

American Society of Ichthyologists and Herpetologists

Board of Governors Meeting

Updated 26 July 2021



To Be Held In Person and Virtually

**Wednesday, 21 July 2021
17:30–19:30 PDT (Phoenix Time)**

Pacific Daylight Time (PDT) = Phoenix time (MST)

or

17:30 in Phoenix = 17:30 in Los Angeles = 20:30 in Philadelphia



Mark Sabaj (he/him/his)
Collection Manager of Fishes
The Academy of Natural Sciences of Philadelphia
1900 Benjamin Franklin Parkway, Philadelphia, PA 19103
215-299-1026 (office), 215-280-3637 (cell), mhs58@drexel.edu

July 18, 2021

Last year, outgoing ASIH Secretary Prosanta Chakrabarty signed off on his last BOFG Book with: *I take no credit for any positives (I was just a facilitator) but I do take all the blame for my mistakes.*

Inspiring words for an incoming Secretary. Most people have a strong desire to avoid being judged negatively by others (Leary, 2007). So, shifting blame is often used as a tool to deflect criticism away from oneself. Certain people (politicians, CEOs) habitually shift blame to protect their livelihood. Even though most people think it inappropriate to shift blame (Fast and Tiedens, 2010) and look down upon people who do, they expect certain people to behave in this way and are highly reluctant to believe otherwise (Lozano, 2019). All this is to say, my primary goal is to be the sort of humble and responsible agent long embodied by those who have served as the ASIH Secretary.

Feel free to contact me with any sorts of questions and concerns.

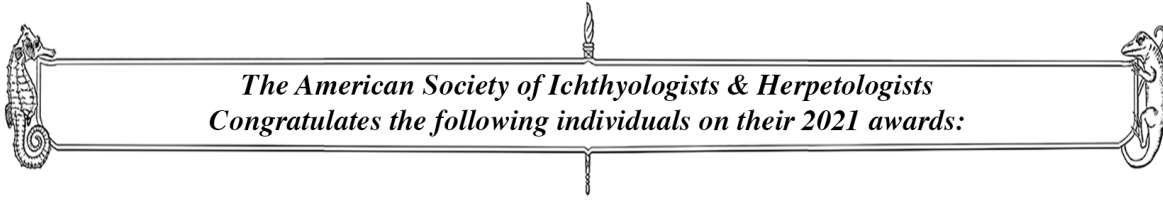
Sincerely,

Mark Sabaj
ASIH Secretary

Fast, N.J., and L.Z. Tiedens. 2010. Blame contagion: the automatic transmission of self-serving attributions. *J Exp Soc Psychol.* 46(1): 97–106

Leary, M.R. 2007. Motivational and emotional aspects of the self. *Annu Rev Psychol.* 58(1): 317–344.

Lozano, E.B. 2019. The effect of admitting fault versus shifting blame on expectations for others to do the same. *PloS One* 14(3): e0213276



*The American Society of Ichthyologists & Herpetologists
Congratulates the following individuals on their 2021 awards:*

Jacqueline D. Litzgus

Robert K. Johnson Award for Excellence in Service

Darrel Frost

Henry S. Fitch Award for Excellence in Herpetology

Roberto E. Reis

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

Elizabeth L. Brainerd

Joseph S. Nelson Lifetime Achievement Award in Ichthyology

Alison Davis Rabosky

Meritorious Teaching Award in Herpetology

Gary D. Grossman

Meritorious Teaching Award in Ichthyology

Steve Gotte

Spiritus Lifetime Achievement Award in Support of Collections

Wm. Leo Smith

Margaret M. Stewart Award for Excellence in Ichthyology or Herpetology

ASIH BOARD OF GOVERNORS 2020*

*2021 BOFG is listed in the Appendix

| Past Presidents | | Executive Committee | Elected Governors (Sectional Editors) |
|------------------|-----------------|------------------------|---------------------------------------|
| Allen, L.G. | Lundberg, J.G. | Beachy, C. | Adreani, M. |
| Baldwin, C.C. | Matthews, W.J. | Chakrabarty, P. | Bevier, C. |
| Beaupre, S.J. | Mayden, R.L. | Cole, K. | Buth, D.G. |
| Burr, B.M. | McDiarmid, R.W. | Crother, B. | Craig, M.T. |
| Cannatella, D.C. | Mushinsky, H.R. | Espinoza, R. | Davis, M.P. |
| Collette, B.B. | Page, L.M. | Hillis, D. | Faivovich, J. |
| Crother, B. | Parenti, L.R. | McCormick, F. | Grande, T. |
| Donnelly, M.A. | Pietsch, T.W. | Maslenikov, K. | Kerby, J. |
| Douglas, M.E. | Pough, F.H. | Smith, W.L. | Lannoo, M.J. |
| Frost, D.R. | Robins, C.R. | Stouder, D. | Litzgus, J.D. |
| Gilbert, C.R. | Savage, J.M. | Summers, A. | Orr, J.W. |
| Greene, H.W. | Savitzky, A.H. | Sabaj, M. (non-voting) | 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. | | | |

| Class of 2020 | Class of 2021 | Class of 2022 | Class of 2023 | Class of 2024 |
|------------------------|----------------|-----------------|------------------|-------------------------|
| Anthony, C.D. | Catenazzi, A. | Bell, R. | Conway, K.W. | Bemis, K. |
| Arnold, R.J. | Earl, J.E. | Berra, T. | Dillman, C. | Bodinof Jachowski, C.M. |
| Davis Rabosky A.R. | Johansen, R. | Cashner, M. | Fernandez, C.C. | Douglas, M. |
| Ferry, L. | Johnson, G. D. | Johnston, C. | Fitzgerald, L.A. | Gibson, S. |
| López-Fernández, H. | McMahan, C. | Munroe, T. | Hews, D.K. | Huber, S.K. |
| Maslenikov, K.P. | Rivas, J. | O'Donnell, K.M. | Irish, F. | Pilgrim, M. |
| Richards-Zawacki, C.L. | Salcedo, N. | Rabosky, D.I. | Malone, C.L. | Putman, B.J. |
| Saporito, R.A. | Savage, A. | Spencer, C.L. | Siegel, D.S. | Ruane, S. |
| Sutton, T.T. | Taylor, E.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 — Katherine 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

Ichthyology & Herpetology 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

Lindy Muse & Florence Wen (Co-Chairs)
Committee members: Brooke Perrera, Kearstin Findley

Workshop Committee

Allison Litmer (Chair)
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 member: Erin Schwarzbach

Web Content and Management Committee

Katherine (Katie) Boole

JMIH Liason: Jaime Smith

International Liason: Cody Godwin

CONSERVATION COMMITTEE

Frank McCormick (Chair) — asihcons@gmail.com; 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 and Jim Williams

EDUCATION AND HUMAN RESOURCES COMMITTEE

Michael Pauers (Chair) — michael.pauers@uwc.edu; 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 (Chair, resigned July 2020)

Members: Melissa Pilgrim, Catherine Malone, Fran Irish, Margaret Neighbors

EXECUTIVE COMMITTEE

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

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 Chair; resigned in July), Dean Adams (ENFC Co-Chair; appointed replacement for David Hillis), Katherine Maslenikov (Treasurer), Prosanta Chakrabarty (Secretary), Mark Sabaj (Secretary Designate).

HENRY S. FITCH AWARD COMMITTEE

Maureen Donnelly (Chair) — maureen.a.donnelly@gmail.com

Members: Emily Taylor (2019-2021), Sara Ruane (2020-2022)

GAIGE FUND AWARD COMMITTEE

Sara Ruane (Chair) — sara.ruane@rutgers.edu

Members: Nancy Karraker (2017-2019), Chris Murray (2020-2022)

HERPETOLOGICAL ANIMAL CARE COMMITTEE

Christopher Parkinson (Chair) — viper@clemsun.edu

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

ICHTHYOLOGICAL ANIMAL CARE COMMITTEE

Phil Harris (Chair) — pharris@ua.edu

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

ICHTHYOLOGICAL AND HERPETOLOGICAL COLLECTIONS COMMITTEE

Gregory Watkins-Colwell (Chair) — gregory.watkins-colwell@yale.edu; Jennifer Gardner (Student Representative)

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

JOINT ASIH-AFS COMMITTEE ON NAMES OF FISHES

Lawrence M. Page (Chair) — lpagel@ufl.edu

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 and Hector Espinosa-Perez

ROBERT K. JOHNSON AWARD COMMITTEE

Eric Hilton (Chair) — ehilton@vims.edu

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

Member: Kyle Piller

JOSEPH S. NELSON AWARD COMMITTEE

Brian Sidlauskas (Chair) — brian.sidlauskas@oregonstate.edu

Members: John Lundberg (2019-2021), Adam Summers (2020-2022)

NOMINATING COMMITTEE

Luke Tornabene — (Chair, Ichthyology)

Members: Kassie Cole (ex-Officio Ichthyology), Mark Peterson, Kelsey Reider, Mollie Cashner

PUBLICATION POLICY COMMITTEE

Leo Smith (Chair) — leosmith@ku.edu

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)

Members: Sarah Huber, Meredith J. Mahoney

STEWART AWARD COMMITTEE

Whitney Anthonysamy (Chair)

Members: Rayna Bell, Christopher Martinez

STUDENT AWARDS COMMITTEE — No meeting in 2020

WEB CONTENT AND MANAGEMENT COMMITTEE

Melissa Gibbs (Chair) — mgibbs@stetson.edu

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

HISTORY OF THE SOCIETY COMMITTEE

David G. Smith — smithd@si.edu (Chair)

Members: Aaron Bauer, Inci Bowman, Kate Bemis, Eric Hilton

DIVERSITY COMMITTEE (Committee for Diversity, Equity, Inclusion & Belonging)

Mariangeles Arce H. (Co-Chair), Rayna Bell (Co-Chair)

Members: Anat Belasen, Adania Flemming, Kimberly Foster, Michael Franklin, Chris Martinez, M. Rockwell Parker, Adela Roa-Varón, Beck Wehrle, Molly Womack

REPRESENTATIVES TO OTHER SOCIETIES

AMERICAN ELASMOBRANCH SOCIETY: Charles "Chip" Cotton —

cottoncf@cobleskill.edu

AMERICAN FISHERIES SOCIETY: Marlis R. Douglas — mrd1@uark.edu, Michael E.

Douglas — med1@uark.edu

AMERICAN INSTITUTE OF BIOLOGICAL SCIENCES: Alan Savitzky — savitzky@usu.edu

BIOONE – Alan Savitsky - savitzky@usu.edu

HERPETOLOGISTS' LEAGUE: Alan Savitzky — savitzky@usu.edu

NATURAL SCIENCE COLLECTIONS ALLIANCE: Larry M. Page — lpagel@ufl.edu

SOCIETY FOR THE PRESERVATION OF NATURAL HISTORY COLLECTIONS: Randy

Singer — randal.a.singer@ua.edu

SOCIETY FOR STUDY OF AMPHIBIANS AND REPTILES: Alan Savitzky —

savitzky@usu.edu

SOCIETIES CONSORTIUM ON SEXUAL HARASSMENT IN STEMM: Lynne Parenti —

parentil@si.edu

**Reports and Agenda for the 2021 Meeting of the
American Society of Ichthyologists and Herpetologists
Board of Governors**

Phoenix, AZ, 21-25 July 2021

Organization and Announcements

1. Call to order — *President Frank McCormick*
2. Governors Sign In — *Secretary Mark Sabaj*
3. Messages of regret from absentee governors — *Secretary Mark Sabaj*
4. Call for motion to approve the minutes of the 2020 meeting of the Board of Governors as published in [*Ichthyology & Herpetology* \(2021\) 109 \(1\): 334–347](#) (see Appendix E) — *President Frank McCormick*
5. Announcement of appointment of Resolutions Committee — *President Frank McCormick*
6. Announcement of Stoye and Storer Award Judges
7. Future annual meetings – Governor Henry Mushinsky
 - Spokane, WA, 27-31 July 2022
 - Norfolk, VA, 12-16 July 2023
 - Phoenix, AZ, 21-25 July 2021

Officer Reports

8. Minutes of EXEC Meeting held on 19 July 2021 — *Secretary Mark Sabaj*14
9. SECR: SECRETARY — *Prosanta Chakrabarty*
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10. TREA: TREASURER — *Katherine Pearson Maslenikov* 27
11. EDIT: EDITOR — *W. Leo Smith* 29
12. PRES: PRESIDENT’S REPORT — *Frank McCormick* 39
13. PPRE: PAST PRESIDENT’S REPORT — *Chris Beachy* 43

Committee Reports

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| 15. ENFC: Endowment & Finance Committee — <i>Adam P. Summers</i> | 49 |
| 16. EXEC: Executive Committee — <i>Prosanta Chakrabarty</i> | 49 |
| 17. GFAC: Gaige Fund Award Committee — <i>Nancy Karraker</i> | 51 |
| 18. CoSP: Committee on Student Participation — <i>Adania Flemming & Helen Plylar</i> | 52 |
| 19. HSFC: Henry S. Fitch Award Committee — <i>Emily Taylor</i> | 54 |
| 20. JSNC: Joseph S. Nelson Award Committee — <i>John Lundberg</i> | 55 |
| 21. LRPP: Long Range Planning and Policy Committee— <i>Robert Espinoza, Deanna Stouder</i> | 55 |
| 22. MMPC: Meetings Management Committee — <i>Henry R. Mushinsky et al.</i> | 56 |
| 23. NOMC: Nominating Committee — <i>Michael Franklin</i> | 57 |
| 24. RFAC: Raney Fund Award Committee — <i>Misty Paig-Tran</i> | 57 |
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| 27. AES: Representative to the American Elasmobranch Society — <i>Charles F. Cotton</i> | 59 |
| 28. AFSR: Representatives to the American Fisheries Society — <i>Michael E. Douglas & Marlis R. Douglas</i> | 59 |
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| 32. EHRC: Education and Human Resources Committee — <i>Michael J. Pauers</i> | 63 |
| 33. HACC: Herpetological Animal Care and Use Committee — <i>Christopher L. Parkinson</i> | 63 |
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| 36. IHCC: Ichthyological and Herpetological Collections Committee — <i>Gregory J. Watkins-Colwell, Sarah K. Huber & Jennifer Gardner</i> | 64 |
| 37. SPNHC: Representative to Society for the Preservation of Natural History Collections — <i>R. Singer</i> | 65 |
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| 39. NFJC: Joint ASIH-AFS Committee on Names of Fishes — <i>Lawrence M. Page</i> | 67 |
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| 44. DEIB: Committee for Diversity, Equity, Inclusion and Belonging — <i>Rayna Bell & Mariangeles Arce H</i> | 70 |
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APPENDICES

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BUSINESS SECTION

52. 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
53. Discussion of reports exempted from blanket approval
54. Discussion of Old Business
55. Discussion of New Business
56. Call for BOFG approval of Ballots (BOFG ballot & General Election Ballot)
57. Vote on Constitutional Changes (Appendix A)
58. Board of Governor's Elections
 - NOMC: Nominating Committee
 - RHGC: Robert H. Gibbs, Jr. Memorial Award Committee
 - RKJC: Robert K. Johnson Award Committee
 - HSFC: Henry S. Fitch Award Committee
 - JSNC: Joseph S. Nelson Award Committee
 - Spiritus* Award Committee
59. Adjournment

8. Minutes of EXEC Meeting held on 19 July 2021 — *Mark Sabaj*

The minutes below were reviewed by the EXEC Committee and distributed to the BOFG via email on 20 July 2021 along with up-to-date info on candidates for 2021 elections.

Members: **Dean Adams** (Co-Chair ENFC), **Mariangeles Arce H.** (Chair DEIB), **Chris Beachy** (Past President–PPRE), **Kassi Cole** (Prior Past-President–PPPR), **Robert Espinoza** (Co-Chair LRPP), **Adania Flemming** (Chair CoSP), **Katherine P. Maslenikov** (Treasurer–TREA), **Frank McCormick** (President–PRES), **Mark Sabaj** (Secretary–SECR), **Wm. Leo Smith** (Editor–EDIT), **Deanna Stouder** (Co-Chair LRPP), **Adam Summers** (Co-Chair ENFC), **Emily Taylor** (President Elect).

CoSP: Committee on Student Participation

DEIB: Committee for Diversity, Equity, Inclusion and Belonging

ENFC: Endowment & Finance Committee

LRPP: Long Range Planning & Policy Committee

The ASIH EXEC Meeting was held virtually on 19 July 2021 via Zoom hosted by SECR Sabaj and recorded. EXEC members Dean Adams and Mariangeles Arce H. could not attend and extended their regrets. [PPRE Beachy signed off at 3:15 pm and CoSP Chair Flemming and President Elect Taylor also had to leave the meeting early.]

PRES McCormick called the meeting to order at 2:05 pm and SECR Sabaj began recording at 2:08 pm because he forgot to login as the host. PRES McCormick then called on Maslenikov to present her Treasurer’s Report that was previously shared with EXEC.

TREA Maslenikov noted that since taking office two years ago, there has been a “sea of change in the ways things work.” Subscriptions and memberships are down, the JMIH no longer makes money and we are spending more than we earn. In the past, the TREA kept ~\$200K in a money market account at all times. From time to time, sales from that account were used to replenish the Society checking account. During this past year, we have had to spend ~\$125K from the money market account to cover a variety of increased costs (e.g., publication and the 2020 JMIH cancellation). On the positive side, the Society’s investment (endowment) account remains healthy (~\$1.5 million) as the financial market is up overall. But the credo “never touch investments” may have lost its wings with respect to the ASIH.

TREA Maslenikov has spent a good amount of time figuring out the ASIH books – how the accounts are named/categorized, where the money is distributed, and what data must accompany each transaction. She noted that the ASIH is “cash poor”. EDIT Smith asked about the financial impact of the COVID-related cancellation of the 2020 meetings in Norfolk. Maslenikov said the ASIH permanently lost ~\$35K in cancellation fees but should recoup a portion of the deposit in 2023. The total deposit for the 2020 JMIH was \$99K. The ASIH share was 44%. So, if the 2023 JMIH breaks even, the ASIH will recoup ~\$44K.

TREA Maslenikov noted that there is not enough money in the US Bank account (income from Allen Press) to cover vol 1(2) of *Ichthyology & Herpetology*, so she will need to move funds from

the Wells Fargo account (money market + checking) to pay that bill. She questioned whether there needed to be a vote on this. The answer was “no” and EDIT Smith recommended that the TREAS should be able to make such decisions without a vote up to a certain threshold. Maslenikov noted the past TREA Margaret Neighbors had established guidelines (e.g., ASIH should have 2 years’ worth of cash for funding Awards).

PPPR Cole asked if we are clear on the cost of the 2021 JMIH. TREA Maslenikov said no because she was not involved in that planning. In the past under K-State, the costs were figured out after the JMIH. The current JMIH planners, Burke & Associates, expected the JMIH societies to pay for deposits up front. After negotiations, B&A agreed to cover deposits using income from JMIH registrations. In sum, Maslenikov has no idea how much the 2021 JMIH will cost.

ENFC co-Chair Summers noted that since TREA Maslenikov now has our books in order, EXEC needs to re-evaluate its expenditures. He stressed that the EXEC should explicitly state that the ASIH will use proceeds from endowment to cover rising costs because the “ecosystem is changing.” Maslenikov agreed and noted that she does *not* want to be sole person making decisions on how to spend from the ~\$1.5 million endowment account. EXEC should provide guidance and ENFC should provide details.

PPRE Beachy asked for a better sense of whether the JMIH makes money. TREA Maslenikov noted that the JMIH has not made money for a while (New Orleans) and generally breaks even (sometimes over two consecutive JMIHs). The 2019 JMIH in Snowbird made \$2800. The goal is for the JMIH to break even. The years of making \$30–50K per JMIH are long gone.

PRES McCormick noted a potential conflict between the ASIH Policy and Procedures Manual (PPM) and Constitution. The role of the BOFG in financial decisions was added to the PPM, but not to the Constitution. PPRE Beachy did not see a conflict. The PPM implies that the TREA recommends and the EXEC/BOFG approves/rejects. McCormick circled back to the “threshold” brought up by EDIT Smith – the TREA should have discretionary spending up to a certain amount. It remains unclear what that amount should be.

CoSP Chair Flemming called attention to the “sustainability issue”. She asked if there are patterns from the past that might help guide us. TREA Maslenikov noted that it is hard to look backwards because of inaccuracies in past treasurer reports that were later fixed by auditors. Flemming also asked about the ASIH contract with Burke & Associates. Maslenikov said that in the arrangement with B&A, the ASIH newly agreed to pay for deposits. Summers stressed that B&A should use income from JMIH registrations to cover deposits.

PRES McCormick will ask Summers and Maslenikov to help develop guidelines for liquidity determination (?10%, ?20%). Maslenikov stressed that the ASIH should look to other societies for guidance as EDIT Smith has done for publishing the journal. LRPP co-Chair Stouder noted that conversations are needed between EXEC, ENFC and the TREA, and that ENFC members should have some background in investment and finance. Having more eyeballs on the books and activities of the TREA will help address an issue that comes up during audits regarding a shortage of internal controls on financial decisions.

LRPP co-Chair Stouder motioned for TREA, ENFC and auditor to work together to report to EXEC on options for maintaining positive cash flows and mitigation of rising costs (report to include threshold for expenses that would require EXEC review). Motion passed unanimously.

TREA Maslenikov noted that in 2018, EXEC approved moving \$40K out of general endowment to be split into the Gaige and Raney funds for awards to young herpetologists and ichthyologists, respectively. However, this never happened. She noted that the Raney Fund includes \$32K in restricted endowment and the Gaige Fund does not, so the former grows more quickly. EDIT Smith noted that the Gaige Award was set up with \$25K in unrestricted funds in 1977.

So, how should the “split” be calculated? There was general agreement that the Gaige Fund also should have a restricted endowment to improve its growth year to year. Summers noted that this presents a good fund-raising opportunity because the goal is clear: equity between funds used to support young herpetologists and ichthyologists. PPPR Cole agreed that the Gaige Fund needs restricted endowment to create a growth profile in parallel with that of the Raney Fund. McCormick agreed to speak to Gaige Award Committee to spearhead fund-raising initiatives.

McCormick proposed that funding for both Gaige and Raney be capped at \$8K.

SECR Sabaj motioned that TREA should not move \$40K into Gaige and Raney funds until the issues of inequity are sorted out. Motion passed unanimously.

TREA Maslenikov and LRPP co-Chair Stouder re-iterated that when the Society creates new awards, it needs to be explicit on how to fund those awards. Stouder commented further that EXEC is “nibbling at the bits without an eye on the big picture.” Annual budget projections are needed to show where the money is and needs to go. Maslenikov said this is her goal. Stouder noted that this responsibility should not rest solely on the TREA and Maslenikov agreed.

Finally, TREA Maslenikov brought up the issue of stipends for EDIT, TREA and SECR (the so-called “holy trinity” *sensu* Beachy). She has been advised that this is a bad idea. The EDIT, TREA and SECR could receive stipends as “independent contractors”. However, the EDIT, TREA and SECR perform “key activities” that are *not independent* of ASIH business. Generally, once a Board Member receives a stipend/salary, they are no longer on the Board. A potential work-around would be for the EDIT, TREA and SECR to receive an “award” instead of a stipend. Alternatively, past SECRs have set up agreements with their institution to receive funds from ASIH to cover students who help with SECR duties. Stouder noted that some non-profits hire an accountant to remove the fiduciary part from TREA duties.

