impairments:**

- a. Online registration should include a list of measures being implemented to improve accessibility for members with hearing impairments and include the option for registrants to list accommodation requests.

b. A protocol should be implemented for the local conference planning committee that year to audit technology offerings of the conference venues, preferably during the bidding process. For example, the venue should offer ADA standard accommodations, such as a compatible microphone or assistive listening system where speech can be transmitted directly to some hearing aids and cochlear implants.

c. JMIH should provide instructions for session chairs and those preparing oral presentations specifying that >10% of membership is hearing impaired and that use of microphones is not optional. Headset or lapel microphones should be supplied when possible (especially for longer presentations) because these tend to provide uninterrupted amplification, even when the speaker moves around. If only fixed or handheld microphones are available, session chairs should remind presenters to speak directly into the microphone. Finally, roving microphones should be made available at events where questions or comments from the audience are solicited. In the situation that a question is asked unamplified, speakers should repeat the question into the microphone before providing an answer.

d. Promote assistive listening technology among participants (e.g., remote microphones, speech-to-text apps).

e. Poster sessions are especially challenging for members with hearing impairments. The conference planning committee should account for the acoustics and layout of exhibition spaces when considering suitable venues for JMIH to ensure poster sessions are productive and enjoyable for all members to attend. One solution might be arranging poster sessions into multiple, smaller spaces rather than one large auditorium/exhibition hall.

## **2. Improved accessibility at JMIH for members with visual impairments:**

a. Online registration should include a list of measures being implemented to improve accessibility for members with visual impairments and include the option for registrants to list accommodation requests.

b. The local conference planning committee should audit projection offerings of the conference venue to ensure that screen size is scaled appropriately to the size and configuration of the presentation room.

c. JMIH should provide instructions for those preparing oral and poster presentations specifying that >10% of our membership is visually impaired and provide guidance on minimum font sizes and color combinations for effective communication (e.g., <https://www.ascb.org/science-news/how-to-make-scientific-figures-accessible-to-readerswith-color-blindness/> ).

## **3. Improved visibility and support at JMIH for members with mental health disorders and learning disabilities:**

a. JMIH should provide instructions for those preparing oral and poster presentations with guidance on formats that are accessible for those with dyslexia and other learning disabilities (e.g.,

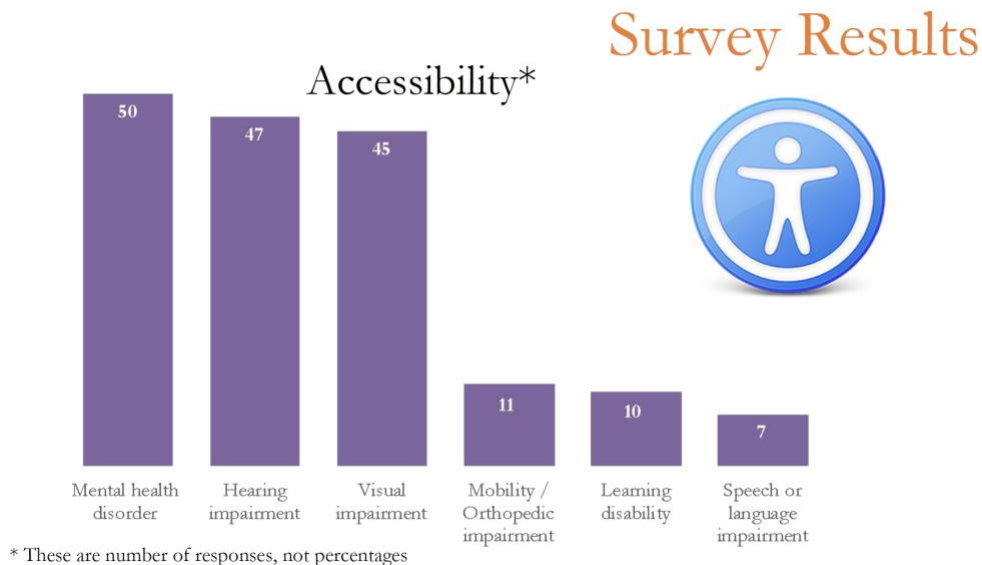
<https://www.brightcarbon.com/blog/powerpoint-presentations-and-dyslexia/>

b. Acknowledgement of mental health disorders and neurodiversity represented in both ASIH and US society at-large, potentially during conference introduction. This could also serve to increase awareness and cultural competency of ASIH membership/JMIH attendees.