ENFC co-Chair noted that he is on the Board of the Society for Integrative and Comparative Biology (SICB) *and* is paid as an Editor from the society (e.g., he gets a 1099). He excludes himself from decisions that may involve a conflict of interest. Maslenikov said that this arrangement contradicts what she has been advised.

PPRE Beachy stressed that the ASIH does not want to burn out the “holy trinity” and that stipends may mitigate burn out. He acknowledges the complexity of the situation, but thinks the EDIT,

TREA and SECR should be compensated for their exceptional workloads. SECR Sabaj removed himself from consideration for a stipend in 2021 because he is new to the job.

EXEC also discussed the workload for the Production/Copy Editor and a related question about increasing compensation for the PE if page count exceeded 1000 (a threshold already exceeded).

PRES McCormick motioned for the ASIH presidents of the past four years and ENFC to delve into these issues of workload sustainability and compensation. The motion passed unanimously. He then called for a 10-minute break.

The second half of the EXEC meeting began with the report from EDIT Smith. Smith noted a net savings of ~\$35K if the ASIH did *not* print the journal in 2020. And, 2021 will be an expensive year for printing the journal due to an increase in accepted manuscripts and the new “Spotlight” articles. The ASIH Editorial Committee voted 16 to 1 to *stop printing*. Smith also noted that the ASIH contract with Allen Press is up for renewal in Jan 2022.

EDIT Smith motioned to move *Ichthyology & Herpetology* to online access only beginning Jan 2022. Espinoza seconded the motion. Motion passed unanimously.

Next EDIT Smith brought up the new “Scientist Spotlight” articles. Four were published in vol 109(1) [two on historical and two on living scientists] at a cost of ~\$3K, which translates to ~\$11–12K per year. The articles on historical scientists generated a lot of work for the Editorial Office and they are not being downloaded. EXEC generally agreed that the articles on historical figures are not worth the cost to publish and that PRES McCormick should inform the DEIB of this reality.

EDIT Smith noted that we publish alone with Allen Press and this has positives (more control b/c we employ our own production and copy editors and determine pricing for open access articles) and negatives (greater costs). Smith is generally happy with Allen Press and noted that AP facilitates a better relationship with BioOne.

Summers noted that SICB faced similar issues four years ago. SICB wanted a new journal, took bids and found that many publishers were interested (e.g., Springer, Taylor & Francis). SICB signed with Oxford University Press and is joyful with the arrangement. The question arose: do we switch to a for-profit publisher? Smith asked Summers if Oxford University Press would be interested in *Ichthyology & Herpetology* and Summers responded “yes.” EDIT Smith commented that moving the journal to yet another website in the near future would be life-threatening to him. PRES McCormick asked Smith to form a committee to look into these issues further and to involve TREA Maslenikov. Smith agreed.

EDIT Smith then reported that the Editorial Office has “hit a wall” due to substantially increased responsibilities, especially those associated with email communications and the growth of the journal. TREA Maslenikov noted that there are a lot of invoices unpaid by authors that impacts her ability to pay Allen Press.

EDIT Smith motioned to hire a student assistant to work 5-10 hrs/wk a \$15/hr to help out the Editorial Office. Motion passed unanimously with EDIT Smith abstaining. Assistant will be paid via 1099.

Next, LRPP co-Chair Stouder motioned for EXEC to accept all changes made to the ASIH Constitution by her and LRPP co-Chair Espinoza (with the excellent assistance of Margaret Neighbors, Leo Smith and Katherine Maslenikov) *except* for changes/additions to “processes”. Motion passed unanimously. See Appendix below for those updates including a cover sheet.

EXEC discussed addition of an “Urgent Process” Section for “when timing is of essence”. EXEC agreed that present times demand the addition of such a section. The addition passed unanimously as is. Other additions to “processes” require the TREA to report to EXEC the financial outcome of the JMIH and for the LRPP to work with the SECR to ensure Constitution and Bylaws are in alignment with votes and practices. Furthermore, proposals for new recurrent expenditures (including awards) will be reviewed by ENFC for sustainability. EXEC will use the ENFC’s review to consider and vote on new expenditures. Also, added was the requirement that recipients of ASIH awards be members of the Society. LRPP co-Chair Espinoza likened the Constitution to a “framework” and the Policy and Procedures Manual (PPM) to a “recipe book”.

Returning to the costs of publishing Ichthyology & Herpetology, EDIT Smith noted that the easiest way to publish less papers is to reject more papers. The Editorial Office is maxed out at 1200 pages per year per editor. An average 30-page paper may require as many as 2,000 changes. Many journals view copy editing as unnecessary. EDIT Smith views this as something that sets us apart in a journal race to the bottom, but he noted that copy editing has cost and time implications and that we provide different services than other journals. If annual growth continues at 20%, we need to think about establishing a second completely open access journal with alternative staffing or other options to reduce workload. EDIT Smith is not concerned about growth in 2022, but 2023 and beyond could be a problem. EXEC generally agreed that more “desk rejects” is an acceptable short-term solution to the continued growth of the journal in the absence of growth in Editorial staff (and the production of a second entirely open access journal and staff).

PRES McCormick brought up MOU on Child Care at JMIH that was signed by JMIH societies. TREA Maslenikov manages the Child Care account and will open it up for donations.

Burke & Associates did not contract for a Safety Officer at the 2021 JMIH (estimated cost \$5K). PRES McCormick noted that this puts us in “a place crosswise with intention.” Unless a Safety Officer can be found on short notice, JMIH attendees will be encouraged to file complaints with EXEC in lieu of a Safety Officer. The anonymous system that BAI operated at Snowbird would be available to complainants. ASIH will work with the other Joint Societies to review the outcome of JMIH 2021, including the work by Burke & Associates. McCormick also noted that future JMIHs may always want to provide a virtual option.

CoSP Chair Flemming had previously brought up in the chat the need for communications and documents to be handed over from outgoing to incoming committed chairs. EXEC agreed this is important and provided suggestions.

Finally, EDIT Smith brought up the fact that there are too few nominees for the Board of Governors. EXEC will solicit nominees that reflect diversity as well as a continuity of experience and coordinate them through SECR Sabaj. SECR Sabaj will then introduce those nominees all at once on the floor of the BOFG meeting. All nominees should be members of the ASIH. EXEC discussed and agreed that the expansion of the elected board resulting from the 2020 constitutional vote would best be handled in a year with a predominantly in-person meeting.

PRES McCormick motioned to adjourn, and the EXEC meeting was concluded at 5:57 pm.

9. SECR: SECRETARY — *Prosanta Chakrabarty*

In this report I will cover my work as ASIH Secretary for all of 2020, which was my last year in that role. My five-year term ended in December 2020 and Mark Sabaj took over in January of 2021. Mark shadowed me as Secretary Designate during all of 2020, including being cc'ed on ASIH Secretary emails. At the end of the year I provided him with an exhaustive nine-page 'instructional manual' for the ASIH Secretary position. Despite the difficulties of an ongoing pandemic, Mark has done an admirable job in his new role.

The scourge of COVID-19 disrupted a number of planned activities for the ASIH, most importantly for this report, the JMIH 2020 meetings planned for Norfolk were cancelled. The details of these 2020 issues are explained below. Because of that cancellation, the Secretary report looks very different than previous years (particularly for the typically very busy month of July).

I did none of my work alone and I want to thank the 2020 ASIH Exec and other members of the Society again for working hard on our behalf, but I reserve a special thanks to *Ichthyology & Herpetology* Editor Leo Smith and 2020 ASIH President Chris Beachy. I want to acknowledge the great work of AllenPress especially April Parfitt who aided me in running surveys, counting votes, checking memberships and other tasks. AllenPress sends detailed reports about memberships, budgets, donations and other items to the Secretary monthly. Our Webmaster, Dennis Murphy, also did a tremendous job posting changes on our website and worked this past year with the many transitions related to the name change of the society journal (although not as much as the Editor's office). I am proud of the work ASIH has done to try to build a safer more inclusive environment, including changing the name of the journal on July 2, 2020. I was glad to be part of the positive change in the ASIH. This past July, I also moved to Ottawa, Canada to begin a Fulbright Chair position as part of a sabbatical (a sabbatical from being a professor and curator not from my ASIH duties), and I was glad to continue my work for the Society with an international perspective for the remainder of the year. That was the second time I've moved with my family to a new area while Secretary (I spent the 2016-2017 academic year in the Washington D.C. area). I wanted to acknowledge my family for giving me time to work on these Secretary duties and Louisiana State University for hosting the Secretary's office physically and virtually for the last five years.

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). As in previous years, there were nearly daily inquiries ranging from people asking for help with snake identifications to request for reprints (I'll spare you from those details here).

The winners of our ASIH publication awards in our society journal are repeated here from Editor Smith's report from the 2020 BOFG book. The awards were presented at the virtual Business & Award Meeting (i.e., BAAM ZOOM!) in December 2020:

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. 2019. 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.

Best Paper Young Scholar:. Aaron D. Geheber. 2019. Contemporary and Historical Species Relationships Reveal Assembly Mechanism Intricacies among Co-occurring Darters (Percidae: Etheostomatinae). *Copeia* 107:464–474.

Best Student Paper: Rebecca Branconi, James G. Garner, Peter M. Buston, and Marian Y. L. Wong. 2019. A New Non-Invasive Technique for Temporarily Tagging Coral Reef Fishes. *Copeia* 107:85–91.

HERPETOLOGY

Best Paper: Cathy Brown, Lucas R. Wilkinson, Kathryn K. Wilkinson, Tate Tunstall, Ryan Foote, Brian D. Todd, and Vance T. Vredenburg. 2019. Demography, Habitat, and Movements of the Sierra Nevada Yellow-Legged Frog (*Rana sierrae*) in Streams. *Copeia* 107:661–675.

Best Paper Young Scholar: Marco Suárez-Atilano, Alfredo D. Cuarón, and Ella Vázquez-Domínguez. 2019. Deciphering Geographical Affinity and Reconstructing Invasion Scenarios of *Boa imperator* on the Caribbean Island of Cozumel. *Copeia* 107:606–621.

Best Student Paper: Hunter J. Howell, Richard H. Legere Jr., David S. Holland, and Richard A. Seigel. 2019. Long-Term Turtle Declines: Protected Is a Verb, Not an Outcome. *Copeia* 107:493–501.

January 2020: I updated the various committee memberships on the ASIH website with the help of the Webmaster. There were a number of membership issues (committee members needing to be reminded to renew to ASIH) and committee assignments that needed to be filled by the incoming President. 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). There were also blast membership emails asking for nominations for lifetime achievement awards and for symposia.

February 2020: I contacted the Nomination Committee chair clarifying responsibilities of that committee. I sent thank-you notes to over 150 ASIH volunteers from the President to those on graduate committees. I worked with Allen Press on a renewal campaign and we sent out an email blasts about symposia, awards, and details about the meeting website. I also notified the membership about the results of our ‘longevity survey’ – which looked to inquire about the people who have held ASIH members the longest, and to better understand the age demographics of our Society. The COVID pandemic was not yet of great concern but there was some discussion among EXEC members about possible implications for future meetings.

March 2020: I checked Raney and Gaije student membership for those award committees. I had a call with the ASIH Treasurer to discuss reporting and budget matters. I started putting together the 2020 BOFG book and had discussions with K-State about coordinating lunches and rooms for JMHI committee meetings (coordinating with committee chairs). We had more serious discussions

with the Executive Committee and other parties about potentially cancelling the JMIIH meetings. I ultimately sent out emails (and posted on social media) to ASIH members about that cancellation when it was finalized.

April 2020: I reminded lifetime achievement award chairs how to obtain the plaques and prepare awards for the winners (even though these would be held in a virtual space). I asked the President to make an Ad-hoc committee to help the Treasurer with duties related to ASIH non-profit status.

May 2020: I put together the BOFG book as reports came in. I worked with the Treasurer and Gaige and Raney committees to coordinate sending checks and certificates to winners.

June 2020: I helped run the ASIH Exec meeting with the Committee on Diversity, Equity, Inclusion and Belonging (DEIB) and sent an email about the name change of the journal (24th) to the BOFG. In light of events related to the murders of Ahmaud Arbery, George Floyd, Breonna Taylor and others, several members of the Executive committee worked with ASIH members on a statement of support for the Black Lives Matter movement <https://asih.org/news/2020/black-lives-matter>. I worked with the Webmaster to post statements and presentations from DEIB. I set-up voting for motions related to changing the name of the journal, which received positive votes from the Executive committee.

July 2020: The voting for the name change of the society journal was completed by the Board of Governors and I announced the changes on various platforms. Including the following on July 2nd:

“The motion to change the ASIH journal’s name from “*Copeia*” to “*Ichthyology & Herpetology*” has been passed by the Board of Governors by a margin of 88 (in favor) to 11 (opposed). This topic has been an important one for many members of the Society, and as Secretary I want to thank everyone who participated in this process. The process for creating this change has not been an easy one, and I thank all involved. I especially would like to acknowledge the ASIH Committee for Diversity, Equity, Inclusion & Belonging for leading this progressive charge. With this change, Editor Smith and the Editorial Office will work with Allen Press to change the name of the journal for Issue 1 of 2021. I will keep the Society informed about these changes as we progress.

Here is a link to the original motion sent to the BOG -
<https://www.copeiajournal.org/blog/2020/6/29/motion-to-change-the-name-of-the-asih-journal>”

Later that month I sent out a completed 2020 Board of Governors book to all governors and posted it on the ASIH website. I worked with Allen Press to add some descriptions to the donation page for the different categories.

August 2020: I again helped with a renewal campaign for AllenPress. I emailed the membership about the upcoming Board of Governors meeting that was held over Zoom on the 12th at 12pm Eastern. I summarized the Executive committee meeting minutes (which were emailed to the membership beforehand) and took notes at the BOFG meeting including several motions that were passed (see 2020 ‘Summary of the Meetings’). I emailed the winners and losers of the BOFG elections. I sent blast emails to students for some virtual meetings they were organizing. After ASIH Exec and other members formalized an ‘Apology to Underrepresented Ichthyologists and Herpetologists’ I distributed that email to specific members of ASIH and to the larger community <https://asih.org/news/2020/asih-apology-underrepresented-ichthyologists-and-herpetologists>.

September 2020: At the request of some student members, I instructed the Webmaster to create a web calendar for ASIH events <https://asih.org/asih-events>. I also filled out and signed (with Editor and Presidents approval) ‘U.S. Postal Form 3625, Statement of Ownership, Management, and Circulation’ for the distribution of our journal.

October 2020: I sent the 990 Tax form to BOFG for approval (these came later than usual in this pandemic year) and sent notes requesting revisions to the Treasurer.

November 2020: I worked with the Webmaster on updating and fixing some errors and worked with ASIH committee’s on updated membership information. I helped the President with some committee appointment reminders. I sent reminders about upcoming Business and Award Meeting Zoom (BAAM ZOOM) and planned that meeting with President Beachy, Editor Smith and others.

December 2020: I continued prep work for the BAAM ZOOM, including many emails to chairs and others. I talked to the Secretary Designate (Mark Sabaj) about the duties he would be taking on in his new role starting January and provided an overly detailed instruction manual for the position. We held the BAAM ZOOM on December 19th which included recognizing award winners, resolutions and motions. (See 2020 ‘Summary of the Meetings’). One week after the BAAM ZOOM we held elections and I notified the winners and losers and notified the membership. I emailed the Nominating Committee Chair to provide them with instructions for the upcoming term.

There was a peaceful transition of power on midnight December 31 to the new Secretary. I finalized and submitted the ‘Summary of the Meetings’ for an upcoming issue of *Ichthyology & Herpetology* early in 2021. Thank you for giving me the opportunity to serve the ASIH as Secretary these last five years.

**The State of ASIH:
Report from April Parfitt of Allen Press sent to the Secretary (as of 20 April 2021)**

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 April 3, 2021, ASIH had 1101 members, a 24.3% decrease on the 1455 members ASIH had at the end of 2020. When you compare the current ASIH membership total to where it stood a year ago, it is more comparable. On April 1, 2020, ASIH members totaled 1,280, 14% 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 and 2021. The worldwide COVID-19 pandemic has economically affected many ASIH members and directly affected our society by forcing the cancelation of the in-person conference in 2020. Other issues effecting membership renewal include remote working environments, lack of mail delivery (for renewal pieces), and economic hardships due to numerous country shut downs.

The table below compares total current membership to totals at the end of 2020 versus April 3, 2021. The biggest drop has been in Student Members, of 105 members from last year at this time. The renewal push for Sustaining Members has added 13 members to this category over last year or an increase of over 200%.

| Membership Category | EOY 2019* | EOY 2020* | 4/3/2021 | 2020 Vs 2019 | | April 3, 2021 Vs 2020 | | As of 4/1/2020 | April 3, 2021 Vs April 1, 2020 | |
|---------------------|-------------|-------------|-------------|--------------|---------------|-----------------------|----------------|----------------|--------------------------------|----------------|
| | | | | Change | % | Change | % | | Change | % |
| Regular | 811 | 693 | 554 | -118 | -14.55% | -139 | -20.06% | 592 | -38 | -6.42% |
| Retired | 0 | 104 | 70 | 104 | | -34 | -32.69% | 102 | -32 | -31.37% |
| Student | 386 | 362 | 197 | -24 | -6.22% | -165 | -45.58% | 302 | -105 | -34.77% |
| Post Doc | 65 | 80 | 55 | 15 | 23.08% | -25 | -31.25% | 58 | -3 | -5.17% |
| Lifetime | 174 | 154 | 146 | -20 | -11.49% | -8 | -5.19% | 168 | -22 | -13.10% |
| Associate | 17 | 13 | 13 | -4 | -23.53% | 0 | 0.00% | 12 | 1 | 8.33% |
| Sustaining | 15 | 17 | 37 | 2 | 13.33% | 20 | 117.65% | 12 | 25 | 208.33% |
| Honorary/Other | 34 | 32 | 29 | -2 | -5.88% | -3 | -9.38% | 34 | -5 | -14.71% |
| Total | 1502 | 1455 | 1101 | -47 | -3.13% | -354 | -24.33% | 1280 | -179 | -13.98% |

*EOY = End of year

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 | 4/3/2021 | 2020 | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 | 2013 | 2012 | 2011 |
|-----------------------|----------|--------|--------|-------|--------|-------|-------|--------|-------|--------|------|
| ASIH Membership total | 1101 | 1455 | 1502 | 1528 | 1519 | 1654 | 1573 | 1556 | 1698 | 1644 | 1814 |
| Change in Membership | -354 | -47 | -26 | 9 | -135 | 81 | 17 | -142 | 54 | -170 | -174 |
| % Change | -24.33% | -3.13% | -1.70% | 0.59% | -8.16% | 5.15% | 1.09% | -8.36% | 3.28% | -9.37% | |

In a comparison of the April 1, 2020 totals to the end of year totals:

- 175 people renewed/enrolled after April 1, 2020, or 38.5% of last year's members. With the biggest increase in membership being in the Regular Member category at 101 renewals. Students were the second highest category adding an additional 60 members.
- If we assume an identical trend this year: ASIH would end the year with 1525 members, which would only be an increase over 2019's total and comparable to 2018 levels.

During the 2021 ASIH membership renewal cycle, Allen Press has delivered five member renewal campaigns with two additional efforts scheduled. 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 being used only when there an email that is not delivered on missing. The second renewal effort in mid-November, however, was totally a renewal effort using traditional mail.

- #1 email sent around October 28, 2020 current members only contacted, donation request email to lifetime members, mail renewal sent to recipients with undeliverable or no email. There were 1069 persons reached for renewal effort and 154 for donations.
- #2 mail renewal sent around November 16, 2020 to current and lapsed members with memberships that expired in 2018 and 2019. This effort was processed for 1481 pieces.
- #3 email sent around December 28, 2020 to members with expiration dates in 2018-2020, mail renewal sent to recipients with undeliverable or no email. Number involved in this effort was 1460 renewals.
- #4 email sent around February 8, 2021 to members who had not yet renewed, mail renewal sent to recipients with undeliverable or no email. Eleven hundred thirty-five individuals were contacted.
- #5 email sent around March 22, 2021 to members who had not yet renewed, mail renewal sent to recipients with undeliverable or no email. This effort consisted of 1012 possible contacts.
- #6 scheduled for approximately May 5, 2021 as an email effort, with mail renewal to be sent to the individuals with no email, or bad emails.
- #7 scheduled for June 16, 2021 as an email and mail effort as above.

There are 44 countries represented in the membership of the American Society of Ichthyologists and Herpetologists. 83.6% 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 | 1216 |
| Japan | 40 |
| Canada | 33 |
| Brazil | 27 |
| Australia | 26 |
| Germany | 17 |
| Mexico | 16 |
| United Kingdom | 8 |
| Columbia | 6 |
| All Other Countries | 66 |
| Total | 1455 |

Every state of the US has at least one member and Guam, Porta Rico, and the District of Columbia are, also, represented. California is has the largest member group with 146, Florida is second with 105. The

top ten states account for 609 members with the remaining states and territories accounting for the remainder.

| Membership by State | |
|---------------------|--------------|
| State | # of Members |
| California | 146 |
| Florida | 105 |
| Texas | 68 |
| New York (tie) | 50 |
| Virginia(tie) | 50 |
| Ohio | 42 |
| Washington | 41 |
| Pennsylvania | 39 |
| Louisiana | 35 |
| Michigan | 33 |
| All Other States | 607 |
| Total | 1216 |

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 June 18, 2020, Allen Press has produced eight email blasts for ASIH, sending 20,504 individual emails to members and lapsed members. Topics have included abstract submissions, virtual conference registration, and socially responsive topics, like diversity and the renaming of the society journal.
 - b. All emails, including renewal emails, are sent via the EMMA email platform with ASIH branding using the “letterhead” and “footer” shown below. An additional graphic was added before the footer for the BAAM-ZOOM virtual conference held in December 2020 to brand any correspondence regarding the event.



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

- 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 2021 leadership election ballot and The Diversity Survey were both sent in December of 2020. A survey regarding the journal name change resulted in a 92% response rate.
- Maintains the business section of the ASIH website, including the eCommerce portal,
- Processes payments on behalf of the society. In 2020, there were more than 1,280 transactions for dues payments, donations and journal purchases with more than \$101,500 being collected on behalf of ASIH.

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. 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 2020. The 2020 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 \$88,208 in 2020 with the inclusion of realized and unrealized investment gains and losses (Table 1), however, this is because we had \$102,718 in unrealized gains, which is simply an increase in market value of stocks and bonds which we already owned. Membership numbers decreased by 47 members compared to membership in 2019 while subscription numbers decreased by 19 institutional subscriptions compared to 2019 (Table 2). Sales of our publications were down (Table 1), with special publications income at \$40 compared to \$358 in 2019, and *Copeia* back issues income at \$0 compared to \$325 in 2019. Author billing income almost doubled at \$13,075 compared to \$6750 for 2019. If we ignore the large unrealized gains from our investments, our expenses *exceeded* our income by \$14,510.19.

The balance sheet (Table 3) lists ASIH assets, liabilities and equities on an accrual basis. ASIH income received through Allen Press Management is deposited in an account at US Bank. The Wells Fargo Advisors Command Asset Performance (CAP) account is split between two lines as a checking account and a money market account. Outstanding income checks (typically from BioOne and JSTOR) at year’s end are listed under “Accounts Receivable”, and outstanding debts listed as “Accounts Payable”. The holdings in the Wells Fargo Managed Investment Account are listed under “Other Current Assets”. The value of our total assets increased at the end of the year to \$1,782,582 compared to \$1,637,911 in 2019.

The three ASIH accounts in which the individual society funds are comingled held \$1,535,988 on the December 2020 statements (Table 4). Of this total, the holdings in the WFA managed

investment accounts had a market value of \$1,475,337 (Table 5). This fund yielded 11.32% gain after fees for 2020. Table 4 shows the accounts and their allocation to the award funds.