#### **4. Improved accessibility at JMIH for members with mobility/orthopedic impairments:**

a. The local host committee, prior to accepting bids, should take into account the layout of meeting spaces such that attendees with mobility/orthopedic impairments are given sufficient time to move between talks when there are concurrent sessions. For instance, moving between sessions was challenging at the JMIH in Snowbird for members of all abilities, but especially challenging for those with mobility/orthopedic impairments.

#### **5. Social gatherings for members of these groups and allies at JMIH with opportunities to provide feedback to JMIH on the effectiveness of accessibility initiatives.**



#### **Creating a more inclusive atmosphere at JMIH**

A significant portion (12%) of survey respondents indicated that they do not feel they belong to the ASIH community for many different reasons, but a few common themes include feeling that ASIH is an “old white boys club”, that the society and JMIH are geared towards members in academic positions, and general disillusionment due to inappropriate conduct at previous Joint Meetings. In addition, several respondents indicated they would like greater transparency with respect to ASIH activities and decisions - these responses came both from members of

underrepresented/minoritized groups, and from “majoritarian” groups (specifically older white men). When it comes to divisive issues (and unfortunately, DEI initiatives are currently seen as divisive), it is not an effective strategy to simply present facts in the hopes that dissenters will change their minds. If we want to change the minds of ASIH members who do not support/understand DEI initiatives, we need to help them understand why DEI initiatives are important and beneficial for everyone. As stated above, we want all of our members to feel that membership is a worthwhile investment and that they belong in ASIH and at JMIH, thus the DIC recommends:

1. More networking opportunities at JMIH, especially for early-career researchers, new members, and members attending their first JMIH (or first JMIH in many years).
2. Provide additional networking opportunities with small group and one-on-one formats (e.g., the popular speed-networking event for students could offer a mentor-student matching session that runs simultaneously where small groups meet with one or two professionals)
3. Increased communication to ASIH membership about how and why the society does things (at the EXEC level and committee level, including diversity-related initiatives).
  - a. An option here could be to include affirmation and explanation of DEI initiatives during the JMIH opening remarks. This could both affirm that underrepresented/minoritized groups are valued and welcome at JMIH, and that e.g. old white men are in fact not being negatively targeted through the implementation of these programs. Increased diversity, equity, and inclusion makes all of us better scientists, and at the same time makes our science better.
  - b. Additional resources :
    - i. <https://www.scientificamerican.com/article/how-diversity-makes-us-smarter/>
    - ii. <https://heleo.com/facts-dont-change-peoples-minds-heres/16242/>
    - iii. <https://www.psychologytoday.com/us/blog/thoughts-thinking/201804/how-change-people-s-minds>
    - iv. <https://hbr.org/2019/10/how-to-show-white-men-that-diversity-and-inclusion-efforts-need-them>
4. Greater engagement with society members to solicit feedback on society activities and areas for improvement.
5. Revise the 2019 Diversity Survey questions in response to feedback submitted through the free response sections of the survey to improve the survey before it is implemented in 2020.

***The 2019 ASIH Diversity Survey, summary, and recommendations were prepared by the ASIH Diversity and Inclusion Committee: Rayna Bell (co-chair), Mariangeles Hernandez (co-chair), Anat Belasen, Adania Flemming, Kimberly Foster, Michael Franklin, Chris Martinez, M. Rockwell Parker, Adela Roa-Verón, Beck Wehrle, Molly Womack***



## **53. APPENDIX G – AS PART OF MOTION TO BE VOTED ON BY BOFG**

### ***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, 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. All members will agree to the JMHI 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.

\*[Link to the motion that passed to change the name of the ASIH journal]

<https://www.ichthyologyandherpetology.org/blog/2020/6/29/motion-to-change-the-name-of-the-asih-journal>

## **54. APPENDIX H - AS PART OF MOTION TO BE VOTED ON BY BOFG**

### **ASIH Ichthyology and Herpetology Collection Accreditation**

The goal of an American Society of Ichthyologists and Herpetologists Accreditation is to determine whether or not a collection meets a predetermined set of guidelines for herpetological and ichthyological collections. These guidelines reflect best practices in the field of collection management and do not evaluate the public side of natural history collections (e.g., outreach, exhibits and displays, educational programming, etc.).

#### **Benefits of Accreditation**

- Accreditation of a herpetological or ichthyological collection provides a society “stamp of approval” that collections are managing their holdings in compliance with best practices guidelines. Accreditation may act as a signal to a collection’s administration that it is performing well. Accreditation may also aid a collection seeking internal or extramural funding. Failure to receive accreditation on the part of a collection may have the benefit of spurring administrations to invest more heavily in collections, at least to the degree that the collection can meet best practices guidelines. Accreditation criteria are specific and can form the basis of a strategic plan for herpetological and ichthyological collections to move forward and seek support or funds in specific areas. Finally, because ASIH accreditation is at the collection-level, smaller collections which are not eligible for American Alliance of Museums (AAM) accreditation have an opportunity to be accredited.

#### **IHCC Accreditation Subcommittee**

- ASIH Accreditation will be granted by the Accreditation Subcommittee of the Ichthyology and Herpetology Collections Committee (IHCC). The subcommittee will consist of no more than 10 members, split evenly between ichthyology collection professionals and herpetology collection professionals. Members will be appointed by the Chair(s) of the IHCC for a term of five years. Committee service begins January 1 of year succeeding appointment. There are no term limits and members can be re-appointed for the calendar year succeeding the end of a five-year term.
- Members should have at least five years of experience working in collections and should be full-time collection professionals (e.g., collection manager, curator, curatorial associate, etc.).

#### **Accreditation through non-ASIH organization**

- If a collection is already accredited by the American Alliance of Museums (or other approved organization), the collection is automatically eligible for ASIH Accreditation. ASIH Accreditation will be active for as long as the prior accreditation is active. When accreditation expires, the collection will need to either apply for ASIH accreditation, or submit paperwork indicating that the original accreditation has been renewed.
- Institutions will need to submit documentation showing prior accreditation to receive ASIH Accreditation, and will be asked to submit additional information on annual collection statistics, as per the ASIH Application.

### **ASIH Accreditation Step 1: On-line Application**

- Collections must submit an application to the ASIH Accreditation sub-committee of the IHCC for review. Applications can be downloaded from the ASIH website and will be reviewed annually. Deadline to submit applications is July 1. The IHCC Accreditation subcommittee will meet at the annual ASIH meeting to discuss applications and decide on approval.
- All applications will be reviewed by the ASIH Accreditation sub-committee within **two** months, and a collection will either be recommended for a virtual visit or the collection will be asked to make changes prior to a virtual visit (e.g., revise a Collection Document). These collections will need to resubmit a revised application once issues are addressed.
- Collections with approved application materials will be Accredited Pending Virtual Visit

### **ASIH Accreditation Step 2: Virtual Visit**

- After applications have been approved, the ASIH Accreditation sub-committee will schedule a virtual visit. These virtual visits will be conducted within six months of on-line application approval.
- Virtual visits will entail a video tour of the collection and a virtual meeting of collection personnel and at least two IHCC Accreditation subcommittee members. Videos will be submitted prior to a virtual meeting, and the collection should be able to provide additional video access of collections upon request.
- After the virtual visit, the two IHCC Accreditation subcommittee members will independently assess whether best practices are being followed, discuss as a team, and then make a recommendation to the full subcommittee as to whether or not the collection should receive full ASIH Accreditation. Lastly, a virtual visit allows international collections to participate, if desired.
- Virtual visits are the preferred manner of conducting external collection reviews for two important reasons. First, given the current COVID-19 pandemic, many collections are closed to outside visitors and many potential on-site reviewers have travel restrictions in place from their home institutions. Given the degree of telework that has occurred since Spring of 2020, we believe that a virtual visit will be effective in providing reviewers with sufficient evidence to assess curatorial standards. Second, a virtual visit does not carry a monetary cost (i.e., no money needs to be available for travel or lodging of site visitors). A free virtual visit will allow smaller collections, which may not have a budget to pay for an on-site visit, to participate in ASIH Accreditation.
- The IHCC Accreditation subcommittee will review the efficacy of virtual visits annually to determine whether or not an on-site visit is required.