The impact of the COVID-19 pandemic to the finances of the ASIH during 2020 was significant and complex. The stock market had substantial losses in March, but recovered well by the end of the year, providing us with good returns on our investments. The cancellation of the 2020 JMIH was expensive but being able to put the cancellation fees into down payments for the postponed 2023 Norfolk meeting will allow us to recover most of those losses in 2023. I worked with the other JMIH Treasurers to divvy up the costs of the cancelled meeting based on attendance percentages averaged from the previous five meetings in which all four societies participated. The ASIH acts as the bank for the JMIH, so we paid all deposits and invoices and then sought reimbursement from the other societies. The impact to our finances is mostly felt in our cash reserves. At the end of 2019 we had \$214,557 in checking and money market accounts that we use to pay our operating costs. At the end of 2020 that amount fell to \$124,377.

The ASIH Executive Committee and Board of Governors took many actions during 2020 that will increase our operating costs moving forward. Changing the name of our journal from *Copeia* to *Ichthyology & Herpetology* had substantial one-time costs (though many thanks are due to our Editor, Leo Smith, for negotiating to keep these costs as low as possible). Responding to suggestions from the Diversity, Equity, and Inclusion Committee, the new Scientist Spotlight series in the journal will add to our yearly publication costs (but was enthusiastically supported).

We also committed to funding the Cashner Student Award at \$10,000 for 2020 which students will be able to use to attend either the 2021 or 2022 meetings. The impact to our future finances is that awardees in 2021 may also choose to use their awards for the 2022 meeting, which will presumably be a more desirable all in-person meeting post-pandemic, resulting in potentially needing to fund 20-30 awardees in one year (including a 2022 cohort), amounting to \$20,000-\$30,000. Because these are travel awards, they can only be issued as re-imbursements so we cannot sequester the money in an accounts payable account each year. The Cashner Student Award fund currently exists as a donor-restricted account funded through member donations. The account is slowly building, but there is not enough money to issue funds to awardees (\$7,015 as of 31 December 2020). The awards are currently being paid from the General Operating Fund. This is the only award that does not have a designated funding source capable of sustaining the award. I strongly recommend a fund-raising effort by the membership to create a sustainable fund for this award.

This was a good year for ASIH from the financial markets, with \$102,718 in unrealized gains to our investment account and \$59,799 in dividends and interest. Our income from dues, subscriptions, and eCopeia revenue (\$206,421) however, did not exceed the costs of journal publication, management, and general operations of the Society (\$237,941). 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.

Given the increase in operating expenses and the ongoing trend of decreases in membership dues and subscriptions, we will likely need to change our financial operations moving forward. I was advised upon taking this position that we should not touch the investment accounts. That assumes

that our yearly cash income balances with our expenses. For that to continue, we will need to increase our yearly income because we have been outspending our income for at least the last two years and will continue to do so for the foreseeable future. We may not have enough money in our cash accounts to cover our expenses in 2021. Our investment account has grown to a respectable \$1,475,337. It may be time to consider disbursing some of those funds into our cash accounts to sustain our operations. I do not think we should increase membership dues at this time due to the financial hardships many people are experiencing due to the COVID-19 pandemic. I encourage those members who can, to renew their membership at the ‘Sustaining Member’ level.

11. EDIT: EDITOR — *W. Leo Smith*

2020 was a challenging year for everyone, and, for *Copeia*, this unfortunately coincided with a change in every major digital aspect of the operation, production, and dissemination of the research we publish and the rebranding of the journal as *Ichthyology & Herpetology*. Thankfully, the one aspect of the journal that did not change was the people involved with the scientific and day-to-day operations of the journal. Our associate editors, editorial office, and publication partners rose to the occasion and performed remarkably through the changes brought on by both the COVID-19 pandemic and the updates to the aging digital infrastructure we were relying on. I want to specifically thank the associate editors who are all excellent scientists and who all spent precious time to share their expertise, improve manuscripts, and shepherd papers through the new manuscript tracking system during a pandemic. I also want to specifically thank the two other members of the editorial office, Katie Smith and Matt Girard. They are incredibly talented and dedicated, and I am proud to say that we were able to continue to work seamlessly together through a combination of Dropbox, Slack, in-person conversations, texts, and video calls to copyedit, standardize, correct, and polish the fantastic scientific papers we accept for publication. In 2020, the Society called on Matt and Katie to help run the virtual meetings, to correct and troubleshoot a new manuscript tracking system (twice because of the journal name change), to copyedit and critique the design of a brand new journal website, to produce social media content for the published articles, to mail thousands of stickers/magnets to interested parties, to liaise with university press offices, and to help with the countless hurdles required to change the name of the journal. I am indebted to them for this effort, which was far outside of what they are “supposed” to do for their positions, was done during a pandemic, and was accomplished while also publishing 24% more pages than the year before. There are many other people to thank for everything over the last year (see “Introduction to *Ichthyology & Herpetology*” in the first issue of 2021 for the individuals that helped with the name change specifically), but I do want to highlight Chris Beachy, Prosanta Chakrabarty, Matt Davis, Alexandra Frankel, Matt Girard, Rene Martin, Caleb McMahan, Katie Smith, Kevin Tang, and Alley Ulrich from whom I sought advice constantly. Each one of those individuals was critical to the many changes we made in 2020. We would never have successfully changed so many important things in one year without all of their efforts. I thank each and every one of them for the work they put in on behalf of ASIH.

The Year of Change — 2020

Obviously, the largest change in 2020 was the Board of Governors voting to change the journal’s name from *Copeia* to *Ichthyology & Herpetology* after 108 years of publishing under its original name, but there were other significant changes as well. First, we began visually branding the first

page of each article with the ASIH logo. Further, 2020 saw the manuscript tracking system (<https://www.editorialmanager.com/asih>) and the member and subscriber website (www.asihcopeiaonline.org) change for the first time in twenty years (i.e., since the original online systems for each were created). I want to take this opportunity to personally thank former Editor Michael Douglas for having the foresight and drive to implement these systems. I can now say with some certainty that 1999 and 2000 must have been incredibly challenging for him. Thank you, Mike! All of these changes will help improve the visibility and “look and feel” of the research we publish and the operation, compliance, and security of our journal websites.

(1) While the journal name change is fundamental to the Society, most of the details are discussed in the “Introduction to *Ichthyology & Herpetology*” that was published in the first issue of 2021. In this slightly less visible venue, the one thing I should note is how often the path was unclear during the process of rebranding the journal. There is no “how-to manual” for changing the name of a journal. There is no webpage, YouTube video, or expert that could help walk one through it. There were some obvious components, there were breadcrumbs in many places, and our publication partners had critical nuggets of information at many stages, but the path to finalizing the name change was circuitous. We would have never accomplished this change without the ten people I thanked at the end of the first paragraph of this report whom I queried daily for advice. It is my belief and sincere hope that we have successfully made all of the needed changes, but if there are any outstanding issues, I would like to apologize and personally take responsibility for them now. I encourage people to email me with suggestions or if they identify missteps or omissions associated with the name change.

(2) Thirty years ago, scientists would visit the library new books and journals room, recognize the journals that they wanted to flip through for potentially interesting research, and then they would photocopy the articles or request reprints based on what they found. They were drawn to the branding of the journals that they were interested in. Today, almost no one finds research articles by browsing a printed issue of a journal. Instead, researchers and the public discover scientific articles using search engines, PDF-sharing websites, blogs, and social media posts. Scientists see journals as collections of PDFs, and they pay little to no attention to what issue an article was printed in, or, in many cases, what journal it was published in. PDFs live either in curated (or not) set of folders on our computer or stored in reference management software, not in matching issues on the shelves of a library. Recognizing that we had lost the important branding provided by attractive and consistent covers in this isolated PDF world, the editorial office decided that we had to increase the ASIH and journal branding on the first page of every article published in our journals. To succeed, we need people to know that the paper they are reading is from *Copeia/Ichthyology & Herpetology*.

To give you a sense of the branding changes that we made, here is an example of our 2008–2019 branding where there was only a small *Copeia* in the header and no ASIH logo; the source of this article is practically hidden on the PDF:

Biodiversity and Evolutionary History of †*Lophionotus* (Neopterygii: †Semionotiformes) from the Western United States

Sarah Z. Gibson¹

Two species of the neopterygian genus †*Lophionotus* Gibson, 2013, are described. Specimens of †*Lophionotus chinleana*, new species, were previously and recently collected from freshwater deposits in the Upper Triassic Chinle Formation of Lisbon Valley, southeastern Utah. †*Semionotus kanabensis* Schaeffer and Dunkle, 1950, from lacustrine deposits in the Lower Jurassic Moenave Formation of southwestern Utah, is herein redescribed and attributed to the genus †*Lophionotus*, based on shared characters, including the infraorbital in the posteroventral corner of the orbit being expanded and contacting the anterior ramus of the preoperculum. Both new species of †*Lophionotus* are distinct from †*L. sanjuanensis* Gibson, 2013, in that they lack a postcranial hump, deep body, dense tuberculation, and ventrally expanded preoperculum. The addition of two new species lends to a revised generic description of the genus †*Lophionotus*. A phylogenetic analysis infers a monophyletic †*Lophionotus* sister to the genus †*Semionotus*, and †*Lophionotus* is placed within the family †Semionotidae within †Semionotiformes.

In 2020, we began putting the ASIH logo and a large *Copeia* “image” in the header on the first page to increase the awareness of our journal when a given paper was published by us. Obviously, the journal name change between 2020 and 2021 made the 2020 design extremely short lived, but we took the design lessons we learned and used those to guide the rebranding of the *Ichthyology & Herpetology* PDFs. The much longer journal name, in particular, forced substantial design revisions. After many iterations, we designed a journal logo that was largely based on the ASIH branding and simply surrounded the seahorse, shield, and anole with the words *Ichthyology & Herpetology*. You can see the 2020 and 2021 and beyond branded headers below:

Copeia



Copeia 108, No. 4, 2020, 907–923

A New, Miniaturized Genus and Species of Snake (Cyclocoridae) from the Philippines

Jeffrey L. Weinell¹, Daniel J. Paluh², Cameron D. Siler³, and Rafe M. Brown¹

The Philippine archipelago is an exceptionally biodiverse region that includes at least 112 species of land snakes from 41 genera and 12 families. Recently, Cyclocoridae (formerly Lamprophiidae: Cyclocorinae) was proposed as a distinct, Philippine-endemic family, containing four genera: *Cyclocorus*, *Hologerrhum*, *Myersophis*, and *Oxyrhabdium*. Here, we describe an additional cyclocorid genus and species, *Levitonius mirus*, new genus and species, from Samar and Leyte Islands, Philippines. Molecular data support *Levitonius*, new genus, to be most closely related to *Myersophis* and *Oxyrhabdium*, and it shares multiple skeletal characteristics with these genera; *Levitonius*, new genus, differs from all of these taxa in body size, scalation, and other characters. Skeletal and other phenotypic data suggest that *Levitonius*, new genus, is fossorial and likely has a diet that is specialized on earthworms. *Levitonius mirus*, new genus and species, has a maximum total length of 172 mm and is at present the smallest known species in Elapoidea. Our results highlight the need for future work on Samar and Leyte Islands, which have received relatively little attention from systematists, in part because of a prevailing biogeographic paradigm that predicted (not necessarily correctly) that these islands would simply have a nested faunal subset of the Mindanao faunal region land vertebrates. The discovery of a strikingly distinct and phylogenetically divergent snake lineage on these landmasses joins numerous related studies calling for a wholesale reconsideration of the Pleistocene Aggregate Island Complex model (the PAIC paradigm of diversification) biogeographic framework.

Systematics of Damselfishes

Kevin L. Tang¹, Melanie L. J. Stiassny², Richard L. Mayden³, and Robert DeSalle⁴

The family Pomacentridae is a species-rich group of primarily marine fishes. The phylogenetic relationships of the damselfishes are examined herein using sequence data from five mitochondrial (12S, 16S, ATP synthase subunits 8/6, cytochrome *b*, and cytochrome *c* oxidase I) and three nuclear (histone H3, recombination activating gene 1 exon 3, and Tmo-4C4) loci. A combined data matrix of 6,865 base pairs was compiled for 462 taxa, representing 322 damselfish species, and used to reconstruct the phylogeny of pomacentrids via maximum likelihood. The resulting topology supports the monophyly of the family and some groups within it, corroborating some conclusions drawn by recent studies but contradicting others. We find that the family is composed of four major lineages, recognized herein as the subfamilies Chrominae, Glyphisodontinae, Microspathodontinae, and Pomacentrinae. The subfamily Microspathodontinae is sister to a clade of the other three subfamilies, and the subfamily Glyphisodontinae is sister to a clade of Chrominae and Pomacentrinae. The monotypic subfamily Lepidozyginae is recovered within Microspathodontinae and placed in the synonymy of Microspathodontinae. Species of *Plectroglyphidodon* and *Stegastes* are reassigned to maintain the monophyly of both genera. In Chrominae, the generic limits of *Azurina* and *Chromis* are revised to reflect monophyletic groups. The genus-group name *Pycnochromis* is resurrected to accommodate a group of former *Chromis* sister to *Dascyllus*. In Pomacentrinae, the genus *Premnas* is recovered within *Amphiprion* and placed in the synonymy of *Amphiprion*. The genus *Chrysiptera* is broadly polyphyletic within Pomacentrinae. The genus *Amblypomacentrus* is revised to accommodate some species formerly classified as *Chrysiptera*.

It is our hope that an increase in branding on the front page of our PDFs will help people remember that the articles they are reading were published in *Ichthyology & Herpetology*. Ideally, this should lead to increased awareness of the journal for potential authors, readers, and journalists.

(3) In the 2019 Editor Report, I noted that BioOne had transitioned to working with SPIE for its publication platform that we use for distributing our research to various educational, governmental, and private organizations. In the fall of 2020, Allen Press transitioned to the Meridian publication platform, a system that they operate with Silverchair, that we use for distributing our research to our members and subscribers. As with the BioOne change, this new system is more attractive, provides greater functionality, and is more secure and compliant with the ever-increasing regulations on website data. It is a significant improvement that we are grateful for. Katie Smith, a few beta testers (Matt Davis, Matt Girard, and Kevin Tang), and I provided feedback on the overall appearance, functionality, and features of the new website. However, as noted in the 2019 Editor Report for the BioOne transition, these platform changes introduce an incredible number of errors that demand a lot of time to identify and correct.

Fortunately, a lot of the mistakes that we identified for the BioOne transition were repeated in this transition, so that cut down on the time it took to identify issues, but there were still hundreds of issue types that caused thousands of errors (as was true with the BioOne transition). Allen Press has been working through these corrections that ranged from larger items such as associate editors being listed as authors of papers and papers missing images to smaller issues such as inconsistent formatting of the Table of Contents or scientific names in the literature cited not being italicized. It is difficult to search 80 issues and 19,669 printed pages of content for errors where randomly one author initial is lost in a few articles without any discernible pattern, so surely many errors remain. If you see an error or needed correction for either the BioOne or Meridian website, please let us know, and please provide enough detail to highlight the problem and write the email in a

professional format that we can simply forward on to the appropriate publication partner. We would be happy to make any and all corrections that people find, but we would also like to minimize our effort in relaying that information to the companies that can fix it. This website had the additional complication that three months after the website went live, we changed the name of the journal and had to rebrand it again, albeit with the same frameworks and features. However, it retains the old URL for the journal (<https://meridian.allenpress.com/copeia>). The decision was made by the ASIH Executive Committee after consultation with and support from the Diversity, Equity, Inclusion, and Belonging Committee that the charge (in excess of \$20,000) from Silverchair to change the URL to <https://meridian.allenpress.com/asih> was not money well spent at this time. Despite retention of the old URL, the work it took from the editorial office and our publication partners, and the ongoing hunt for more errors on the website, we are excited to have these updated platforms to securely distribute the research of our authors in the best possible way.

(4) In the 2019 Editor Report, I noted that Allen Press would be transitioning the manuscript tracking system from AllenTrack to PeerTrack, which is a variant of the familiar Editorial Manager. As was discussed over the last several years for changes with the publication websites, changing the manuscript tracking system is also a lot of work and is a source of problems and complications. Countless decisions, no matter how small, had to be made. After we got a functioning prototype, Katie Smith and I generated the hundreds of default messages that the system sends from manuscript acceptance to reviewer requests. At that time, Matt Davis, Matt Girard, Rene Martin, Roberto Reis, Dustin Siegel, Katie Smith, Kevin Tang, and I beta tested the website in a variety of roles to try and identify problems or settings that we wanted changed. Scores of settings were changed after we beta tested the website, but before the site went live. During the course of 2020, it became clear that other things needed to change. These changes and the associated discussion are covered in the Publications Policy Committee Report that is elsewhere in this Board of Governors book. As with the publication websites, 2020 also required us to rebrand the manuscript tracking website at the end of 2020 in preparation for the journal name change. That required modifying every message in the system and additional changes to the look of the website itself. While those changes were mostly cosmetic and editorial changes, it was an added complication that introduced new errors or highlighted other issues. This was yet one more thing in an already challenging year, but the editorial team is excited to be past the largest hurdles and to have an updated platform to securely review manuscripts with new features such as double-anonymous review and co-reviewing.

In last year's Editor Report, I noted that a few statistics were not comparable between the two manuscript tracking systems. Well, 2020 is the year where some of our familiar calculations cannot be made or will be calculated differently (e.g., the previous system reported medians and the current system reports means). The new system also has a diversity of calculations that the previous system could not calculate, and the old system had a diversity of calculations that the new system cannot calculate. Instead of trying to manually cobble together data that were presented earlier in Editor Reports for consistency's sake, I am going to focus on presenting data that we can use and compare going forward for the best possible Editor Report using the new PeerTrack manuscript tracking system.

***Copeia* Impact Factor, View Statistics, and Altmetric Scores**

At the end of 2020, the impact factor of *Copeia* was 1.160 (2018, 1.018; 2017, 1.220; 2016, 0.980). This score places the journal essentially at the median of zoology journals. Of the 169 zoology journals that receive an impact factor, *Copeia* ranked 86th. In last year's report, *Copeia* was ranked 98 out of 170. For comparison, we performed essentially at the median impact factor of zoology journals which was 1.188. With regard to the impact factor, we performed slightly worse than most other herpetological and ichthyological journals, for example: *Ichthyological Exploration of Freshwaters*–1.786; *Herpetological Monographs*–1.667; *Journal of Fish Biology*–1.497; *Herpetologica*–1.284; *Journal of Herpetology*–0.971; *Ichthyological Research*–0.657. It is important to note that our impact factor for the next few years will be awkward because Clarivate will treat *Copeia* and *Ichthyology & Herpetology* independently. They do allow us to combine them into one, which I will do, but they will be reported on their websites as two independent and individually lower values.

Starting in 2018, we began to report the annual views of our publications across all four websites that provide access to our research: the membership website (“Allen Press”), the BioOne website (“BioOne”), the 50-day open-access website (“Squarespace”), and the JSTOR website (“JSTOR”). Unfortunately, Allen Press lost the data from the original Allen Press website, so all summary values and Allen Press values are probably 5,000 to 10,000 views lower than they should be. The affected values will be followed by an asterisk. Across all four websites, *Copeia* had 487,175* article views in 2020. This is slightly less than the 496,304 views in 2019 and much more than the 203,023 views in 2018 and the 192,507 views in 2017. As was discussed in last year's report, many of a journal's impact factor, downloads/views, and Altmetric scores are disproportionately affected by a few high-performing articles. Rather than lower impact, I believe that the lack of a growth in views was a result of publication delays. Because of COVID-19 work restrictions, there were many delays at Allen Press through the year. These delays manifested in such a way that 43% of all research articles were published in the last quarter of the year, 25% of all research articles were published in the last month of the year, and 12% of all research articles were published in the last eight days the year. Those end of the year publication dates didn't give much time to accrue article views in calendar year 2020. I anticipate that views will go up in 2021. Most of our article views were from BioOne (2020: 268,528 views; 2019: 388,554 views; 2018: 98,534 views; 2017: 90,870 views). Our next largest source of views was JSTOR (2020: 155,776 views; 2019: 95,655 views; 2018: 94,142 views; 2017: 97,310 views), followed by Allen Press (2020: 58,082*; 2019: 9,125 views; 2018: 4,067 views; 2017: 4,326 views), and finally our Squarespace website where people download PDFs for our 50-day open-access links (2020: 4,789 downloads; 2019: 2,970 downloads; 2018: 6,280 downloads; there was no Squarespace website in 2017). In addition to total views, we can examine within-year views. In 2020, we had 44,930* views of 2020 *Copeia* articles (31,018 on BioOne, 9,120* on Allen Press, and 4,789 on Squarespace). This compares favorably with 21,496 views of 2019 *Copeia* articles in 2019, 12,449 views of 2018 *Copeia* articles in 2018, and 5,104 views of 2017 *Copeia* papers in 2017. The mean number of views per article of 2020 research articles was 599*, which is higher than previous years (2019: 326; 2018: 201; 2017: 73). The continued increase in views is clearly associated with a few factors, primarily the increase in articles, open-access articles, and the 50-day open-access links.

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 an algorithm that attempts to summarize and quantify the online activity or reach surrounding scholarly content. With our increased efforts to share our publications through Facebook, Instagram, and Twitter using the 50-day open-access links, it is not surprising that our mean and median Altmetric scores would improve in 2018–2020 relative to 2017 (all recorded on 10 June of the year following their publication year). In 2020, we had an increase in median and decrease in mean for Altmetric scores. These are reported as year, median, mean (low–high): 2020, 12, 25.1 (1–362); 2019, 8, 40.0 (1–1,340); 2018, 7, 17.7 (1–320); 2017, 3, 8.40 (1–162). The general improvement in median Altmetric value in 2020 is tied to continued efforts to increase the visibility and reach of every paper we publish through the promotion of articles on social media.

***Copeia* Submissions, Articles, and Reviewers**

There were 343 new and revised submissions in 2020 (11% increase over 2019). Of these, 174 were new submissions (almost identical to 2019 [173]). This is an average of 29 new and revised submissions per month. There were 26 in 2019, 22 in 2018, 20 in 2017, and 20 in 2016. In terms of new submissions, May (20 new submissions) was the most active month, while November (9 new submissions) was the slowest month. Of these new submissions, 117 were led by an author from the United States and the rest were led by authors from the following 21 countries: Argentina (2), Australia (5), Bahamas (1), Brazil (12), Canada (4), Chile (1), China (4), Colombia (3), Czech Republic (1), Egypt (1), Germany (1), India (4), Iran (1), Japan (5), Mexico (5), Norway (1), Pakistan (1), Republic of Korea (1), Russian Federation (1), South Africa (1), and Spain (2).

In 2020, 1,026 pages of *Copeia* were published across four issues: March (229 pages), July (212 pages), November (269 pages), and December (316 pages). These represent an increase of 199 pages (i.e., up 24%) from 2019, which had 827 pages. Volume 108 included 75 research articles (921 pages or 90% of the volume). The remaining pages (10% of volume) were distributed across one historical perspective, five obituaries, eight book reviews, editorial notes and news, instructions to authors, award announcements, subject and taxonomic indices of volume 107, and the volume contents of volume 108. Of the 75 research and review papers published, 36 (48%) were ichthyological, 38 (51%) were herpetological, and one was relevant to both fields equally (1%). For comparative purposes, these statistics for the past several years (% ichthyological/% herpetological/both [if present]) are 41%/59% for 2019, 54%/44%/2% for 2018, 53%/47% for 2017, and 34%/65% for 2016. The proportion of ichthyological vs. herpetological submissions represents which manuscripts are accepted for publication; it is not a goal of the editorial office to balance the taxonomic distribution. Across the 75 research and review papers published, we had 336 authors. We do not ask for demographic information from our authors, but our best estimate of our author gender breakdown is 27% female authors and 73% male authors, which is identical to 2019 and similar to 2018 where our authors were approximately 28% female and 72% male.