### **Accreditation Renewal**

- ASIH Accreditation is good for 10 years, after which time institutions will be asked to renew their accreditation. Renewals require the same process (application and virtual visit) as first-time accreditation.

## **Proposed ASIH Accreditation Application**

### ***Application Materials for Accreditation***

*The following documents are required for accreditation (example documents from accredited institutions can be provided upon request):*

- 1. On-line Application*
- 2. Collection Statistics*
- 3. Mission Statement*
- 4. Institutional Code of Ethics*
- 5. Collection Management Policy*
- 6. Disaster Preparedness/Emergency Response Plan*
- 7. Integrated Pest Management Plan*
- 8. Curatorial Standards for Ichthyology and Herpetology Collections Check-list*

### **1. On-line Application**

- Contact person:
- Position:
- Address:
- Email:
- Phone:
- Institution:
- Type of collection (ichthyology or herpetology):
- Total number of lots (individuals) in the collection:
- Total number of type specimens in the collection:
- URL for collection search engine:
- Global aggregators that host collection data:

### **2. Collection Statistics**

Please provide the following information for the last five full years:

- Collection personnel, names and positions:
- Number of volunteers:
- Number of students workers:
- Number of research students (undergraduate and graduate):
- Number of new acquisitions:
- Number of new lots/specimens (estimated number of individuals):
- List the preparation types represented in your collection and the number of lots/specimens for each preparation type:
- Number of outgoing loans (lots/individuals):
- Number of incoming loans (lots/individuals):
- Number of research visits:
- Number of publications citing specimens:

### **3. Mission Statement (description from the American Alliance of Museums)**

Required elements:

- Educational in scope
- Describes the institution's unique purpose/focus/role
- Is approved by the governing authority

### **4. Institutional Code of Ethics (description from the American Alliance of Museums)**

Required elements:

- States that it applies to members of the governing authority, staff and volunteers
- Is consistent with the Alliance's Code of Ethics for Museums or other code of ethics issued by a national museum organization appropriate to the museum's discipline
- Is tailored to, and developed specifically for, the museum (i.e., it is not simply a restatement of, or a statement of adoption of, the Alliance's Code of Ethics for Museums or other organization's code and is not simply a copy of any parent organization's code)
- Puts forth the institution's basic ethical, public trust responsibilities as a museum and nonprofit educational entity and is not solely about individual conduct (e.g., conflict of interest issues)
- Includes a statement on use of proceeds from deaccessioning (limiting their use to new acquisitions and/or direct care/preservation)
- Is a single document, not a compilation or list of references to other documents
- Is approved by the governing authority

### **5. Collections Management Policy (description from the American Alliance of Museums)**

Museums that do not own or manage collections, but borrow and use objects for exhibits, education or research should instead submit custodial care and borrowing policies; museums with living collections may use different terminology for the policy that governs the management of their plants or animals.

Required elements for institutions with collections:

- Acquisitions/Accessioning
- Deaccessioning/disposal of collections/use of proceeds from the sale of deaccessioned collections
- Loans, incoming and outgoing (if the museum does not lend/borrow, it should at least state this)
- Collections care
- Inventories and/or documentation
- Access and/or use of collections

Required elements for institutions that do not own or manage collections, but borrow and use objects for exhibits, education or research:

- Care/responsibilities for objects in temporary custody
- Borrowing policies

### **6. Disaster Preparedness/Emergency Response Plan (description from the American Alliance of Museums)**

Required elements:

- Is tailored to the institution's current facilities and specific circumstances
- Covers all threats/risks relevant to the institution
- Addresses staff, visitors, structures, and collections
- Includes evacuation plans for people
- Specifies how to protect, evacuate, or recover collections in the event of a disaster
- Delegates responsibility for implementation

### **7. Integrated Pest Management Plan (description from MuseumPest.net)**

Required elements:

- Implementing IPM & preventing pest access
- Monitoring & tracking pest populations
- Identifying potential pest threats
- Treating outbreaks in the safest manner possible

### **8. Curatorial Standards for Ichthyology and Herpetology Collections Check-list**

\_\_\_ 1. Collections should be administered by non-profit or private institutions unless an individual or profit-making organization is willing to establish a perpetual trust returning a reasonable per-specimen, per-year maintenance cost for the collection.