In 2020, we invited 635 reviews; 168 of those review requests were declined (26.5%), 93 review requests were ignored (14.6%), and 16 reviewers that accepted an invitation to review were terminated because of extensive delays (2.5%). Therefore, we had 338 reviews from 258 reviewers which were up from the previous years (296 reviews from 232 reviewers in 2019 and 274 reviews and 228 reviewers in 2018). Therefore, 56.4% of review requests resulted in a peer review that

helped the journal editors make a decision on a paper. Across all reviews, 240 were from the United States and the rest were received as follows from an additional 24 countries: Argentina (3), Australia (12), Brazil (22), Canada (11), China (1), Colombia (2), Czech Republic (1), Ecuador (3), Germany (4), Hong Kong (1), India (5), Italy (4), Japan (3), Mexico (5), Netherlands (1), Norway (1), Russian Federation (1), Singapore (1), South Africa (2), Spain (4), Switzerland (2), Thailand (1), United Kingdom (7), and Uruguay (1). We do not ask for demographic information from our reviewers, but our best estimate of our reviewer gender breakdown is 25% female reviewers and 75% male reviewers. This was identical to our 2019 reviewer gender breakdown and similar to our 2018 reviewer gender breakdown, which was 24% female and 76% male. Finally, the average number of days a reviewer took to respond to an invitation to review was 3.4 days. The average number of days it took a reviewer to complete a review was 25.6 days (compared to 29.5 days in 2019 and 26.2 days in 2018).

***Copeia* Awards**

It is my pleasure to note that *Copeia* nominated David Shiffman and collaborators' paper, *Trends in chondrichthyan research: an analysis of three decades of conference abstracts*; 108(1): 122–131, for the BioOne Ambassador Award this year. BioOne's independent panel of judges selected this paper and its associated plain-language summary of the lead author's response to "how does your research change the world?" as one of this year's Ambassador Award winners (<http://www.bioonepublishing.org/BioOneAmbassadorAward/2021/David-Shiffman.html>).

Every year, *Copeia* recognizes some of the excellent papers published in the journal. Historically, these have been announced in the second issue of the year and listed in this report. Starting in 2021, we will be announcing these awards at the Business and Awards Meeting (BAAM) at our annual meeting. From this year forward, the best papers of the year will not be reported in the Editor Report to avoid spoiling the announcement at the BAAM. Interested parties should attend the BAAM, look at the Summary of the Meetings that can be found in either the fourth or first issue of the year in *Ichthyology & Herpetology*, or read the award announcements that appear before research articles in the first issue of the year in *Ichthyology & Herpetology*.

***Copeia* Editing and Acceptance Statistics**

Generally, performance statistics for the editorial staff for 2020 were similar to previous years. For comparison, performance statistics for 2020 (means) are followed by values for 2019 (medians) in brackets. As noted above, the different systems calculated averages differently. The average time from submission to associate editor assignment was 8 [3] days. The average time from submission to reviewer invitations was 16 [16] days. The average time from submission to initial editor decision was 56 [51] days.

The following table provides information on the handling editors. These data include the number of manuscripts handled, the within-year rejection rate for new submissions and revisions, the average time to decision on new submissions (from associate editor assignment to associate editor decision), and the overall average time to decision on new submissions *and revisions* (from associate editor assignment to associate editor decision). Please note that all editorial desk rejections by Leo Smith are included in the table this year, but they have been excluded in years

past. If the data are compared to previous years, the associate editor time to decision values are, on average, faster despite overall times being longer. This can be explained by two factors. First, the average manuscript was sent back to authors for more revisions in 2020 relative to 2019 (34 additional revisions handled in 2020 relative to only a single additional new submission). On average, revisions took 57% less time than new submissions for associate editors to make a decision, so increases in revisions decrease the overall average time to decision on a per associate editor level. Second, I took longer to pass manuscripts to associate editors and to make final decisions relative to years past. This is simply an unfortunate consequence of my time being spent on all the other *Copeia/Ichthyology & Herpetology* changes that occurred in 2020.

| Associate Editor | Number of Manuscripts | Rejection Rate | Average Time to Decision on New Submissions | Overall Average Time to Decision |
|------------------|-----------------------|----------------|---|----------------------------------|
| Bevier | 20 | 0% | 61.5 days | 41.6 days |
| Buth | 30 | 6.7% | 62.3 days | 42.2 days |
| Craig | 18 | 5.6% | 67.4 days | 41.4 days |
| Davis | 16 | 6.3% | 65.3 days | 57.9 days |
| Faivovich | 4 | 0% | 56.0 days | 56.0 days |
| Grande | 9 | 0% | 79.0 days | 50.4 days |
| Kerby | 12 | 0% | 73.3 days | 51.8 days |
| Lannoo | 35 | 25.7% | 47.5 days | 36.9 days |
| Litzgus | 12 | 16.7% | 57.6 days | 37.3 days |
| Reis | 11 | 0% | 50.0 days | 22.9 days |
| Siegel | 17 | 11.8% | 29.5 days | 30.7 days |
| Smith | 39 | 23.1% | 43.0 days | 35.2 days |
| Snodgrass | 9 | 11.1% | 107.5 days | 132.0 days |
| Stuart | 29 | 0% | 49.7 days | 44.2 days |

For manuscripts that were submitted in 2020 and reached a decision date in 2020 (115 manuscripts), the rejection rate was 21.7%, which is similar to 21.0% in 2019 and 22.3% in 2018. Additionally, we can look at the acceptance and rejection numbers for all papers in 2020. In 2020, 88 manuscripts were accepted, and 32 manuscripts were rejected (26.67% rejection rate). This rejection rate was lower than the 33.6% rejection rate in 2019, the 45.5% rejection rate in 2018, and the 38.5% rejection rate in 2017.

***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 and will continue to include the relevant costs paid to Allen Press below so that Governors can help determine if and when we should consider publishing *Ichthyology & Herpetology* as an electronic-only publication. All data will be presented for 2020

followed by 2019 data in brackets. When examining the increases in 2020, there are two important factors to keep in mind. First, we published 199 additional pages (or an increase of 24%). Manuscripts in *Copeia* have been getting longer, and we are receiving a higher percentage of quality manuscripts (hence the decrease in rejection rate). It was clear that this was going to result in an increase in printed pages, so I raised the issue at the Executive Committee Meeting to determine concerns about increased costs. The Executive Committee recommended that we publish all the papers without delay and noted that they were not immediately concerned about increased costs because of the value of a healthy journal for the Society. The issue was also discussed at the Publications Policy Committee Meeting.

The explicit revenue for *Copeia* in 2020 was \$142,393 [\$146,244]. The breakdown for this revenue is: \$78,148.14 [\$84,464] for electronic publication (BioOne \$67,142; JSTOR \$11,006.14), \$24,130 [\$26,950] for printed issues of *Copeia* (members \$18,100; subscribers \$6,030), \$27,040 [\$30,080] for online subscriptions to *Copeia*, and \$13,075 [\$6,750] for open-access fees/high-resolution proofs/figure and page charges/etc. This explicit revenue value assumes that \$0 from memberships (beyond the printed journal if paid for) is revenue attributable to the journal.

The total cost of *Copeia* in 2020 was \$155,894.59 [\$149,085.77]. The majority of this cost is paid to Allen Press. We paid Allen Press \$130,030.80 [\$109,682.69] for the production and distribution of *Copeia*, for access to their manuscript submission and tracking systems, and for some additional charges associated with the rebranding and design of the journal as *Ichthyology & Herpetology*. The breakdown of these costs are as follows: printing *Copeia*—\$52,215.13 [\$39,513.50]; typesetting and figure processing (for both online PDFs and printing)—\$36,661.01 [\$31,713.50]; *Copeia* online—\$17,572.32 [\$16,432.86]; mailing *Copeia*—\$7,830.03 [\$7,153.33]; proof corrections—\$7,497.32 [\$6,367.75]; manuscript tracking system—\$5,159.46 [\$5,069.81]; *Copeia* management, renewals, and warehousing—\$2,544.67 [\$2,066.67]; and other publication and design costs—\$550.86 [\$1,365.17].

One item that we should begin paying particular financial attention to is that BioOne can now provide journal access to Society members. This was raised by me in the 2020 Executive Committee Meeting and was tabled. This new member benefit (that is not currently enabled) means that we should annually compare institutional online and print revenues relative to the cost of *Copeia* online, particularly if and when we stop printing the journal (see below). In 2020, institutional online subscription revenue was \$27,040, and print subscription revenue was \$6,030. The institutional online subscription revenue was \$9,467.68 more than the \$17,572.32 that we spent on *Copeia* online. As these numbers approach each other, which is the trajectory they are on, we will need to address this issue. The Editor should report this comparison annually.

In 2020, we paid \$60,459.63 [\$47,574] to print and mail *Copeia* (printing of journal, mailing of journal, and production of halftone images when color-online only), and we had explicit print issue revenue of \$24,130 [\$26,950]. Members chose to join the Society and pay their commensurate membership fees plus \$50 for the print journal if desired. Across all memberships, 362 [395] pay for the print journal. Similarly, 67 institutional subscribers each pay \$90 (in addition to the \$160 for online access) for the print journal. We do not know what percentage of our printed-journal members and subscribers would cancel their membership/subscription if we stop printing the journal, but it is safe to assume that some of them would cancel. In 2020, that exact number became

irrelevant. In 2020, we had 362 annual members and 67 institutional subscribers who paid for online access *and a printed copy of the journal*. In total, these 362 members paid \$37,245, and these 67 institutional subscribers paid \$16,750. Combined, we collected \$53,995 [\$62,120] in revenue from patrons with print memberships/subscriptions and paid \$60,459.63 [\$47,574] to print and mail those patrons their printed journals. Therefore, we spent \$36,329.63 more to print and mail the journal than we explicitly recovered in excess charges. Even if all the members and subscribers that paid in 2020 for the print journal had stopped renewing their membership or subscription because we had stopped printing the journal, we would still have saved \$6,464.63 by not printing the journal. With these numbers changing such that we are unquestionably losing money printing the journal, it is critical for the Society to consider whether we need to A) increase the cost of receiving the print journal or B) begin the transition to an exclusively electronic journal as our printing contract ends. There is an intangible value to printing the journal, having a printed record, and retaining an analog backup of all the research we publish in the form of 100s of issues of journals mailed and distributed all over the world. As a Society, now is the time that we need to decide how much those intangibles are worth.

12. PRES: PRESIDENT’S REPORT — *Frank McCormick*

I cannot begin to describe what an incredible honor it has been to serve the Society as its President in this, my 40th year as a member of ASIH. Though not as fraught with difficult decisions such as those then-President Christopher Beachy and the other members of EXEC had to make in 2020, 2021 was not without its challenges.

1. **The COVID-19 Pandemic and its consequences.** It is stating the obvious that the pandemic has been one of the most disruptive forces in global health and society in recent memory. As noted in our social media, we lost esteemed colleagues and friends to the disease this year.
 - a. **JMIH 2020.** The cancellation of the 2020 Norfolk JMIH was both inevitable and a “no-brainer”. At the time, the SARS nCOV2 virus was rampant, and the public health emergency was in full evidence. We could not have known then the full extent of the toll that the pandemic would exact in the Fall of 2020 and Winter 2021.
 - b. **Memberships.** One unanticipated outcome of the 2020 cancellation was a decline in memberships, an important source of revenue for the Society. Some members wait to renew their membership before the meetings to secure the reduced registration fees. In the absence of the meeting providing that incentive, some memberships lapsed. In part, this motivated the decision about the 2021 meeting.
 - c. **JMIH 2021.** As the vaccines became available and the public health measures aimed at controlling the pandemic took effect, new cases, positivity rates and community transmission risks declined. New “variants of concern” emerged, but clinical evidence – even from the earliest trials – suggested that fully vaccinated individuals were at negligible risk of contracting COVID-19. Still, the public health indicators were somewhat mixed, and we were soon confronted with yet another decision about the JMIH scheduled for Phoenix.

As we had in advance of the Norfolk meeting the four JMIH Presidents (Kirsten Nicholson, SSAR; Susan Walls, HL; Dave Ebert, AES; and I – hereinafter the 4PREZ) initiated

discussions about options for the meeting with our executive boards, Brett Burk and Lori Strong from Burk & Associates, local host Lara Ferry, and the MMPC. The 4PREZ were determined to convene the 2021 meeting in some form. As with Norfolk 2020, we had to confront the possibility of significant financial losses (approaching \$200K) if we canceled all in-person events. Burk & Associates negotiated with the hotel and the Phoenix Convention Center and secured an agreement that essentially said if we had any in-person presence, the attrition fee (not making our room block) would be waived and that the CC costs would only amount to the space we used.

Subsequently, the societies polled their executive leadership, governing boards and membership and a majority favored proceeding with a hybrid/virtual/in-person meeting of some sort.

I should note that I've served as the Rocky Mountain Research Station's pandemic coordinator (#Franco the PanCo to my colleagues) since the public health emergency was declared, so it is not without an appreciation for the irony that I note that we decided to "green light" a hybrid meeting on April 1st.

As I write this report, the 2021 JMIH is just 10 days away. It is the 100th meeting of the ASIH. Words are inadequate to convey my appreciation of the commitment of EXEC, the BofG, the MMPC, Lara Ferry, Marty Crump, Lori Strong and BAI, and the 4PREZ to bringing us to this point. Many, many sometimes difficult discussions and many, many decisions had to be made often on short notice. People made great efforts to be available for counsel. I'm awed by their commitment to service.

2. **2021 to date.** The year brought many changes, not the least of which was the change in the name of the Society's flagship journal. So much of the work occurred before my term as President began that I mention them mostly to acknowledge the work that preceded it.
 - a. **Ichthyology & Herpetology!** The first issue of the renamed journal was published with much fanfare. There were many decisions that accompanied the rollout of the journal under its new name that required meticulous attention to detail, some additional expenditures to effect the transition, and a few compromises regarding some legacy URLs on the ASIH Allen Press Meridian site. The result was a launch befitting the start of a new phase in the Society's history. To Editor Smith and all those who worked so diligently to produce Ichthyology and Herpetology, many, many thanks.

If you haven't already read and bookmarked the first issue, you will find three articles on the [ASIH website](#) that introduce the renamed journal and include the history, the motivation, and a broader perspective on the name and cultural changes.

- b. **Report on the 2020 Membership Diversity Survey from the Diversity, Equity, Inclusion and Belonging Committee (DEIB).** EXEC met by ZOOM with DEIB to receive the 2020 report from Co-chairs Rayna Bell and Mariangeles Arce H. and the committee. The report highlights the continuing challenges we face with attracting and particularly retaining a diverse membership and providing an inclusive environment. DEIB also provided recommendations to address these issues. The full report will be posted on the ASIH website. It is important reading for all ASIH members. Among other commitments,

EXEC agreed to finding funding to support as many of the Cashner Award students as possible to participate in JMIH21 and also fund those recipients of the award from the canceled 2020 meeting.

- c. **Black Men In Nature.** By a unanimous vote, EXEC approved the expression of support by ASIH of the proposal “Black Men In Nature (Black MIN)” for the NSF LEAPS (LEADing cultural change through Professional Societies) of Biology program. ASIH joined [13 professional societies](#) in support..
- d. **ASIH Statement on Voter Suppression.** Approved by EXEC, the ASIH issued a statement on 26 April 2021 in response to the new law that was passed by the Georgia legislature and signed by Governor Kemp.

ASIH shall not consider requests for proposals (RFPs) for our annual meetings in Georgia or any state that passes restrictions on voter rights that disadvantage members of minority or minoritized groups (as defined and identified by the Brennan Center for Justice) until such time that those laws are overturned or no longer disadvantage said groups.

We are aware that the societies plan meetings several years in advance and we could face the possibility that a state could enact voter restrictions after we have committed to a location.

- e. **JMIH Code of Conduct/Safety Officer.** In the aftermath of the Snowbird meeting and the belated receipt of the final Ombud’s report from Burk & Associates (BAI), EXEC had concluded that better options must be found to provide a Safety Officer for future JMIH meetings. BAI will hire an independent safety officer for the 2021 JMIH at a cost of \$5K.
- f. **The Report of the Ad Hoc Committee on Childcare.** The 4PREZ received the report and recommendations from the Ad Hoc Committee on Childcare for the JMIH. After several discussions and email exchanges with 4PREZ and the committee, the presidents agreed to a Memorandum of Agreement for the future organization and funding of childcare at the meetings. The committee members received a message of thanks from the presidents and the committee was disbanded. I want to acknowledge their contribution to the proposed solution for future meetings of JMIH and especially thank Dr. Jennifer Deitloff for her service on the committee. You all did excellent work, Jenn!
- g. **The ASIH Swag Store.** The ASIH Swag Store, another initiative of the indefatigable Dr. Leo Smith along with ASIH Treasurer Katherine Maslenikov, launched in April. Proceeds benefit the Society. If you’re not in the know, you gotta go: <https://asih.threadless.com/>.

3. Committees and Appointments.

- a. **Ichthyology & Herpetology Book Review Editor for Ichthyology.** The year began simply enough, with a request from Editor Smith to appoint a new Book Review Editor for Ichthyology. On Leo’s recommendation and her acceptance, I appointed Dr. Malorie M. Hayes.

- b. **Endowment and Finance Committee.** The committee welcomed new member Dr. Dean Adams who was appointed by then-president Beachy.
- c. **Nominating Committee.** I accepted the resignation of Dr. Mark Peterson as chair of the Nominating Committee and asked Dr. Michael Franklin to step in as interim chair until the new committee can be elected.
- d. **Storer and Stoye Awards.** I appointed Dr. Allison Bronson as co-chair of the 2021 Student Awards Committee (along with co-chair and President-Elect, Emily Taylor).

4. Ad Hoc Committees

- a. **Ethics and Professional Standards.** In EXEC discussions, we concluded that there is a need for a process for dealing with cases of professional misconduct. Drs. Leo Smith, Carole Baldwin, Luiz Rocha and Jayme Waldron have agreed to serve. I will participate as Ex Officio member and continue as past president. The committee will address standards for professional behavior that govern our members and non-members who participate in any society programs including the annual meeting, publication in Ichthyology & Herpetology, and all elected, appointed, and volunteer positions. The committee will explore options for disciplinary procedures, develop a recommendation to EXEC and then the BofG, and perhaps ultimately for approval by the membership. Because several societies have undertaken similar work, we are fortunate that we would not be starting from scratch.
- b. **Membership Committee.** Acting on a recommendation from DEIB, I have been soliciting volunteers for establishing a Membership Committee. Currently an ad hoc committee, I envision it becoming a standing committee of the ASIH. The committee's focus will be to identify, develop and promote recruitment and retention initiatives to build and sustain a membership base. The committee will coordinate with other relevant ASIH committees (including DEIB and MMPC).
- c. **Cashner Award Endowment Committee.** Past-president Beachy volunteered to lead an ad hoc committee to establish an endowment for the Cashner Award Fund. The funds support travel for students from historically and currently underrepresented groups in the sciences.

5. Looking ahead.

- a. **Expanding the volunteer base.** As I reviewed the ranks of the ASIH committees, I was struck by how many of the names were the same on several committees. We risk having some of our most committed members succumbing to volunteer fatigue. We also risk future of the Society by not providing our young, early- and mid-career members with the opportunity to prepare for future leadership roles in ASIH. It is important to realize that many of the people who volunteer in ASIH are also serving in other societies. I urge members, particularly those on the BofG who were elected to serve, to seek opportunities to participate in the work of the committees that make the society go.

- b. **Establish Joint Committees.** Many functions of the societies that participate in JMIH are complementary and, in some cases, the societies may be better served by establishing joint committees (such as the MMPC and Conservation committees). One important consideration would be to ensure that joint committees did not adversely affect service opportunities for early- and mid-career members.
- c. **4PREZ.** The benefits of consultations among the presidents of the JMIH societies during the last two years has been clear. I recommend continuing these informal discussions to maintain clear communication among the societies' executive boards. It was instrumental in communicating with MMPC, BAI and the local hosts as decisions about the annual meetings were being made. *We look forward to returning to a more consultative role for the Spokane meeting.*

Conclusion.

I will close as I began, with profound gratitude to our membership, my colleagues on EXEC, the chairs and members of our committees and my counterparts on 4PREZ. I hope to see or “see” you at the 2021 JMIH.

Respectfully submitted, Frank H. McCormick

13. PPRE: PAST PRESIDENT’S REPORT — *Chris Beachy*

I served as ASIH President through 31 December 2020, and have been serving as the ASIH Past-President since 1 January 2021. This report covers the time between the meetings in Rochester, NY and the present.

We had no conference. But we continued to have meetings. Weird, right? In any case, by New Year’s Day 2021, I was tired from doing so many zoom meetings for EXEC, BOFG, and the BAAM! I can’t imagine any of these meetings coming together without past-Secretary Prosanta Chakrabarty and Editor Leo Smith and his team. While I was President, Prosanta and Leo were always there. I think we made a good team. Their experience and calm was a real gift in such a strange year.

What I’ve done? Not much. Like I wrote, I was tired and I was glad to hand the gavel to Frank McCormick. (I’ll bet that Prosanta felt the same when turning over the Secretary reins to Mark Sabaj, who deserves kudos for volunteering.) Turns out that his year will be even more challenging given the nature of our 2021 meeting. I hope everyone appreciates the challenging decision-making and subsequent actions that had to be taken on by President McCormick, the other JMIH presidents, the MMPC, and by local host Lara Ferry.

I did a little bit with NOMC. My role was mostly to provide clarity regarding the committee composition based on my knowledge of the Policies Handbook and the ASIH Constitution. The heavy lifting of finding nominees was done by Chair Michael Franklin, Michelle Thompson, and Kate Bemis. Their work was especially important this year because the BOFG was purged of most of the past presidents as part of a Constitutional Change that would very quickly provide a very new (and hopefully more diverse) BOFG.

One important thing that arose from several meetings of the ASIH Presidents (McCormick, Cole, Taylor, and me) and the DEIB is that we (the ASIH) really needs a proper and sustainable funding source (i.e., a corpus) to support the Cashner Awards. After appointment by President McCormick, I have initiated a long-term project to raise \$100K in order to support the Cashner Awards in a sustainable way. I have recruited two individuals to be part of this team (Dean Adams, Adam Summers) and will recruit at least two more.

14. PUBC: Publications Policy Committee — *W. Leo Smith*

Publications Policy Committee (PUBC) Meeting (5 August 2020, 12:00 pm CDT).

The following individuals attended the Zoom meeting: Catherine Bevier (CB), Don Buth (DB), Matthew Craig (MC), Matthew Davis (MD), Robert Espinoza (RE), Julián Faivovich (JF), Matthew Girard (MG), Terry Grande (TG), Michael Lannoo (ML), Jacqueline Litzgus (JL), Frank McCormick (FM), Jay Orr (JO), Roberto Reis (RR), Katie Smith (KS), Leo Smith (LS), Joel Snodgrass (JS), and Bryan Stuart (BS).

LS called the meeting to order at 12:03 pm and maintained recent meeting formats. LS provided 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 with JF being introduced as a new Associate Editor. 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. Relevant Information from the Executive Committee Meeting. LS noted the journal name change vote and described the special contents for the first issue of *Ichthyology & Herpetology*. The first issue will include a statement from the editor, an essay from John Nichols (the founder's grandson), and a biography of Dr. Tamekia Wakefield by Rocky Parker. LS next notified the Associate Editors about the proposed constitutional changes that will be presented at the Board of Governors' meeting. Finally, LS highlighted that we have been getting more submissions and noted that he raised the cost increase associated with more manuscripts to EXEC who, for now, were happy to see *Copeia* and *Ichthyology & Herpetology* grow in pages.

3. Relevant Information from the Herpetology Journal Editor Meeting. LS reported that there was a meeting of editors from various herpetological journals. PUBC discussed one item from the meeting—the SSAR assistance program that provides English corrections prior to manuscript submission and our potential participation in the endeavor. The discussion was tabled for now, but we will revisit the possibility of this effort in the future.

4. Submission Increases to Journal. LS reported that submissions were up 20% relative to this time in 2019. LS asked Associate Editors to notify him if they were overburdened. CB noted that she has handled a lot more manuscripts. JF asked about the categories of submission increases. LS highlighted that the increase in submissions were mostly on the herpetological side and many were from Brazil. He continued that many submissions were not a perfect fit with the journal, so we had also been rejecting more of these papers than usual. LS mentioned that he was concerned that a major increase in submissions could overwhelm the staffing of the Editorial Office and Allen Press. This was particularly complicated given that Allen Press had significant delays in production associated with COVID-19 and *Copeia* was already behind because of these production delays. Further, LS suggested that Associate Editors consider rejecting the more marginal papers if the increase in submissions is maintained.

5. Rules for Obituaries. LS noted that we had received an obituary for a non-member of ASIH for a scientist that was of the caliber of a scientist who, under different circumstances, may have been nominated as an Honorary Foreign Member. He asked the committee whether we should consider or publish quality obituaries of herpetologists and ichthyologists regardless of membership. After some discussion, the committee (and EXEC) both agreed that ASIH membership should not be an absolute requirement for a published obituary, particularly for non-US scientists.

6. ASIH Institution Codes. LS noted that the ASIH Institution Codes prepared by Mark Sabaj would be formally published in issue 3 of 2020 and asked all Associate Editors to ensure that this citation was used rather than the older website data.

7. Papers Submitted with Less Polish and/or Poor Mentorship. LS raised an issue brought up by a number of Associate Editors—manuscripts are being submitted with less polish. LS asked how many Associate Editors are seeing this behavior and many, but not most, Associate Editors reported seeing this phenomenon. JS described how he will look carefully at a paper when it first comes in and may send it back for correction before sending it out for review. He noted that it is extremely time consuming, and all of this happens before he knows if the science is good. He spends twice as long on each paper, and many are rejected by reviewers after the initial quality-check revision. He was not sure of a solution, but he wants to avoid double review. JL agreed that she is seeing the same problems. She noted that this, for her, has mostly been student papers and believes that the problem may be less care and guidance being provided by the mentors. She too was unclear how to solve the problem because an Associate Editor cannot just send a paper back and say the writing is too poor for review, but it is also not the Associate Editor's job to re-write a paper or mentor an author. LS asked if there was a simple catch or correlation that he could identify during his initial scan of manuscripts. ML noted that deviations from the core journal formatting, particularly formatting of the Literature Cited and inconsistencies between the Literature Cited and the in-text citations are highly correlated with poor writing. He strongly believed that authors need to follow directions and take formatting and writing as seriously as their research. There was substantive discussion agreeing with ML that a "sloppy" Literature Cited that matches the in-text citations poorly is a red flag. JS drove home the point that the Associate Editors and reviewers cannot judge the science when the presentation is so poor. He strongly argued that we point out the shortcomings to the authors in a friendly, yet honest, way and not send the papers out for review. ML corroborated this and highlighted that we are burning out reviewers with these poorly

formatted manuscripts, and that will hurt the journal. LS highlighted that the ecology editors were highlighting this problem more than the evolutionary editors, and he posited that his shortcomings in ecology relative to evolution may be playing a role in letting more manuscripts pass on to the Associate Editors. LS asked ML and JS, in particular, if these initial rejections for formatting was pushing authors to submit elsewhere. ML suggested that approximately 70% of authors resubmitted improved manuscripts. DB then highlighted an example where he voiced strong concerns about the Literature Cited of a paper, and then had the authors accuse him of being unprofessional. LS appreciated all the comments and suggested that he would spot-check formatting of a larger percentage of papers before assigning an Associate Editor.

8. Double-Anonymous Review. Since *Copeia* had transitioned to double-anonymous review, when authors format their submissions correctly, LS asked for thoughts on how it is going. There was an active discussion about how people can identify authors, particularly by self-citation bias. LS understood that but highlighted that these typically identify some of the authors, not all of the authors. MD mentioned that he had situations where reviewers had unpublished information that they wanted to share with the authors and that the double-anonymous review complicated this, but that MD was able to facilitate the connection since both parties agreed.

9. Peer-Track Review System. LS asked how the new Peer-Track reviewer system was working. He noted a few serious problems with the rollout from Allen Press. Initially, the system was set up (without the editors knowing) such that the reviewers could see the names of the other reviewers during a second round of reviews. Editorial Board member Kevin Tang highlighted this to LS, and it was changed (approximately six weeks into using the system). At most, five manuscripts were potentially affected by this if a reviewer logged into the system and dug through the menus during a second round of revisions. Further, CB noted that the system was making confidential remarks to AEs from reviewers visible after revision (anonymously). This too was thankfully caught very early. The new system has countless checkboxes for Allen Press to fill out for us, and both of these items were not something the beta testers noticed, primarily because we did not anticipate the review process having different settings for revisions versus initial submission. The Associate Editors and LS then discussed a “direct to editor” problem where revisions were being put automatically into the Associate Editor’s inbox without an email and without the Editor-in-Chief checking to make sure that the revisions were actually performed. This caused some delays in revisions because Associate Editors were not being notified that they had manuscripts to handle. This has been corrected. There was a discussion next about not being able to find reviewers in the system, but not being able to add them to the system because they already exist. LS said that he solves this by searching for the person in the independent “search person” section and then adding the role “reviewer” to their account. MC then noted that it was simply much easier to use the drop-down menu and choose “search entire database” rather than “reviewers” in these situations. LS remarked that this was a much better solution. The Associate Editors then discussed whether automated emails to reviewers should be signed by “staff” or by the Associate Editor. Several Associate Editors noted that they may be more effective if signed by the Associate Editor, but this is balanced by several Associate Editors not wanting emails coming from them if they did not write them (or at least have the opportunity to edit them). LS declared that we would retain the *status quo* where they come from staff.

DB then raised an issue that he is curious about. Given that we transitioned to an automated reminder system and other changes with the system, he wonders what the length of time between

submission and decision will be. He believes that all the additional steps in the new system and learning the new system that there will be delays upon delays. He then compared it to classes. He used to just send emails to the students, they get it in their inbox immediately, and they communicated. Now his university wants him to post messages on the website for students to check. He views the new Peer-Track system as increasing inefficiency like the class website system. He believes it will add tremendous delays. [Editor-in-Chief note: 2020 will be a difficult year to judge this given the delays associated with COVID-19, learning the new system, etc. It is a fair concern, but 2021, where the delays from COVID-19 will be, hopefully, reduced and the learning curve with the system will be less, would be a better year to judge the efficiency of the system. Certainly, the timing from submission to decision in 2020 will be interesting and likely disappointing, but the specific causes will be hard to tease apart.]

10. Journal Name Change. LS noted that the name change from *Copeia* to *Ichthyology & Herpetology* would likely be discussed at the Board of Governors Meeting. He mentioned that while the vote was overwhelmingly in support of the name change, there were people on both sides that had strong feelings. LS noted that we only had a couple of weeks to make a decision in order for the change to happen for the first issue of 2021 because of the amount of work needed to change the name and rebrand the journal. LS described how he and EXEC, in a perfect world, would have preferred to make the change during an in-person meeting with discussions and votes about the name options to help ensure that Members had their concerns addressed. DB appreciated the clarification. He noted that he and others would likely have preferred two separate votes. Do we change the name of the journal, and which of these names is preferable rather than a single vote for retaining *Copeia* or changing to *Ichthyology & Herpetology*. He noted that the timing issue clarified the decision and highlighted that there could have been better communication to the ASIH Governors. LS noted that there certainly could have been better or more extensive communication, but it is a balancing act to not overwhelm people either.

JF asked about the impact of the name change on the journal's impact factor since it will cause problems with the system run by Clarivate. LS agreed with JF's point. In 2021, the impact factor for *Copeia* will be fine except that there will be no more *Copeia*. In 2022, *Copeia* will have an impact factor that is effectively half of its normal impact factor since there will only be one year (2020) of citable articles rather than the expected two years. Similarly, *Ichthyology & Herpetology* too will have fewer citations because it will only have one year of citable articles (2021). In the summer of 2023, Clarivate will release the first "complete" impact factor for *Ichthyology & Herpetology*. LS and JF discussed the difficulties that this will cause for authors at institutions that require a journal to be assessed for an impact factor by Clarivate or to have an impact factor greater than one. Both agreed that it will likely result in a decrease in submissions from authors from these institutions (more common in South America and Southeast Asia).

11. Journal Changes to Reflect Changes to the *Chicago Manual of Style*. LS mentioned that he does not normally bother mentioning changes to the *Chicago Manual of Style* since we normally handle the changes in the Editorial Office, but two more common changes were made to the newest version that he wanted the Associate Editors to know about. First, compound nouns with a shared word are now all capitalized, so it is "Missouri and Mississippi Rivers" now instead of "Missouri and Mississippi rivers." Second, acronyms such as PCR are now allowed to begin sentences. LS asked Associate Editors to stop requesting changes to manuscripts in light of these policy changes.

12. Taxonomic Authorities. LS brought up the point that many papers and authors include taxonomic authorities in their manuscripts that LS or KS remove during editing. Historically, we had a rule to not allow them unless it was in the title, in a synonymy, or unless there was ambiguity. LS asked the Associate Editors whether we should allow taxonomic authorities. JF highlighted that their inclusion negatively impacts the flow of text for reading. RR agreed with JF and noted that we do not need them. LS asked the Associate Editors if they felt strongly either way. A discussion ensued involving many Associate Editors about whether authorities, or not, would be included among the Literature Cited and whether a river survey or community ecology paper would benefit from taxonomic authorities. After a thoughtful discussion, LS suggested that we maintain the *status quo* and remove taxonomic authorities if included. The Associate Editors concurred.

13. R Scripts in Supplement. LS noted that Editorial Board member Hannah Owens voiced concerns about the lack of R scripts in *Copeia*. JS highlighted that R scripts and data are two different things and that R scripts cannot be used without the data and continued that if we are going to step into that pool, we should go all the way in and require and archive all data and scripts. A discussion ensued on whether we want to begin requiring this and what the costs and burdens on the authors and Society would be. The discussion turned to what was done in the past with SAS and other proprietary software (i.e., no scripts or equivalent were provided). Most agreed that we will eventually need to archive data and scripts, but we need to assess our needs and archiving strategy. After an enlightening discussion, it was decided that we would not require deposition now, but we will revisit this topic again in the future.

14. Adding Co-Reviewer Option in System. LS was asked to review a paper for a different journal where it had an explicit option for a co-reviewer where the reviewer could work with a student or post-doc on a review and simply notify the journal that this was done (noting that COPE standards were followed by all). LS asked if the Associate Editors approved or did not approve of offering this for *Copeia*. A discussion started among CB, LS, RE, and TG that highlighted that it might increase reviewer acceptances and that some reviewers already ask for permission to do this. TG and RE wanted to highlight that it was critical that the original reviewer knows that they are responsible and accountable for the co-reviewer's review. After the discussion, we agreed to implement this option formally into the system.

15. New Topics. DB asked that we amend the Editor Report, so that it also includes a rejection rate for the year that is simply the number of manuscripts rejected in a calendar year divided by the number of manuscripts submitted during the calendar year. LS agreed with this addition to the report.

At this time, LS remembered that the Society was thinking about moving away from the section titles for Associate Editors as we transitioned to *Ichthyology & Herpetology*. In this scenario, all Associate Editors would simply be Associate Editors, not General Ichthyology or Genetics, Development, and Morphology Associate Editors. There was limited discussion, and agreement that this change could be made since the categories had not affected reviewer assignment for more than a decade.

16. Closing. At this time, we concluded with all the planned and new topics. LS thanked everyone for their service. LS reminded everyone to request reimbursements for their annual costs and that they should plan to attend the virtual Board of Governors Meeting in one week to ensure that we had a quorum. The virtual PUBC meeting was adjourned at 2:18 pm CDT.

15. ENFC: Endowment & Finance Committee — *Adam P. Summers*

David Hillis resigned as Chair in July 2020 and Dean Adams was appointed Co-Chair.

16. EXEC: Executive Committee — *Prosanta Chakrabarty*

The Executive Committee (EXEC) was Chaired by ASIH President Chris Beachy in 2020. Other members included: Frank McCormick (President-elect), Kathleen Cole (Past President), Brian Crother (Prior Past President), Robert Espinoza (LRPP Co-Chair), Deanna Stouder (LRPP Co-Chair), Wm. Leo Smith (Editor), Adam Summers (ENFC Co-Chair), David Hillis (ENFC Chair; resigned in July), Dean Adams (ENFC Co-Chair; appointed replacement for David Hillis) Katherine Maslenikov (Treasurer), and myself as Secretary.

In January, the EXEC discussed and approved a Journal Manuscript System Privacy Policy that was forwarded by the Editorial Office (there was not a formal vote as this policy is in the purview of the Editor.) We also discussed details for the upcoming (or so we thought) JMIH meeting including appointing an ombudsperson and judging committee chairs.

In February, the EXEC discussed childcare options for JMIH with the MMPC. After a discussion about untangling the society's financial history from the Treasurer (who worked very diligently on that subject) we decided to provide level funding (i.e., the same amount of funding as previous years) for JMIH activities for student workshops and other planned events.

In March, the EXEC began formal discussions with MMPC and our meeting managers (BAI) that ultimately led to the cancellation of the JMIH meetings that were planned for the summer. This cancellation was a very involved process that included several updates to the meeting website, and many emails to the Society and between different committees and parties – all uncharted and unexpected territory for the ASIH. Part of the delay in cancelling the meetings due to COVID-19 was due to negotiations with the hotels where JMIH was booked – a potential for a force majeure clause being met in our contracts would have permitted more flexibility for negotiations but that did not come to fruition.

In April, the Exec continued work from the fallout of the cancellation of the meetings. We also voted to maintain our membership in the 'Societies Consortium on Sexual Harassment in STEMM' (by paying a \$500 invoice).

In May, the EXEC discussed a proposal by the President and outgoing Secretary to provide a small salary to the Editor, (incoming) Secretary and Treasurer positions of the ASIH. Although there was approval for this motion the Treasure was still looking into how this change could be made for a non-profit and how it related to the tax status for the Society (to-date those changes were not implemented).

In June, the ASIH Exec (via the President) put out the following statement on our webpage and social media accounts:

The American Society of Ichthyologists and Herpetologists (ASIH) encourages and supports scientists. Recent events have again shone light on the ugly truth that Black and Brown persons experience a different world than persons of privilege. The ASIH acknowledges that Black and Brown scientists face disproportionate challenges to participating in STEM. The ASIH is committed to supporting Black and Brown ichthyologists and herpetologists, both members and non-members.

At present, the ASIH leadership and membership is not representative of the demographic profile of either the U.S. or the STEM community. We recognize that more efforts are needed to recruit and retain a more diverse community in our discipline. In light of this, the ASIH established a Diversity Committee in 2017.

ASIH is taking measures to increase transparency around Diversity, Equity and Inclusion (DEI) initiatives and to improve cultural competency of ASIH leadership, membership and the Joint Meeting of Ichthyologist and Herpetologist (JMIH) attendees. 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 attendees of JMIH.

If you are an ichthyologist or herpetologist looking for a membership “home”, please consider the ASIH. There are many service opportunities in the ASIH that are excellent for professional development. Consider reaching out to the Diversity Committee.

<https://asih.org/about/committees>

These committee members are plugged in and can help you find a place in the ASIH.

In an important step, this year the ASIH granted the inaugural Cashner (formerly the Student Diversity and Inclusion Awards) Awards to ten recipients. Read about them and their stories at

<https://asih.org/student-awards/cashner-student-award>

We are committed to creating and providing new incentives and initiatives to recruit and retain Black and Brown and diverse members. If we do this, the ASIH will be better for it. We will do this because we must all do our part to solve this ugly and recurring problem in our discipline. Taking these kinds of smaller steps will hopefully play a part in addressing the larger problem that a history of racism has created and perpetuated.

Chris Beachy, ASIH President

We also held our first virtual Exec meeting of the year, in that meeting we met with the DEIB to discuss a possible name change of the journal, among other matters [See ‘Summary of the Meetings’ for the details].

In July, EXEC held two meetings, one formal and one informal to discuss racism and its impact on our Society. The outcome of these EXEC meetings included a statement about Black Lives Matter and an apology to underrepresented ichthyologists and herpetologists

<https://asih.org/news/2020/asih-apology-underrepresented-ichthyologists-and-herpetologists>.

These EXEC discussions (particularly those with DEIB) also led to the first formal motions to change the name of the society journal, and changing the make-up of the governance of our Society (replacing past presidents on the Board of Governors and adding members to EXEC). These changes ultimately were approved (over several months) by the Board of Governors and the ASIH membership at large.

In August, members of EXEC raised concerns about the number of BOFG members that did not have active memberships, as well as a number of individuals who were nominated for ASIH elections who were not current members. The Secretary was instructed to reach out to these people to call for them to renew. (Because of the pandemic and the cancellation of the meeting, membership numbers were down.) We also worked on several initiatives regarding requests for donations and sustaining membership categories. On August 12th we held a virtual Board of Governors meeting with the EXEC attending (including non-BOFG members of EXEC; see 2020 ‘Summary of the Meetings’ for complete details).

In November, I sent a “Presidential Transition” email (about the ASIH presidency not the U.S. presidency, which was also transitioning) to both (then) President Beachy and 2021 President Frank McCormick (I also included the Treasurer and Secretary Designate) to explain the requirements of the duty of that position.

In December, EXEC worked on several measures related to the BAAM ZOOM (virtual Business and Award meeting). The BAAM ZOOM was held at the end of that month and was followed by the ASIH elections of officers (there was a vote to permit both events from the EXEC and BOFG).

In 2020 we sadly reported the passing of: Phil Heemstra (August 29, 2019), Rudolf G. Arndt (September 29, 2019), Joshua Copus (November 12, 2019), Dick Zweifel (November 25, 2019), Peter Pritchard (February 25, 2020), Barbara Brown (March 9, 2020), Jack Randall (April 26, 2020), Cindy Klepadlo (June 3, 2020), William G. Degenhardt (August 19, 2020), Dick Robbins (November 13, 2020); David L.G. Noakes (December 1, 2020). Our condolences to the colleagues, families, and loved ones of those who have passed.

Please see the ‘Summary of the Meetings’ for 2020 for the full details and minutes of both Executive Committee and Board of Governors meetings.

17. GFAC: Gaige Fund Award Committee — *Nancy Karraker*

ASIH Gaige Award Committee

Chair: Nancy Karraker, University of Rhode Island

Chris Murray, Southeastern Louisiana University

Maggie Hantak, University of Florida

In 2021, the Gaige Fund Award Committee received 19 complete and eligible applications. The committee appreciated the diversity of research topics represented, the potential capacity of the proposed projects to advance herpetological research, the scientific creativity incorporated in the study designs, and the qualifications of the applicants. The committee chair determined that in

order to maximize the number of systematically scored and competitive awards granted, awards would be made to the top eight applicants, for the amounts requested by each, for a total of \$7,829 awarded by the fund.

The following applications were chosen for funding:

Hannah Bow: *Effects of Feeding on Neurogenesis in the Python Brain*

Oceane Da Cunha: *Relationship Between Individual Coloration, Crypsis, and Habitat Selection in the Western Diamondback Rattlesnake (Crotalus atrox)*

Sarah Lamar: *Ensuring Persistence in the Last of the Rhynchocephalians, Sphenodon punctatus, Through an Increased Understanding of Their Reproductive Biology and Diet*

Brittany Maldonado: *Using Fecal DNA Metabarcoding as a Tool to Investigate Larval Salamander Diets*

Alexandra Martin: *Plasticity of Anolis aquaticus Antipredator Behavior in Variable Habitats*

Chelsea Martin: *Social Buffering in Southern Pacific Rattlesnakes: Effects of Social Housing on Defensive Behaviors and Stress*

Haley Moniz: *Selective Pressures of Adaptive Dietary Toxin Resistance in Gartersnakes (Thamnophis)*

Oleksandra Oskyrko: *The Possible Origin of the Slow Worm Anguis fragilis (Linnaeus, 1758) in Ireland*

18. CoSP: Committee on Student Participation — *Adania Flemming & Helen Plylar*

The ASIH Committee on Student Participation (CoSP; formerly known as the Committee on Graduate Student Participation) did not hold typical in-person business meeting in 2020, as JMIH 2020 was cancelled due to COVID-19. However, two activities took place: 1) The ASIH CoSP co-sponsored two Professional Development workshops; 2) CoSP held a meeting of officers and subcommittee members in September 2020.

1) Summer 2020 Professional Development Workshops - These virtual workshops were sponsored by CoSP, in collaboration with the DEIB Committee and led by Adania Flemming (Chair, CoSP), in Summer 2020. They were announced by ASIH, advertised on social media, and held via Zoom.

- “*Navigating Herpetology and Ichthyology as a Member of a Minoritized/Marginalized Group*” (August 24th, 2020). This was the first workshop of its kind for ASIH. A panel was comprised of key, successful biologists from minoritized and marginalized groups who shared their stories and answered questions from participants at various stages of their

careers. The experience of the panel was enriched by the complex and personalized perspectives brought by professionals in our society.

- “*Academic Career Paths of Professional Ichthyologists and Herpetologists*” (August 28th, 2020). This was also the first of its kind for ASIH). A panel was comprised of successful biologists who shared the paths that led to their current academic careers, offered advice, and answered questions from participants at various career stages. The experience of the panel was enriched by the complex and personalized perspectives of professionals both within and outside of our society. There were 130 registered attendees, which included 33 students who were not ASIH members (representing potential new student recruits to the society).

2) ASIH Committee on Student Participation Meeting - September 29th 2020 (via Zoom)

Present: Adania Flemming (Chair, Travel Award Coordinator), Helen Plylar (Chair-Elect, Early Career Award Sub-Committee), Whitney Walkowski (Secretary, Workshop Sub-Committee Member; minutes scribe), Cody Godwin (International Liaison, Conservation Committee Representative), Jenny Gardner (Long Range Planning Committee Representative), Erin Schwarzbach (Social Sub-Committee), Ariana Rupp (Social Committee Member), Katie Boole (representative to the Web Content Committee), Florence Wen (Book Raffle Sub-Committee Co-Chair, Early Career Award Sub-Committee, Workshop Sub-Committee). **Absent:** Lindy Muse (Book Raffle Sub-Committee Co-Chair, Workshop Sub-Committee), Kearstin Findley (Book Raffle Sub-Committee, Social Sub-Committee Coordinator), Brooke Perrera (Book Raffle Sub-Committee), Alejandro Grajal (Conservation Committee Representative, Long Range Planning and Policy Committee Representative), Kelly Hoyer (Conservation Committee Representative), Allie Litmer (Early Career Award Sub-Committee, Workshop Sub-Committee Chair)

- The meeting was opened with a moment of silence to recognize everything that is going on in the world and the injustices that many members of our society are facing. Adania then invited all participants to introduce themselves.
- The group was reminded that ASIH By-Laws state that CoSP members must be classified as a student at the time of election to CoSP positions, but can have graduated at the time of the meeting.
- CoSP did not hold **2020 elections** for committee leadership in order to give everyone elected in 2019 an opportunity to serve in their elected roles given the cancellation of the 2020 meeting.
- **Early Career Award Sub-Committee:** Efforts have been made to establish this award, however no progress was made in 2020 due to COVID-19
- **Social Sub-Committee** – No social events were held in 2020 due to COVID-19

- **Workshop Sub-Committee** - Allie Litmer (Chair) was not in attendance but provided an update prior to the meeting. Panelists for a workshop “Grant Writing and Funding” were contacted, but this was postponed until the 2021 JMIH due to COVID.