\_\_\_ 2. A collection must have at least one professional herpetologist/ichthyologist (director, curator, collection manager) who is directly responsible for it.

\_\_\_ 3. Collections must be housed in buildings that provide adequate protection from fire, water, dust, excessive heat or light, and other physical hazards. We strongly recommend that important permanent records (such as catalogues and field notes and permits) be kept in a fireproof or fire retardant safe or its equivalent. Moreover, we strongly encourage the practice of keeping back-up copies of important permanent records offsite.

\_\_\_ 4. Specimens must be stored in insect, dust, light, and fumigant-proof containers. We strongly encourage the use of archival quality containers conforming to current collection management standards.

\_\_\_ 5. Specimens must be regularly inspected for pests. Pest problems, when they occur, must be dealt with expeditiously and within the standards set by statute and the institution. Fumigants are closely regulated and their use may only be in accordance with all applicable regulations. Pest control without toxic chemicals (where feasible and safe, such as anoxic environments or cryo-fumigation) is encouraged.

\_\_\_ 6. Specimens must be prepared in a manner that ensures their utility. It is particularly critical that osteological materials be properly prepared. The use of dermestid beetles and their larvae in cleaning small skulls and other osteological materials is strongly recommended, but dermestid colonies should be housed so as to prevent infestation of the collection proper or its ancillary resources.

\_\_\_ 7. Specimens must be arranged according to a specific plan that is recorded and, preferably, posted.

\_\_\_ 8. Original field notes and ancillary data must be preserved as a part of the permanent record for each specimen, ideally stored as per standard number 3.

\_\_\_ 9. Data on specimen labels, in field notes, in the permanent catalogues, and wherever else data are recorded in the collection should be accurate.

\_\_\_ 10. A permanent catalogue of all specimens in the collection must be maintained. Implementation of electronic data-processing techniques to facilitate management of specimens,

ancillary material, and data is recommended. Each collection is strongly encouraged to make these data available electronically. Also, it is recommended that collections maintain catalogues of individual accessions, in addition to those of individual specimens, to facilitate keeping records of collecting permits, field notes, and other information ancillary to the specimens.

\_\_\_ 11. The collection must be accessible to all qualified users.

\_\_\_ 12. Accessibility to collections by unqualified persons must be restricted.

\_\_\_ 13. Loans with other institutions must be handled in a professional manner. Specimens sent on loan should be properly packaged in accordance with federal regulations

\_\_\_ 14. Type specimens must be identified as such, stored in cases marked accordingly. Type specimens should be deposited only in institutions wherein the specimens will receive the perpetual care they require.

\_\_\_ 15. Evidence should be furnished that the institution intends to continue support of the collection at least at a level necessary to maintain these standards. Should institutional priorities be changed at some future time, the institution should express a willingness to transfer the collection to another public institution that will ensure its perpetual maintenance.

\_\_\_ 16. Acquisition and possession of specimens must accord with state, federal, and international regulations pertaining thereto. Assurance of adherence to such regulations will be sought when a collection is considered for inclusion on the list of collections that meet basic standards. All pertinent permits, international, federal, state, and local, for acquisition, possession, and importation must be kept on file in such a way that they may be easily and quickly associated with specimens in question.

\_\_\_ 17. The status of a collection may be reviewed at any time at the request of the institution or the discretion of the ASIH IHCC Accreditation Sub-committee. Curators should strive to cooperate in the review process.

\_\_\_ 18. Tissues, when they are collected, should be held minimally to the same data standards as any other specimen and must be completely cross-referenced to vouchers. Tissue specimens should be made available for loan to qualified researchers. The development of guidelines for the consumptive and/or destructive use of specimens and guidelines for tissue loans is encouraged.