Representative to the Web Content Committee (Katie Boole) – Discussed making the ASIH website more usable for students and to perhaps add a discussion board.

- **International Liaison and representative to the ASIH Conservation Committee (Cody Godwin)** - Colleagues in Central Africa, Southern Africa, Europe, and Australia were contacted to promote involvement. There were no updates from the Conservation Committee.
- **CoSP Google Drive Archive** – Discussed the need to maintain an archive of CoSP materials to promote continuity, and of the establishment of an ASIH CoSP Committee email Address.
- **2019 and 2020 JMIH meetings** –The cancellation of the 2020 meeting and uncertainty of the 2021 meeting were discussed.
- A spirited discussion of student involvement on **Board of Governors** occurred, and the group lamented the requirement that students nominees to the BoG must pay full professional membership (NOTE: this requirement has since been overturned)
- **Ichthyological and Herpetological Collections Committee Representative (Jenny Gardner)** - Jenny explained that the committee appoints a student co-chair and that everyone on the committee gets a vote. An animated discussion ensued about the need to have student representation on this committee, whether that person should also be the representative from the CoSP, and the perception of the desire of the Collections Committee to have on-going student participation on this committee. Helen mentioned that in Rochester we moved to have students on all Society Committees, which was voted on by the CoSP in Snowbird (2019).
- **Book Raffle Sub-Committee (Florence Wen)** – The Book Raffle was canceled for 2020 and 2021 due to COVID. Helen suggested a virtual auction if the next JMIH is virtual, but logistics would be complicated. Florence is no longer a student (as of 2018), and discussion ensued surrounding the need to ensure that members of CoSP are students.
- **Professional Development Workshops for 2020/2021-** The virtual workshops for 2020 were for people from underrepresented backgrounds and another for academics/non-academics. A collection manager’s workshop is pending for 2021. It was agreed that the Workshop Sub-Committee should be involved in the planning of all such events (even those that are ad-hoc).

The meeting was adjourned at the ~1 hour mark.

19. HSFC: Henry S. Fitch Award Committee — *Emily Taylor*

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 2021 consisted of Emily Taylor (chair), Sara Ruane (chair for 2022), and Dustin Siegel (chair for 2023). Two individuals were nominated this year and four other nominations were carried over from previous years, resulting in a total of six nominees for 2021.

Once nominated, an individual can be considered for the award for three years. The credentials and nomination letters for six 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 to reflect their dedication to research, education, and service in herpetology.

Nonetheless, after discussion the committee settled unanimously on the 2021 winner: Darrel Frost, Curator Emeritus at the American Museum of Natural History and Professor Emeritus at the Richard Gilder Graduate School. Congratulations to Darrel!

20. JSNC: Joseph S. Nelson Award Committee — *John Lundberg*

The committee for 2021 was comprised of John Lundberg (chair), Adam Summers (2020-2022), and Karen Martin (2021-2023). 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. Dr. Elizabeth L. Brainerd was chosen as this year’s awardee. The list of nominees was again broad this year, and included nine outstanding candidates, representing a broad 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. The official award announcement will be made in July at the 2021 JMIH meeting in Phoenix, AZ. Due to the COVID-19 epidemic this year’s meeting is planned to be a hybrid of in-person and virtual presentations. A forthcoming full-page feature in *Ichthyology and Herpetology* 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 Adam Summers, chair of the committee for 2022.

21. LRPP: Long Range Planning and Policy Committee

— *Robert E. Espinoza and Deanna J. Stouder*

The events of 2020 created substantial disruptions to lives of all ASIH members, including those of us on LRPP. The ASIH Constitution and the Policy and Procedures Manual (PPM) will require major revisions in light of recent anticipated and unanticipated changes in committees, policies, procedures, and planning. LRPP is getting back up to speed and we anticipate providing draft

documents of the Constitution and PPM for EXEC and BOFG consideration in 2021. We apologize for the delay and request your understanding.

22. MMPC: Meetings Management Committee — *Henry R. Mushinsky, et al.*

The 2021 MMPC includes two newcomers, Mollie Cashner (ASIH) and Allyson Fenwick (SSAR) and four continuing members, Chip Cotton (AES), David Green (HL), Kyle Piller (ASIH), and Henry Mushinsky (ASIH, Chair). Marty Crump is a non-voting, Ex Officio member and the Program Officer of the meeting. Allyson Fenwick replaced Dustin Siegel and Mollie Cashner replaced Marlis Douglas. Both Dustin and Marlis were outstanding members of the MMPC. We thank them for their service.

2021 Meeting in Phoenix

In this unusual year, the MMPC was not included in any of the preliminary planning stages of the 2021 JMIH. The Presidents of the four sponsoring societies consulted primarily with Lori Strong from Burk and Associates (BAI) and Lara Ferry (Chair of the Local Committee) to make initial decisions and develop a set of guidelines for the 2021 JMIH. The MMPC did review several options for meeting organization and concluded a hybrid meeting to include both virtual and live presentations was a good option. The Presidents concurred with making the meeting a hybrid and instructed the MMPC to make certain types of presentations virtual only, posters, and lightning talks, for example. The Presidents then charged the MMPC with the task of creating the academic program. Lara Ferry agreed to organize the Plenary Sessions.

BAI made arrangements for members of the MMPC to observe how well a few different platforms functioned for a virtual meeting. The MMPC made decisions about the software to use for the oral and poster presentations and had several Zoom meetings with Lori and co-workers from BAI to highlight and explain the systems.

Normally, the MMPC would create the program at its annual April meeting at the site of the JMIH. However, this was not possible in 2021 and the April planning meeting was cancelled. To assemble the meeting program, Marty Crump worked with Oxford Press for abstract submission and did the initial sorting of the abstracts into broad categories. Members of the MMPC further sorted the abstracts and arranged the presentations into appropriate sessions. As no-one on the MMPC had ever used the software before, there were numerous challenges to overcome. About five weeks before the meeting began, the program had been completed and posted on the meeting website. The societies are fortunate to have an MMPC composed of highly dedicated members who volunteered many hours and days working to make the 2021 JMIH a success. The guidance and insights provided by BAI were invaluable.

Several issues need to be addressed by all four JMIH societies.

Burk and Associates (BAI) — The contract with BAI ends after the Spokane (2022) JMIH meeting. After working with them during the past two years, BAI has proven themselves to be a very trust worthy partner of the JMIH societies and have guided us through some very challenging issues. Because of their extensive experience they were able to negotiate considerable savings with the two most recent venues. With the approval of the four societies, the MMPC thinks it is time to seek a new contract with them and will do the initial negotiating. We propose the new agreement extend for a minimum of five years to give ample time for the planning of future meeting sites.

Program Officer (PO) — Our agreement with Marty Crump to serve as Program Officer expires after the Norfolk 2023 JMIH. MMPC suggests we begin the search so that we identify the replacement at least 12 months in advance of the appointment time. Such timing will allow the new PO to meet with the MMPC the year BEFORE he/she replaces Marty. Doing so would allow the new PO to observe the entire operation a year in advance and work with Marty to learn the many tasks needed to do the job effectively. All four societies, plus Marty and the MMPC should be involved in seeking and selecting candidates.

Child Care — The MMPC has been aware of an independent, ad hoc committee charged by the four Presidents to develop a plan to provide child care at future meetings. The MMPC understands that a procedure was developed by the ad hoc committee and that the ad hoc committee has been disbanded, but has not been made aware of any final solution. If the four societies have reached an agreement concerning delivery of child care services at the JMIH, the MMPC should be informed.

Chair of the MMPC — Henry Mushinsky intends to resign as chair of the MMPC after the Spokane meeting. The logical replacement is Kyle Piller, who is an ichthyologist and one of the three representatives for the ASIH of the committee. Kyle has been a dedicated member of the MMPC for a sufficiently long time to have experienced a wide array of events that require special planning. The MMPC will decide on a chair-elect in the coming year. Henry has agreed to remain on the committee for one year after his replacement assumes the Chair.

Future Meetings.

2021: Phoenix, AZ, July 21-23 (in person) and July 26-27 (virtual).

2022: Spokane, WA, July 28 - August 1.

2023: Norfolk VA, dates to be determined (re-scheduling of the cancelled 2020 meeting)

23. NOMC: Nominating Committee — *Michael Franklin*

The Nominating Committee for 2020-2021 was composed of:

Katherine Bemis, Christopher Beachy (ex-officio), Michelle Thompson, and Michael Franklin (Chair). Information on all candidates is provided in Appendix C.

24. RFAC: Raney Fund Award Committee — *Misty Paig-Tran*

Committee Members: Mollie F. Cashner and Michael Franklin

In 2021, the Raney Fund Award Committee received 17 submissions on or before March 1st. Of the 17 submissions, 7 were from PhD students and 10 were from Master's students. These 17 submissions represent 12 different universities from across the United States and one international application.

Of the 17 submissions 16 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 2021. Based on this amount and

requested budgets in proposals, the committee recommended the top eight submissions for funding. The top eight applicants were awarded \$1000 each (4 PhD and 4 MS). The Chair encouraged all applicants to continue their involvement and engagement with the American Society of Ichthyologists and Herpetologists.

The 2021 Award winners are:

Victor de Brito, PhD student, Western Michigan University, \$1000. Macroevolution meets community ecology: Does species richness influence tempo and mode of diversification in fish clades that cross the marine/freshwater boundary?

Noel Jones, MS student, St. Cloud State University, \$1000, Biodiversity, Evolutionary History, and Biogeographic Patterns of Three-barbeled Catfishes (Heptapteridae: *Rhamdia*) Across Central America

Meghan Korte, PhD student, University of Texas at Arlington, \$1000, Testing the link between natural selection and the evolution of brain size, cognition, and behavior.

Alex Maile, MS student, St. Cloud State University, \$1000, Evolution of biofluorescence in rabbitfishes (Siganidae).

Elyse Parker, PhD student, Yale University, \$1000, Integrating genetics, morphology, and ecology to investigate species boundaries and infer the evolutionary history of a non-Antarctic notothenoid radiation (Notothenoidei: Patagonotothen).

Emma Siegfried, MS student, California State University Long Beach, \$1000, Effects of ocean acidification and food availability on larval northern anchovy (*Engraulis mordax*) and California grunion (*Leuresthes tenuis*).

Shaley Valentine, PhD student, Southern Illinois University – Carbondale, \$1000, Using stable isotopes to determine resource use of a Mississippi river fish community along a longitudinal gradient.

River Watson, MS student, Austin Peay State University, \$1000, Effects of instream anthropogenic habitat alteration on population connectivity and genetic diversity of an imperiled darter species.

25. RHGC: Robert H. Gibbs, Jr. Memorial Award Committee —*Henry L. Bart, Jr.*

On 26 May 2021, the Robert H. Gibbs, Jr. Memorial Award Committee, consisting of Hank Bart (chair), Larry Allen, and Devin Bloom evaluated the credentials of five nominees for the 2021 Robert H. Gibbs, Jr. Memorial Award for Excellence in Systematic Ichthyology. The 2021 award nominations included two new nominees and three nominations carried forward from 2020. The recipient of the 2021 award will be announced at the plenary session of the Annual ASIH meeting in Phoenix, Arizona in July. A full-page announcement detailing the winner's accomplishments, along with a photograph, will be published in *Ichthyology and Herpetology* 2022 (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. Bart has agreed to chair the committee again in 2022. Larry Allen, who was elected to the committee in 2020, and served on the committee for the first time in 2021, will assume the duties of committee chair in 2023. Devin Bloom, was elected to the committee for one year in 2020 to fill the vacancy left by Karsten Hartel's departure in 2020, and also served on the committee for the first time in 2021. Bloom is nominated to formally join the RHGC, but must be elected at the 2022 meeting.

26. RKJC: Robert K. Johnson Award Committee — *Michael E. Douglas*

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 in alternate years to either an ichthyologist or herpetologist. The 2021 award will be presented to a herpetologist. The Johnson Award Committee consisted of Melissa A. Pilgrim, Kyle R. Piller, and Michael E. Douglas (Chair). The committee evaluated the nominations of several distinguished and highly qualified ASIH members, with the 2021 award recipient being Jacqueline D. Litzgus, Professor of Biology, Laurentian University (Sudbury, Ontario, Canada). Results will also be published in an upcoming issue of *Copeia*. Michael Douglas will rotate off the committee at the end of 2021, with Kyle Piller as Chairperson in 2021, followed by Melissa Pilgrim in 2022. An ichthyologist will be elected to the committee at the 2021 meeting (Phoenix AZ), followed by a herpetologist at the 2022 meeting.

27. AES: Representative to the American Elasmobranch Society

— *Charles F. Cotton*

AES did not join the online JMIH and we held an unofficial gathering on Zoom in November.

28. AFSR: Representatives to the American Fisheries Society

— *Michael E. Douglas and Marlis R. Douglas*

The American Fisheries Society (AFS) held its 2020 Annual Meeting over a 2-week period (14-28 September 2020) as an online event (AFS VAM = Virtual Annual Meeting) featuring over 700 on-demand recordings of papers and posters in 65 symposia, contributed papers and poster sessions available to VAM registrants (<https://afsannualmeeting2020.fisheries.org/>). In addition, live events included plenary sessions, special theme days, panel discussions as well as virtual networking events focused on students and early-career professionals. A summary of key events and plenary speakers appeared in the 21 December 2020 issue of *Fisheries* (<https://doi.org/10.1002/fsh.10559>).

2020 also marked the 150th Anniversary of AFS (<https://150years.fisheries.org/>), commemorated by a variety of events, including online articles, stories, photos (<https://150years.fisheries.org/articles/>), and a selection of 150 fish species featured on the AFS

website (<https://150years.fisheries.org/150-fish-nominations/>). Additional 150th events are planned during the next annual meeting.

The 2021 AFS Annual Meeting, now scheduled for 6-10 November 2021, will be a hybrid event in Baltimore, to include both virtual and in-person activities (<https://afsannualmeeting.fisheries.org/>) under the theme 'Investing in People, Habitat and Science'. Meeting locations are the Baltimore Convention Center, Hilton Baltimore Inner Harbor, and Baltimore Marriott Inner Harbor. A joint ASIH-AFS symposium will be organized.

AFS Societal Governance: In 2020, the AFS presidency transitioned from Scott Bonar (University of Arizona & USGS Arizona Cooperative Fish & Wildlife Unit) to Brian R. Murphy (Emeritus Professor of Fisheries, Virginia Tech University), with Leanne Roulson (HdyroSolutions Inc., Bozeman, MT) as president-elect, April Croxton (NOAA, Silver Spring, MC) as first vice president, and Cecil Jennings (USGS, University of Georgia) as second vice president.

One major achievement of Scott Bonar's tenure as AFS President was the development of the World Climate Statement, released in conjunction with the start of the AFS VAM on 14 September 2020 (<https://fisheries.org/2020/09/worlds-leading-aquatic-scientific-societies-urgently-call-for-cuts-to-global-greenhouse-gas-emissions/>), and signed collaboratively by 110 aquatic societies representing over 80,000 scientists across the world, including ASIH. The statement is an urgent call for action to avoid the worst impacts of man-made climate change to fish and aquatic ecosystems by drastically curtailing global greenhouse gas emissions (<https://climate.fisheries.org/world-climate-statement/>). Other activities related to fish and climate change include the AFS Climate Ambassador Program (<https://climate.fisheries.org/meet-our-climate-ambassadors/>), funded by a grant from NOAA and administered by AFS. It will provide specialized training for the communication of climate change impacts to non-scientific audiences, with a resource page developed for use in outreach and teaching. In addition, ASIH-AFS liaisons co-authored a publication on 'Best Practices for Communicating Climate Science for fisheries professionals,' accepted for publication in *Fisheries* (<https://climate.fisheries.org/best-practice-in-communication-climate-science-for-fisheries-professionals/>).

Also of note: AFS membership includes complimentary access to all five AFS journals now published by John Wiley & Sons Inc. (<https://afspubs.onlinelibrary.wiley.com/>). These are: *Transactions of the American Fisheries Society*, *Marine and Coastal Fisheries*, *Journal of Aquatic and Animal Health* and *North American Journal of Aquaculture*, as well as *Fisheries Magazine*.

29. MMSC: Margaret M. Stewart Award Committee — *Christopher M. Martinez*

The Margaret M. Stewart Excellence Award is 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 2021 committee included one herpetologist (Dr. Rayna Bell) and two ichthyologists (Dr. Luiz Rocha and Dr. Christopher Martinez, Chair). Dr. Bell will chair the committee in 2022 and Dr. Rocha in 2023. The membership was solicited for nominations for an ichthyologist and the committee considered two files, a third nomination submitted in 2019 was

not considered, as the nominee had greater than 15 years in her academic position. After thoughtful review of two very competitive candidates, the committee selected Wm. Leo Smith for the 2021 award. The nominee that was not selected this year will be considered automatically in next award cycle, as nominations remain active for five years.

The decision regarding the fate of the 2021 JMIH meeting will determine how Dr. Smith will receive his plaque and when he will be recognized for his award. The committee eagerly awaits this decision.

30. AIBS: Representative to AIBS and BioOne — *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 generally attended two board meetings in Washington, DC each year, in April or May and in November or December. However, due to the COVID-19 pandemic, both meetings were convened by videoconferencing in 2020, as well as in April 2021. In fact, a special strategic Board retreat in early March 2020 was the last in-person meeting of any kind that I attended prior to the general COVID lockdown. I suspect that future years will see a shift to one remote meeting and one in-person meeting of the Board each year.

This year marks the 20th anniversary of the launch of the BioOne collection of journals, and the organization continues to provide a very high level of service and essential income for its member publishers. The organization currently publishes 215 titles, from 158 nonprofit and society publishers, and the collection is available through over 4,000 libraries worldwide. About 2,500 libraries in developing countries receive the BioOne journals at no cost through the philanthropic Research4Life and TEEAL programs. The BioOne collection of journals now contains over 1.5 million pages. More than 40% of the titles in the collection are available only through BioOne, and 81% of the titles have Impact Factors. As of 2019 BioOne had returned over \$58 million to its nonprofit publishers, an average of 65% of its net revenue. Recently BioOne transitioned from outsourcing sales to internalizing the sales operation, which has proven to be a highly effective shift, especially in the current economic climate, in which academic libraries are being forced to make dramatic cuts to journal subscriptions. The BioOne sales team has been working hard to retain subscriptions through individual contact with libraries whose subscriptions are at risk.

In 2021 BioOne announced the winners of the fourth competition for its Ambassador Awards (<http://www.bioonepublishing.org/BioOneAmbassadorAward/2021/2021Winners.html>).

Presented each year 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. This is the fourth year in which at least one of the recipients published in a JMIH society journal, in this case David Schiffman for a paper on historic trends in shark research published in *Copeia*.

This spring BioOne's long-serving President and CEO, Susan Skomal, announced her retirement at the end of this calendar year. Under Susi's leadership BioOne has grown, thrived, and responded effectively to shifting conditions in academic publishing. A search is underway for her successor.

The **American Institute of Biological Sciences (AIBS)** is an umbrella organization of 115 member societies and organizations (MSOs), many of which focus on organismal biology or ecology. AIBS no longer supports individual memberships, although individuals can continue to subscribe to its highly respected journal, *BioScience*, which is available through Oxford University Press. Headquartered in Washington, DC, AIBS continues to provide a strong connection to national lawmakers and policy professionals through its Public Policy Office. That office issues regular electronic newsletters and organizes community responses to significant legislative and executive developments at the federal level. Particular areas of emphasis include policy related to research funding, conservation, and support of natural history collections. Naturally, this year AIBS has been heavily engaged with proposed changes in science funding and environmental policy following the change in the national administration.

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. Consistent with the enhanced commitment of AIBS to diversifying the biological sciences, the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) recently joined AIBS as one of its MSOs. These several 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 2020 meeting of the Council was held online, with the theme of "Strengthening the Bioeconomy."

Robert Gropp, longtime Public Policy head and, more recently, Executive Director of AIBS, accepted a position with another organization in 2020, and Scott Glissen has assumed the position of CEO of AIBS.

31. CONS: Conservation Committee — *Brian D. Todd*

Following a meeting of the principals from the conservation committees of the participating societies in Snowbird, UT in 2019, a 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 was finalized. 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, but this was postponed due to the ongoing Covid pandemic and the cancellation of the 2020 JMIH. Outreach to the Neotropical Ichthyological Association also remains to be done to gauge their interest in joining the joint committee. There was no other movement on the CONS committee, likely due to lack of face-to-face meetings and other priorities consequent to the 2020 pandemic and its effect on "business as usual".

32. EHRC: Education and Human Resources Committee — *Michael J. Pauers*

This was a quiet year for the committee, as no issues were brought to us by the society for consideration or action. Pauers initiated a discussion with Past President Christopher Beachy and President Frank McCormick about the future of the EHRC. McCormick has devised a new mission for the EHRC, involving issues of inclusion and representation. As such, Pauers has stepped down from the committee, and Ruane has been approached about taking over the Chair of the committee. Additionally, William Ludt and Fernando Alda have been asked to join the committee.

Current Members: Michael J. Pauers (Chair), Sara Ruane (Co-Chair), Carol Johnston, Steve Kimble.

33. HACC: Herpetological Animal Care and Use Committee

— *Christopher L. Parkinson*

Nothing to report.

34. HSOC: ASIH Representative to the Herpetologists' League (HL) and the Society for the Study of Amphibians & Reptiles (SSAR) — *Alan H. Savitzky*

As in previous years, 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 (which also involves the AES). However, the interruption of face-to-face meetings by COVID-19 has meant a general reduction of intersocietal interactions, which took place largely at the annual meetings. This year the very difficult questions regarding the nature of the JMIH and its financial repercussions dominated the interactions between the societies.

Consistent with its established policy of meeting separately from the JMIH about every five or so year, SSAR had initially planned to meet at the University of Michigan in 2020. That meeting was postponed for one year to avoid conflict with the World Congress of Herpetology, which was held in New Zealand in 2020, and the Ann Arbor meeting was rescheduled for 2021. However, this year's meeting in Ann Arbor was ultimately canceled due to concerns related to COVID-19 and, as this Board knows, SSAR has again joined the JMIH for 2021, in order to support some form of annual meeting. SSAR is committed to meeting with JMIH in 2022 and 2023, and it is now planning to meet separately in Ann Arbor in 2024.

As reported last year, SSAR approached HL in 2018 about the possibility of merging the two societies, and a nonbinding poll of the membership of both societies, held in 2019, showed strong support for such a merger. A Steering Committee was formed by the two societies to discuss a merger, and discussions among the representatives of SSAR and HL have continued during this past year. I am not involved in those discussions, and there has been no general announcement regarding the issue provided to SSAR members since last summer.

All of our societies, and indeed our academic institutions and government agencies, have been strongly affected by the COVID-19 pandemic, not only in terms of conference travel but also with respect to shifting economic conditions and rapid increasing remote communications, including

online and hybrid conferences. It may take a few years for the dust to settle and for a “new normal” to be revealed. By that time there is likely also to be resolution of the SSAR-HL merger question. At that time, if not before, it may be helpful for the JMIH societies to revisit the charge to this Representative and perhaps to consider how they might establish closer intersociety communications that extend beyond the JMIH planning process.

35. IACC: Ichthyological Animal Care and Use Committee — *Phil Harris*

Nothing reported.

36. IHCC: Ichthyological and Herpetological Collections Committee

— *Gregory J. Watkins-Colwell (Chair), Sarah K. Huber (Co-Chair) & Jennifer Gardner (Student Representative), and reviewed by Committee.*

2020 Collection Committee Meetings

In 2020 all IHCC meetings were held via Zoom. This format allowed us to host our regular Annual Meeting (usually held during JMIH), as well as several other meetings through out the year to discuss specific issues pertinent to the collection community. The committee held a total of 8 IHCC meetings, and 2 sub-committee meetings.

| | |
|------------|---|
| 6/04/2020 | Impact of COVID on Collections |
| 7/24/2020 | Official Annual Meeting |
| 9/03/2020 | Accreditation Proposal and Application Discussion |
| 9/24/2020 | Informal Discussion |
| 10/01/2020 | Policy and Procedures Document Discussion |
| 10/20/2020 | Policy and Procedures Document Discussion |
| 11/05/2020 | Informal Discussion |
| 12/17/2020 | eDNA Policy Discussion |

***Spiritus* Award**

The fourth annual *Spiritus* Award was presented at the 2020 ASIH Business meeting to Alexandra “Lex” Snyder for collection stewardship in ichthyology. The 2020 *Spiritus* committee was composed of Katherine Maslenikov (chair), Meredith Mahoney, and Sarah Huber. The IHCC formally congratulates Lex on receiving the *Spiritus* Award.

The *Spiritus* committee for the 2021 award cycle is Meredith Mahoney (Chair), Sarah Huber, and Carol Spencer. Katherine Maslenikov rotated off following the award presentation and Carol Spencer was elected at the ASIH Board of Governors meeting to serve on the committee. For the 2021 *Spiritus* cycle the award will be presented to an individual in recognition of their service and commitment to herpetological collection stewardship.

Accreditation Sub-committee

The current accreditation sub-committee consists of Sarah Huber (Chair, Ichthyology), Greg Watkins-Colwell (Herpetology), Jessa Watters (herpetology), Katherine Maslenikov (Ichthyology), Randy Singer (Ichthyology), Ben Frable (ichthyology), and Andrew Williston (Ichthyology). The committee met on 17 July 2020 via Zoom to discuss details of the accreditation

application and criteria for Virtual Collection visits. The sub-committee hopes to accept applications for Accreditation beginning January 2022.

Policy and Procedures

The IHCC revised the Policy and Procedures document that governs how the IHCC functions within ASIH. A small group of individuals met on 26 August 2020 to provide initial revisions to the document. Two subsequent meetings with all IHCC members were held to discuss and approve changes. The revised document was sent to the Long Range Policy and Procedures committee in October 2020.

ASIH/SPNHC Representative

Randy Singer (UMMZ) continues to serve as the ASIH/SPNHC representatives (ASIH rep to SPNHC and SPNHC rep to ASIH).

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>. There are currently 110 e-mail addresses linked to the Google Group.

Katherine Bemis rotated off as student Co-Chair. Jennifer Gardner continued to serve as student Co-Chair. We will be looking for a new student representative in 2021.

All 2020 Collections Committee Meeting Attendees (43 people)

| | | |
|------------------------|----------------------|-------------------------|
| Adam Cohen | Emily Dearmon | Lauren Scheinberg |
| Adania Flemming | Emily Sue DeArmon | Mark Sabaj |
| Andy Bentley | Eric Hilton | Meredith Mahoney |
| Andrew Williston | Esther Langan | Randal Singer |
| Ben Frable | Greg Watkins-Colwell | Rob Robins |
| Benjamin Keck | H.J. Walker, Jr. | Sarah Huber |
| Bill Ludt | James Erdman | Sorilis Ruiz Escobar |
| Calder Atta | Jennifer Gardner | Susan Mochel |
| Caleb McMahan | Jessa Watters | Todd Clardy |
| Carol Spencer | John Simmons | Vicky Zhuang |
| Coleman Sheehy | Jose Rosado | Worth Pugh |
| Cristina Cox Fernandes | Katherine Maslenikov | |
| Dave Catania | Katherine Bemis | Guest: Bill Moser, USNM |
| David Werneke | Ken Thompson | (eDNA discussion) |
| Diane Pitassy | Kevin Swagel | |
| Drew Dittmer | Kirsten Nicholson | |

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

The 2020 and 35th annual SPNHC meeting was held jointly with the International Council of Museums Committee (ICOM NATHIST) from 8-12 June 2020 virtually and required no cost to attend. The meeting was supported by a “virtual conference committee” of SPNHC volunteers and

was hosted via Zoom. This year's SPNHC meeting had skyrocketed attendance due to the virtual format but due to the limitation of Zoom, exact numbers were not possible to record as each room could only hold a maximum of 250 participants. It is safe to report that this meeting had at minimum 1700 registrants, which far exceeded projected attendance. All recorded session can still be accessed via the SPNHC YouTube channel for those who could not attend: <https://www.youtube.com/channel/UC1qmXpv8eKDJnC6FsdYtajg>

The theme of this meeting was "The Role of Natural History Collections in Global Challenges". Many seminars and talks focused on how to increase collections usability and sustainability in a post-pandemic world. There were many discussion sessions and workshops focused on making collection resources and personnel more present in the digital realm and future-proofing collection best practices, should a similar situation happen again.

In the plenary session, President Barbara Thiers acknowledged the funeral of George Floyd, which was happening tangential to the meetings, and acknowledged issues of systemic racism in the United States. In light of this tragedy and issues here in the United States, she announced that the SPNHC council voted to amplify the message of inclusion and support for black and brown peoples worldwide and within the museum community. While this is not a perfect solution to the problems faced by peoples of color, SPNHC would be forming a committee specifically centered on diversity, equity and inclusion.

The meeting next year is also planned to also be held virtually due to concerns over COVID-19.

38. *SPIRITUS* — *Meredith J. Mahoney*

The ASIH created the annual *Spiritus* award to recognize excellence in service and support of natural history collections of fishes, amphibians and reptiles. The 2020 Spiritus was awarded to 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.

The 2021 Spiritus will recognize a herpetologist, 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 considers ichthyological candidates. For the 2021 Spiritus award the Committee consisted of Meredith J. Mahoney (chair), Sarah K. Huber, and Carol L. Spencer.

The committee considered three nominations for the 2021 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 Zoom to discuss the

candidates and evaluate their contributions to the curation of herpetological collections and to collections stewardship. The Spiritus committee would like to encourage future nominators to submit complete nomination packages with CV and letters of support that allow the committee to fully evaluate the impact of the nominee on the field of natural history collections.

The winner of the 2021 Spiritus award will be announced during the Joint Meeting of Ichthyologists and Herpetologists in Phoenix, AZ, & virtual, July 2021.

39. NFJC: Joint ASIH-AFS Committee on Names of Fishes — *Lawrence 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.” Members on the committee are Katherine Bemis, Thomas Dowling, Lloyd Findley, Carter Gilbert, Héctor Espinosa-Pérez, Karsten Hartel, Robert Lea, Nicholas Mandrak, Margaret Neighbors, Larry Page (chair), Ross Robertson, Juan Schmitter-Soto, and H.J. Walker, Jr.

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 online 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.

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. We are in discussion with AFS and will bring the issue to ASIH.

Nick Mandrak is arranging a meeting of the committee in Canada in 2022 with funding provided by the Great Lakes Fishery Commission. This meeting will be linked to a workshop organized to review the taxonomy of North American ciscoes (*Coregonus*). The committee also is planning to make presentations by committee members at upcoming ASIH and AFS meetings. This would inform members of the societies about what the committee does as well as provide opportunities to discuss specific taxonomic issues.

40. NSCAR: Representative to the Natural Science Collections Alliance

— *Lawrence 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. The NSC Alliance provides regular policy and news updates via the NSC Alliance Washington Report. The newsletter is freely available; subscribe at: www.nscalliance.org. News from recent newsletters (some text verbatim) includes the following.

The Natural Science Collections Alliance submitted testimony to the House Appropriations Committee requesting Congress to provide the National Science Foundation with at least \$10.2 billion in FY 2022 and highlighting the importance and role of natural history collections. The testimony reads, in part: “Collections are a critical resource for advancing the knowledge needed to address current global challenges such as climate change, biodiversity loss, and pandemics. The COVID-19 crisis has illustrated how inextricably linked humans are to the natural world. Biological collections, their extended data, and the experts that build and study them are globally important for understanding where viruses such as SARS-CoV-2 exist in nature or when they cross from their current hosts to humans.”

The testimony also highlights recent reports from the Biodiversity Collections Network (BCoN), the National Academies of Science, Engineering, and Medicine (NASEM), and the Interagency Working Group on Scientific Collections (IWGSC) that emphasize the value of mobilizing biodiversity specimens and data in spurring new scientific discoveries. “The NASEM, BCoN, and IWGSC reports, articulate a common vision of the future of biological collections and define a need to broaden and deepen the collections and associated data to realize the potential for biodiversity collections to inform 21st century science.”

The Natural Science Collections Alliance recently endorsed bipartisan legislation to expand the National Science Foundation’s (NSF) mission and budget. The National Science Foundation (NSF) for the Future Act ([H.R. 2225](https://www.congress.gov/bills/116/2225)) proposes more than doubling NSF’s authorized budget to \$18.5 billion over five years and creating a new Directorate for Science and Engineering Solutions (SES) to enable NSF to accelerate the translation of science and technology into solutions to society’s major challenges.

NSC Alliance has joined a group of scientific, professional, and academic organizations in sending a letter to 24 federal science agencies and departments in support of diversifying the science advisory committees that support policy decisions across the government. The groups argue, in part: “Lack of racial, ethnic, and gender diversity in the federal government is a persistent problem which exacerbates longstanding inequities and stifles progress. Research has shown that diverse scientific teams achieve better results than racially and/or socioeconomically homogenous teams, due in part to differing backgrounds and varying perspectives.

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

Although we did not meet in 2020 due to the pandemic, we still accomplished a number of tasks (mostly Dennis Murphy), so an update seems appropriate. We have added to the website an ASIH Calendar of Events, updated a variety of items (committees, things related to journal name change), and added the ASIH store.

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

2020 may go down as the lost year for most of us. The meeting was cancelled, and many of us were restricted in access to our offices and resources. Nevertheless, some things were accomplished. One Historical Perspectives article was published, on Robert Gordon Jaeger (Herpetology). The article on William Alonzo Gosline (Ichthyology) was completed and submitted in December. It is expected to appear in the second issue of 2021.

The Committee was asked for our assessment of the request to change the name of Copeia. We discussed the matter and decided that we would not submit a formal recommendation, but we stand ready to offer any information that might be relevant.

A meeting was held (via Zoom) on August 27 in which several subjects were discussed. Among these were the membership and structure of the Committee; planning for the 100th meeting, whenever that occurs; and preparation of a paper relevant to the 100th meeting.

Preparations for the 100th meeting, originally scheduled for Norfolk VA in 2020, have been further postponed. As the meeting in Phoenix this year will be lightly attended, it was decided to do this in 2022 instead.

43. SCSH: Societies Consortium on Sexual Harassment in STEM

— *Lynne R. Parenti*

The Societies Consortium on Sexual Harassment in STEM 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 STEM—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 virtually in December 2020. The SCSH aims to provide customizable model policies, as nearly all societies struggle with the same issues such as those surrounding awards and honors. Those interested may visit the SCSH website to view existing policies and learn more about Consortium activities.

SCSH currently has about 135 member societies. 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).

Website: <https://societiesconsortium.com/wp-login.php>

Login: ASIH_general

Password: helenbeulah

44. DEIB: Committee for Diversity, Equity, Inclusion and Belonging

— *Rayna Bell & Mariangeles Arce H. (Co-Chairs)*

The Committee conducted a survey of ASIH membership (including those who have let their membership lapse in the last 3 years) with the aim of better understanding the composition of the Society's membership, identifying how ASIH can best support the needs of our members, why individuals may have let their membership lapse, and how we can improve efforts to recruit and sustain a more diverse membership in our discipline. The results of the 2020 survey, with recommendations from the Committee on how society leadership can address challenges and opportunities presented by these results, were shared with President F. McCormick and Secretary M. Sabaj. The summary was also posted to the ASIH website. DEIB is committed to find a list of consultants to provide DEI training for society leadership and EXEC will make the decision about when and how the training will be developed. DEIB recommended that the key results, recommendations, and implementation plan be shared during the JMIH 2021 Plenary session.

Because JMIH 2020 was cancelled, the funds associated with the Cashner Awards were not disbursed to the recipients. The Committee will review applications for the 2021 cohort and will offer ten awards by random lottery of all qualified applicants. The awardees from the 2020 and 2021 cohorts will be eligible to use the funds to attend JMIH in 2021 or in 2022. The committee requested support from EXEC to make another round of awards for participation at JMIH in 2022 (i.e., a 2022 cohort). The committee started a mentorship program for Cashner Award recipients. The goal of the program is to match experienced professionals in ichthyology and herpetology with student awardees to develop students' goals and skills through a series of time-limited, confidential, one-on-one conversations and other structured activities. All the students from 2019 and 2020 cohorts were offered the possibility of joining the program. Ten students joined and were matched with 10 professionals from the society.

The DEIB established the Scientist Spotlights series for the ASIH journal *Ichthyology and Herpetology*. The series includes four short biographies or interviews per issue featuring diverse perspectives and accomplishments of ichthyologists and herpetologists.

DEIB in collaboration with the committee on Student Participation, led by Adania Flemming, organized and hosted two inaugural Professional Development Workshops in summer 2020, on behalf of the American Society of Ichthyologists and Herpetologists (ASIH). "Navigating herpetology and ichthyology as a member of a minoritized/marginalized group" was the first of its kind for ASIH, held on August 24th, 2020. This panel had key, successful biologists from minoritized and marginalized groups share their stories and answer questions from ichthyologists and herpetologists in various phases of their careers. The experience of the panel was made richer by the complex and personalized perspectives brought by professionals in our society. The second event, "Academic Career Paths of Professional Ichthyologists and Herpetologists" was also the first of its kind for ASIH, held on August 28th, 2020. This panel had key, successful biologists share their paths to their current academic careers, offer advice, and answer questions from ichthyologists and herpetologists in various phases of their careers. The experience of the panel was made richer by the complex and personalized perspectives of professionals within and outside

our society. There were 130 registered attendees, which included 33 non-ASIH members (potential new student members to the society), not including the panelist and organizers.

The Committee for Diversity, Equity, Inclusion and Belonging is chaired by Mariangeles Arce H. and Rayna Bell. The Committee also includes: Anat Belasen, Cori Black, Adania Flemming, Michael Franklin, Christopher Martinez, M. Rockwell Parker, Adela Roa-Verón, Beck Wehrle, Molly Womack.

45. MTAH: Meritorious Teaching Award in Herpetology Committee

— *Emily Taylor*

Established in 2010, the Meritorious Teaching Award in Herpetology is awarded annually in recognition of “demonstrated effective and innovative teaching in the classroom and/or other education settings, and superior mentoring of students in herpetology, as evidenced by student testimonials, student publications, and placement of students in professional positions in herpetological fields.” This recognition is awarded jointly by the American Society of Ichthyologists and Herpetologists, the Herpetologists’ League, and the Society for the Study of Amphibians and Reptiles. The MTAH Award Committee for 2021 consisted of Emily Taylor (chair), John Maerz (chair for 2022), Nancy Karraker (chair for 2023), and graduate student Amanda Hewes. The committee considered a total of eight nominations for the 2021 award.

Once nominated, an individual can be considered for the award for three years. The credentials and nomination letters for eight nominees were examined and discussed openly by the committee. The committee was thrilled to select the 2021 winner: Alison Davis Rabosky, Assistant Professor in the Department of Ecology and Evolutionary Biology at the University of Michigan and Assistant Curator in the Museum of Zoology. Congratulations to Alison!

46. MTAI: Meritorious Teaching Award in Ichthyology Committee (a.k.a. Ichthyology Education Committee) — *Michael J. Pauers*

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 2021 Meritorious Teaching Award in Ichthyology. We are proud to report that Gary D. Grossman was selected as this year’s recipient of the MTAIch. Pauers is stepping down from this committee, too, and Lara Ferry will be taking over the Chair. Additionally, Pauers will be working with President McCormick to formalize this committee, elevating it from its somewhat ad hoc status.

47. APPENDIX A.

[Cover Sheet to] Revisions to ASIH Constitution and Bylaws

Version revised: 2 August 2014

Revisions proposed to EXEC in 2021:

General comments:

- Thanks to Margaret, Leo, and Katherine who worked diligently with us to make these changes!
- Stylistic changes:
 - Constitution:
 - Took out all Caps and Quotes for the name of the Society
 - Change the “object” of the Society (Articles II and III) to “mission”
 - Capitalized Ichthyologists and Herpetologists
 - Put “officers” in lower case as appropriate
 - Changed will to shall throughout
 - Changed Editorship, Secretaryship, etc. to Editor, Secretary, etc.
 - Spelled out numbers and put in parentheses within content
 - Removed gender pronouns and rephrased
 - Bylaws:
 - Spelled out numbers and put in parentheses within content
 - Removed “monies of the Society” and replaced with “Society funds” (see Article II, Section 3 as an example)
 - Removed “COPEIA” and replaced with “Society publications” (see Article III, Section 7. a.; Article V, Sections previously mentioning COPEIA; Article VI)
- Consistency changes:
 - Constitution:
 - Added Sections (1–3) to Article VII: Quorum
 - Bylaws:
 - Article V: made Editor format consistent with other Articles (because of removal of Associate Editor section)
 - Used “Society” instead of writing out entire name (Article VIII: Committees; Article XIV: Funds, Section 5)
 - Fixed a–d formatting in Article IX, Section 1
 - Article XV: Awards for Professionals. Incorporated structure to put all awards under this Article, rather than separate Articles
 - Article XVIII: Changed “Society Sets of COPEIA” to “Prints and digital archives of the Society Journals”

Clarification process changes:

- Constitution:
 - Post-doc/Temporary and Retired membership categories to Membership (Article III, Section 2)

- Added ejournal into Life Membership costs (Article III, Section 2. b.)
- Added language that all officers, governors, and committee members must be Society members (Article III, Section 3).
- Added “in conjunction with hired conference planners if applicable” to Article VI, Section 2) for Meetings Management and Planning Committee for evaluating meeting sites
- Bylaws:
 - Article XV. Section 2. a., Clarified terms for Chair (i.e., three years of service).
 - Article XIX: Committees, Clarified role of president in appointing committee as well as potential *ad-hoc* committees

Changes voted on and implemented since 2014:

- Constitution:
 - Both LRPP and ENFC have Co-Chairs – approved by EXEC in 2017; therefore all are members of EXEC (Article IV, Section 6 a.)
 - A member from the STPC and DEIB now serve on EXEC – approved by EXEC and BOFG in 2020; therefore they are members of EXEC (Article IV, Section 6 a.)
 - Conducting Society Business now includes a new section for electronic voting on urgent issues (Article IV, Section 7 b.)
 - Changes to the structure of BOFG with removal of lifetime BOFG membership for Past Presidents, which changed total of BOFG members from fifty (50) to eighty (80); “term limit” was included for Presidents for five (5) years after their service (Article V, Section 1) – approved by EXEC and BOFG in 2020
 - Updated number of annual vacancies on BOFG from ten (10) to sixteen (16) given changes above (Article V, Section 2) – approved by EXEC and BOFG in 2020
 - Included new categories of eligibility for BOFG – four (4) specifically from the Post-Doc/Temporary and Student membership categories (Article V, Section 2) – approved by EXEC and BOFG in 2020
 - Included “The election shall follow the Business and Awards Annual Meeting within sixty (60) days and shall include nominations provided by the Nominating Committee and/or from the floor of the Board of Governors or Business and Awards Annual Meetings” (Article V, Section 2) – approved by EXEC and BOFG in 2014
- Bylaws:
 - Removed section on Associate Editors (Article V, Section 2. a–f) because they are no longer officers – approved by EXEC and BOFG in 2014
 - Added the language about LRPP Co-Chairs (Article X, Section 1) – approved by EXEC in 2017
 - Also updated new Section 5 to include language on Co-Chairs

- Made language in Article XI: ENFC parallel to LRPP and included language about ENFR Co-Chairs (Article XI, Section 1) – approved by EXEC in 2017
 - Removed Section 2 because there are now Co-Chairs, rather than a Chair and Chair-Elect
 - Also updated Section 7 to include language on Co-Chairs
- Added Article XII: Student Participation Committee because they now have a member serving on EXEC – approved by EXEC and BOFG in 2020
- Added Article XIII: Diversity, Equity, Inclusion, and Belonging Committee because they now have a member serving on EXEC – approved by EXEC and BOFG in 2020
- Added new professional awards:
 - Article XV. Section 2. c. – *Spiritus* – approved in 2016
 - Article XV. Section 2. d. – Margaret M. Stewart – approved in 2018
- Added Article XVI. Student Travel Awards with Variable Funding
 - Section 1. Clark Hubbs Student Travel Awards – Student Travel Awards approved in 1988 and then changed name to Clark Hubbs
 - Section 2. Robert C. Cashner Student Travel Awards – approved in 2018

New processes added:

- Constitution:
 - Article VIII: Changes to the Constitution and Bylaws
 - Created a “Standard Process” Section (Section 1) for “normal operations”
 - Added a “Urgent Process” Section (Section 2) for “urgent or when timing is of essence”
- Bylaws:
 - Article IV: Treasurer, Section 6 added to require reporting of the financial outcome of annual meeting to EXEC
 - Article X: LRPP, Section 3 added to avoid a long-term delay (like this one) to ensure Constitution and Bylaws are in alignment with votes and practices (will include a section in PPM for Secretary to include this expectation)
 - Article XI: ENFC, Section 4 added – Process for establishing recurring financial expenditures, parts a. and b to ensure that new expenses (including awards) can be funded and sustained (to avoid drawing down General Fund to support awards); new expenditures submitted to ENFC for review, then ENFC proposes expenditures to EXEC for review, consideration, next steps, and a vote.
 - Article XIV: Funds, Section 2 added –requires recipients of awards be members of the Society

- Article XV: Awards for Professionals, Section 1 added –requires recipients of awards be members of the Society
- Article XVIII: Prints and Digital Archives of the Society Journals – added language to account for new media and needs

Processes removed:

- Bylaws:
 - Article I: Dues, Section 1 – removed language about late fees because we don't currently collect them
 - Article X: LRPP, Section 2 – removed language “and fund” Society activities. This language should have been removed when LRPP and ENFC were separated. Legacy of old Long Range Planning and Finance Committee
 - Article XIV: Funds, Sections 3 c., f. and Article XV: Awards for Professionals, Sections 2 a., b., c. – removed: “Those nominated from the floor must provide a signed, written statement of their willingness to stand for election and serve if elected” because this process is no longer practiced

American Society of Ichthyologists and Herpetologists

Constitution and Bylaws

Revised 19 July 2021; Approved 21 July 2021

CONSTITUTION

Article I: Name

The name of this Society shall be the American Society of Ichthyologists and Herpetologists (hereafter, the Society). The Society is incorporated in the District of Columbia (22 November 1949).

Article II: Mission

Section 1. The mission 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 mission 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, Post-Doc/Temporary, Regular, Associate, Sustaining, and Retired. In addition, a seventh category, Life Members, pay 25 times the regular annual dues rate for either print and ejournal or ejournal only in one lump sum or four (4) 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.

Section 3. All officers, governors, and committee members must be current Society members during the term of their service.

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, within sixty (60) days after the Business and Awards Annual Meeting by active members of the Society. The slate of nominees shall be furnished by the Nominating Committee to the Board of Governors at the annual meeting. The Board of Governors shall approve the slate. Additional nominations may be presented from the

floor of the Board of Governors and the Business and Awards Annual 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 shall become President. If the position of President-Elect becomes vacant, the person who received the second highest number of votes in the election shall 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 office of Editor, Secretary, or Treasurer 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, Co-Chairs of the Long Range Planning and Policy Committee, Co-Chairs of the Endowment and Finance Committee, Chair of the Student Participation Committee, and the one of the Chairs of Diversity, Equity, Inclusion, and Belonging Committee. The Co-Chairs from Long Range Planning and Policy and Endowment and Finance Committee shall each have one-half vote on issues brought to the Executive Committee.

b. Each ASIH President shall serve a total of four (4) 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. Society Business

a. 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.

b. When timing is of the essence, and electronic voting is required, the Society may request that Society members vote within seven (7) days.

Article V: Board of Governors

Section 1. At the time of their annual meeting, the business of the Society shall be conducted by the Board of Governors. The Board shall include not more than eighty (80) elective members, each elected from among all Society members for a term of five (5) years. Elected 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. Presidents (including years as President-Elect, Past-President, and Prior Past-President) shall serve as a member of the Board for an additional five (5) years after being Prior Past-President. Elected Associate Editors shall be members of the Board of Governors during their editorship. All meetings of the Board of Governors shall be open to all members of the Society.

Section 2. Sixteen (16) vacancies, including four (4) specifically from the Post-Doc/Temporary and Student membership categories, in the elective membership of the Board of Governors shall be filled annually through online election. The election shall follow the Business and Awards Annual Meeting within sixty (60) days and shall include nominations provided by the Nominating Committee and/or from the floor of the Board of Governors or Business and Awards Annual Meetings. All nominations shall be accompanied by a brief statement of qualifications and a written statement of willingness to serve from the nominee. Eight (8), as appropriate, of the elected Governors shall be Herpetologists and eight (8), as appropriate, shall be Ichthyologists. Each member shall vote for a maximum of eight (8) 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, that person shall 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 Business and Awards Annual 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, in conjunction with hired conference planners if applicable, 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 (3) months before the date set for the meeting.

Article VII: Quorum

Section 1. 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.

Section 2. If the Board of Governors votes electronically between annual meetings, thirty (30) votes shall constitute a quorum of the Board.

Section 3. One hundred (100) members shall constitute a quorum of the Society for online voting.

Article VIII: Changes to the Constitution and Bylaws

Section 1. Standard Process

a. 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.

b. Proposed amendments must be circulated to all members at least three (3) months prior to the scheduled Business and Awards Annual Meeting of the Society.

c. 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 Business and Awards Annual Meeting.

Section 2. Urgent Process

a. Amendments to this Constitution and Bylaws that are urgent or when timing is of the essence may be proposed by majority vote (with electronic voting) of the Executive Committee.

b. Proposed amendments for electronic voting must be circulated to all members at least seven (7) days prior to a vote.

c. Proposed amendments to this Constitution and Bylaws may be adopted electronically if approved by a two-thirds of the members of the Board of Governors voting and two-thirds of the members voting.

Section 3. 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 4. 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.

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

Section 3. The schedule of dues shall 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 Business and Awards Annual 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 Society funds for expenses incurred in attending the meeting of the Society that they preside 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 agendas for the Executive Committee, Board of Governors, and Business and Awards Annual 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 Society funds 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 shall 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 Society publications.

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

c. The Secretary shall 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 Society funds for expenses incurred in attending meetings of the Society.

Section 6. The Treasurer shall inform the Executive Committee of the financial outcome of the annual meeting once the accounting has been finalized.

Article V: Editor

Section 1. The Editor shall serve as the Chief Executive Officer for the Society journals and publications 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 the Society journals and publications.

Section 2. In the processing of manuscripts submitted for publication in the Society journals, the Editor shall allocate manuscript workload among the Associate Editors and shall receive their recommendations on manuscripts that have cleared the review process.

Section 3. The Editor shall report through the Executive Committee to the Board of Governors and shall seek Executive Committee and Board of Governor approval for any substantive change in Society publishing product or practice, especially where new or unanticipated expenditures of Society funds are involved.

Section 4. In situations that may arise between annual meetings, the Editor (upon consultation with and approval by the Executive Committee) may appoint a substitute (or coparticipant) for a given editorial office.

Section 5. The Editor may employ such assistance as is necessary for the production of the Society journals and publications.

Section 6. The Editor shall have their annual dues to the Society reimbursed by the Society and their expenses incurred in attending the Annual Meeting reimbursed by the Society.

Article VI: Editorial Board

A representative Editorial Board covering the disciplines published in the Society journals, 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 Chair of the Meetings Management and Planning Committee, if possible, at least six (6) months before the time of the meeting.

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

Article VIII: Committees

Committees of the Society 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 (5) members; three (3) in the discipline of the President-Elect to be elected, and two (2) in the alternate discipline. The Committee shall be comprised of five (5) members and serve meeting to meeting:

a. One (1) of the two (2) 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 (1) person in the discipline of the President-Elect to be elected, chosen from at least two (2) persons nominated by the Board of Governors.

d. Two (2) persons in the alternate discipline chosen from at least four (4) 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 (2) 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 Business and Awards Annual Meeting of the Society. All nominees, including additional nominations from the floor at the Business and Awards Annual 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 two (2) Co-Chairs of the Long Range Planning and Policy Committee shall be appointed by the President in consultation with the Executive Committee and others. The Co-Chairs shall serve for a period of three (3) years and may be reappointed. Six (6) other members shall be similarly appointed for a period of three (3) years and the expiration dates of their terms of service shall be staggered 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 conduct and support Society activities.

Section 3. The Committee shall work with the Secretary to ensure that the Constitution and Bylaws are regularly updated to reflect changing Society needs and practices.

Section 4. The Committee shall be responsible for the development and updating of the Policy and Procedures Manual to reflect changing Society needs and practices and periodically make suggestions for improvements and best responses to available technologies and opportunities.

Section 5. The Committee shall maintain close liaison with the Endowment and Finance Committee. The Committee Co-Chairs shall serve as consulting (non-voting) members of the corresponding Committee and shall keep each Committee informed of mutually relevant activities.

Article XI: Endowment and Finance Committee

Section 1. The two (2) Co-Chairs of Endowment and Finance Committee shall be appointed by the President in consultation with the Executive Committee and others. The Committee shall consist of six (6) members, including the Co-Chairs. To provide continuity, members of the Committee shall have staggered, terms of five (5) years. 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 Committee shall be in charge of fundraising for the endowment.

Section 3. The Committee shall advise the Society on all matters pertaining to the General Endowment Fund and the Life Membership Fund.

Section 4. The process for recurring financial expenditures shall be:

a. Propose new expenditures to the Endowment and Finance Committee for consideration to ensure the funding mechanism and sustainability.

b. The Endowment and Finance Committee shall propose new expenditures to the Executive Committee for review, consideration, and next steps.

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 all 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 Co-Chairs shall serve as consulting (non-voting) members of the corresponding Committee and shall keep each Committee informed of mutually relevant activities.

Article XII: Student Participation Committee

Section 1. The Chair and officers of this Committee shall be nominated and voted into office by the students who attend the Student Participation Committee meeting at the annual meeting. Primary positions include the Committee Chair, who serves on the Executive Committee, and Chair-Elect. The Committee shall also provide a representative to the Long Range Planning and Policy Committee.

Section 2. The Committee Chair-Elect assumes the role of Chair at the end of the annual meeting. Service is for one (1) year, except the representative Long Range Planning and Policy Committee, who serve terms of two (2) years.

Section 3. The charge of the Committee is to seek and promote student participation in the activities of the Society and at the annual meeting.

Article XIII: Diversity, Equity, Inclusion, and Belonging Committee

Section 1. The two (2) Co-Chairs of the Diversity, Equity, Inclusion, and Belonging Committee shall be appointed by the current members of the Committee and approved by the current President of the Society. The Co-Chairs shall serve for a period of three (3) years and may be reappointed. No more than eight (8) other members shall be present on the Committee at all times, and will be appointed after the entire Committee reviews their application. Tenure of appointment shall be on a calendar-year basis.

Section 2. One Co-Chair shall serve on the Executive Committee.

Section 3. The charge of the Committee is to identify, assess, and address historical and current issues of exclusion and/or oppression in our fields for Black, Indigenous, and other people of color (BIPOC) in the Society as well as those from additional marginalized and/or underrepresented backgrounds (e.g., LGBT+ community, members with disabilities, etc). The Committee shall advise the Executive Committee, the Board of Governors, and membership on ways to conduct and support Society activities to address these challenges.

Article XIV: Funds

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

Section 2. Recipients of awards supported by Society funds shall be members of the Society.

Section 3. 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 the 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 shall be known as the Tracy Storer Awards. The basis for award decisions shall be determined by the 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 the Robert H. Gibbs, Jr., Memorial for Excellence in Systematic Ichthyology Award Committee. This Committee shall consist of three (3) Ichthyologists, each serving a term of three (3) years. The senior member of the Committee shall serve as its Chair. After three (3) 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. Each year, one (1) member is replaced by an individual elected by the Board of Governors from nominees submitted by the Nominating Committee or nominated from the floor.

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 the Edward C. and Charlotte E. Raney Award Committee. A new member of this Committee shall be appointed by the President annually for a term of three (3) years of service. The senior member of the Committee shall serve 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 the Helen T. and Frederick M. Gaige Award Committee. A new member of the Committee shall be appointed by the President annually for a term of three (3) years of service. The senior member of the Committee shall serve as its Chair.

f. 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 Award for Excellence in Herpetology Committee. The Henry S. Fitch Award Committee shall consist of three (3) Herpetologists each serving a term of three (3) years. The senior member of the Committee shall serve as its Chair. After three (3) 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.

g. 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 than 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.

h. The General Endowment Fund shall be an unrestricted fund to receive money from a variety of sources. Major and minor unrestricted donations to the Society shall 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.

Section 4. 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 vote 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 5. The Society 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 shall be provided to donors.

Article XV: Awards for Professionals

Section 1. Recipients of professional awards shall be members of the Society.

Section 2. Professional awards recognizing career excellence or service to the Society in the fields of Ichthyology or Herpetology currently include:

a. Robert K. Johnson Award for Excellence in Service

The basis for the annual Robert K. Johnson Award for Excellence in Service shall be determined by the Robert K. Johnson Award Committee. This Committee shall consist of three (3) members each serving a term of three (3) 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 (2) Ichthyologists and one (1) Herpetologist. In odd years, the Committee is made up of two (2) Herpetologists and one (1) Ichthyologist. The senior member of the Committee shall serve as its Chair. After three (3) 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.

b. Joseph S. Nelson Lifetime Award for Excellence in Ichthyology

The basis for the annual Joseph S. Nelson Lifetime Achievement Award for Excellence in Ichthyology shall be determined by the Joseph S. Nelson Award Committee. This Committee shall consist of three (3) Ichthyologists each serving a term of three (3) years. Each year, the senior member of the Committee shall serve as its Chair. After three (3) 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.

c. *Spiritus* Award for Lifetime Achievement Award in Support of Collections

The basis for the annual *Spiritus* Award shall be determined by the *Spiritus* Award Committee. This Committee shall consist of three (3) members each serving a term of three (3) years. The award shall be given to an Ichthyologist in even years and to a Herpetologist in odd years. In even years, the Committee is made up of two (2) Ichthyologists and one (1) Herpetologist. In odd years, the Committee is made up of two (2) Herpetologists and one (1) Ichthyologist. Each year, the senior member of the Committee shall serve as its Chair. After three (3) 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.

d. Margaret M. Stewart Achievement Award for Excellence in Ichthyology or Herpetology

The basis for the annual Stewart Award shall be determined by the Stewart Award Committee, although the recipient must be a member with 15 years or fewer in a permanent position (faculty or equivalent). This Committee shall consist of three (3) members each serving a term of three (3) years. The award shall be given to an Ichthyologist in odd years and to a Herpetologist in even years. In even years two (2) members of the Committee shall be Herpetologists, and in odd years two (2) members of the Committee shall be Ichthyologists. A new member of this Committee shall be appointed by the President annually for a term of three (3) years of service. The senior member of the Committee shall serve as its Chair.

Article XVI: Student Travel Awards with Variable Funding

Awards to support student participation in the annual meeting include:

Section 1. Clark Hubbs Student Travel Awards

The Clark Hubbs Student Travel Awards help defray travel expenses for participation in the annual meeting. These awards shall be funded by the Book Raffle, which is held at the annual meeting and managed by the Student Participation Committee. A student member may apply for an award in only one (1) category (Ichthyology or Herpetology) and recipients shall be selected by random draw. The number and amount of the awards shall be determined by the funds available and provided as a reimbursement following their service commitment at the annual meeting.

Section 2. Robert C. Cashner Student Awards

a. The Robert C. Cashner Student Awards provide support to students from historically and currently underrepresented groups in the sciences. The Diversity, Equity, Inclusion, and Belonging Committee accepts applications for these awards. Recipients shall be selected by random draw among those deemed eligible. The number and amount of the awards shall be determined by the funds available and provided as a reimbursement.

b. Awardees will receive tailored professional development training, mentorship, and networking opportunities, as well as one year of membership in the Society. They shall also receive an award to help defray expenses associated with participation in the annual meeting.

Article XVII: Honorary Foreign Members

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

Article XVIII: Print and Digital Archives of the Society Journals

The official printed and bound set of Society journals shall be maintained in the office of the Secretary. The digital archive of past, current, and future print-publication-quality digital and supplemental files for everything published in Society journals shall be maintained by the office of the Editor. The Editor's responsibility shall include updating of core and supplemental files annually as file formats change over time to ensure the integrity of the Society's scientific products. The Editor shall ensure the long-term sustainability and viability of the Society's journal materials by minimally following the "Backup Rule of Three" for all materials in their care, and the Society will reimburse the Editor or staff for all one-time and recurring costs associated with on and off-site backup of electronic journal materials.

Article XIX: Committees

The President shall fill all necessary appointments for standing committees and appoint ad-hoc committees and committee chairs as deemed necessary. Alternatively, committees may be established by the presiding officer at the annual meeting, unless the composition and function of the committee is 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 specified otherwise, committees shall serve for a calendar year and shall normally be appointed by the President during or following the previous annual meeting.

Article XX: 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/loss on an accrual basis for 1 Jan to 31 Dec 2020 with comparison to 2019.

| | <u>Jan - Dec 20</u> | <u>Jan - Dec 19</u> |
|----------------------------------|-------------------------|-------------------------|
| Income | | |
| _DivInc | 36,052.25 | 35,020.46 |
| _IntInc | 15.55 | 78.56 |
| _LT CapGnDst | 23,730.93 | 25,812.30 |
| _UnrlzdGain/change invst value | 102,718.18 | 167,819.20 |
| Donations | | |
| Unrestricted | | |
| Cashner | 4,387.00 | 1,440.00 |
| Fitch Award Fund | 175.00 | 255.00 |
| Gaige Award Fund | 220.00 | 720.00 |
| Gen Endow. Fund | 490.00 | 2,080.00 |
| Gen. Op. | 0.00 | 136.89 |
| Gibbs Award Fund | 25.00 | 2,480.00 |
| Raney Award Fund | 985.00 | 270.00 |
| Storer Award Fund | 105.00 | 10.00 |
| Stoye Award Fund | 255.00 | 50.00 |
| Student Travel Fund | | |
| Book Raffle | 0.00 | 5,510.84 |
| Other donations | 1,690.00 | 1,360.00 |
| Student Travel Fund - Other | 0.00 | 800.00 |
| Total Student Travel Fund | 1,690.00 | 7,670.84 |
| Unrestricted - Other | 129.92 | 0.00 |
| Total Unrestricted | 8,461.92 | 15,112.73 |
| Donations - Other | 119.04 | 0.00 |
| Total Donations | 8,580.96 | 15,112.73 |
| Other and Royalties | 518.46 | 394.43 |
| Program Services | | |
| Annual Meeting | | |
| JMIH Income | 2,741.44 | 11,732.73 |
| Payments from JMIH societies | 44,497.26 | 10,364.14 |
| Annual Meeting - Other | 0.00 | 100.00 |
| Total Annual Meeting | 47,238.70 | 22,196.87 |
| eCopeia Revenue | | |
| BioOne | 67,142.00 | 75,287.00 |
| JSTOR | 11,006.14 | 10,794.92 |
| Total eCopeia Revenue | 78,148.14 | 86,081.92 |
| Memb. & Subs. | | |
| Mailing List | 0.00 | 1,600.00 |

| | | | |
|---------------------|--|------------|------------|
| | Memberships | | |
| | Annual | | |
| | Annual Membership | 0.00 | 43,235.00 |
| | Annual - Other | 44,570.00 | 36,350.00 |
| | Total Annual | 44,570.00 | 79,585.00 |
| | Life | 7,500.00 | 2,500.00 |
| | Memberships - Other | 30,240.00 | 0.00 |
| | Total Memberships | 82,310.00 | 82,085.00 |
| | Subscriptions | 32,848.00 | 33,253.00 |
| | Total Memb. & Subs. | 115,158.00 | 116,938.00 |
| | Publications | | |
| | Author billing, pg chgs | 13,075.00 | 6,750.00 |
| | Postage | 0.00 | 1.15 |
| | Sales | | |
| | Copeia back iss. | 0.00 | 325.00 |
| | Special Pubs. | | |
| | Sp. Pub. #5 | 40.00 | 0.00 |
| | Sp. Pub. #6 | 0.00 | 117.00 |
| | Special Pubs. - Other | 0.00 | 240.75 |
| | Total Special Pubs. | 40.00 | 357.75 |
| | Total Sales | 40.00 | 682.75 |
| | Total Publications | 13,115.00 | 7,433.90 |
| | Total Program Services | 253,659.84 | 232,650.69 |
| | Real&UnrealGains&Losses | 0.00 | -7.31 |
| | Uncategorized Income | 88.00 | 0.00 |
| | Total Income | 425,364.17 | 476,881.06 |
| Gross Profit | | 425,364.17 | 476,881.06 |
| | Expense | | |
| | Insurance | | |
| | Directors and Officers insuranc | 739.00 | 809.00 |
| | General liability insurance | 600.00 | 600.00 |
| | Professional Liability Insuranc | 2,983.00 | 3,303.00 |
| | Total Insurance | 4,322.00 | 4,712.00 |
| | Misc | 0.00 | -24.00 |
| | Progrm Services | | |
| | Annual Meeting | | |
| | Abstract submission | 600.00 | 600.00 |
| | Additional payments | | |
| | 2019 | 0.00 | 5,000.00 |
| | 2020 | 25,000.00 | 0.00 |
| | Total Additional payments | 25,000.00 | 5,000.00 |
| | Deposits | | |

| | | |
|---|------------------|-----------------|
| 2020 | 19,772.55 | 0.00 |
| Total Deposits | 19,772.55 | 0.00 |
| JMIH expenses | | |
| childcare | 0.00 | 7,284.58 |
| JMIH expenses - Other | <u>27,593.00</u> | <u>2,470.79</u> |
| Total JMIH expenses | 27,593.00 | 9,755.37 |
| Other | 0.00 | 32.73 |
| Payments to JMIH societies | 0.00 | 1,474.40 |
| President | 0.00 | 2,644.64 |
| Program Officer | 4,000.00 | 10,000.00 |
| Symposium | 0.00 | 3,920.12 |
| Annual Meeting - Other | <u>0.00</u> | <u>9,576.35</u> |
| Total Annual Meeting | 76,965.55 | 43,003.61 |
| Awards | | |
| Ann. Meet. Presenter stipends | 0.00 | 500.00 |
| Best Paper Plaques | | |
| Shipping | 0.00 | 19.47 |
| Best Paper Plaques - Other | <u>237.39</u> | <u>140.60</u> |
| Total Best Paper Plaques | 237.39 | 160.07 |
| Fitch | | |
| Cash award | 1,000.00 | 1,000.00 |
| Plaque | <u>126.00</u> | <u>155.50</u> |
| Total Fitch | 1,126.00 | 1,155.50 |
| Gaige | 8,000.00 | 7,700.00 |
| Gibbs | | |
| Cash award | 3,000.00 | 3,000.00 |
| Plaque | <u>128.00</u> | <u>129.00</u> |
| Total Gibbs | 3,128.00 | 3,129.00 |
| Johnson plaque | 135.00 | 122.00 |
| Margaret M. Stewart | | |
| Plaque | 131.00 | 128.00 |
| Margaret M. Stewart - Other | <u>500.00</u> | <u>500.00</u> |
| Total Margaret M. Stewart | 631.00 | 628.00 |
| Meritorious Teaching Award | | |
| Herpetology--Joint | 0.00 | 190.90 |
| Ichthyology-Joint | <u>311.50</u> | <u>500.00</u> |
| Total Meritorious Teaching Award | 311.50 | 690.90 |
| Nelson | 168.14 | 135.00 |
| Raney | 8,000.00 | 8,000.00 |
| Spiritus Award Plaque | 121.00 | 132.00 |
| Storer | 0.00 | 600.00 |
| Stoye | 0.00 | 2,100.00 |
| Student Diversity and Inclusion | 0.00 | 10,000.00 |

| | | |
|--------------------------------------|--------------------------|--------------------------|
| Student Travel | 0.00 | 10,600.00 |
| Awards - Other | <u>129.92</u> | <u>9.35</u> |
| Total Awards | 21,987.95 | 45,661.82 |
| Donations | 0.00 | 2,755.42 |
| Publications | | |
| Copeia | | |
| AllenTrack | | |
| Annual fee | 1,600.35 | 1,584.81 |
| Manuscript fees | <u>2,493.11</u> | <u>4,551.00</u> |
| Total AllenTrack | 4,093.46 | 6,135.81 |
| Editorial Offices | | |
| Adobe software | 676.37 | 707.73 |
| AE meeting registrations | 0.00 | 3,790.00 |
| Dues | 500.00 | 285.00 |
| Ed annual meet travel & lodging | 0.00 | 3,014.71 |
| Editor | 3,030.00 | 0.00 |
| Production Editor Quarterly Pay | 23,096.00* | 30,124.25 |
| Production Ed. Reimbursement | <u>0.00</u> | <u>520.86</u> |
| Total Editorial Offices | 27,302.37 | 38,442.55 |
| Electronic version | | |
| CrossRef Deposit | 225.20 | 225.20 |
| Ebsco delivery | 216.48 | 216.48 |
| JSTOR | 0.00 | 300.00 |
| Per issue costs | 10,585.92 | 10,583.92 |
| Electronic version - Other | <u>6,844.72</u> | <u>5,407.26</u> |
| Total Electronic version | 17,872.32 | 16,732.86 |
| Mngemnt | 57.00 | 14.20 |
| Printed version | | |
| Postage | 4,162.64 | 993.95 |
| Printing, etc. | 101,701.59 | 86,500.27 |
| Storage, mail list | 0.00 | 266.13 |
| Printed version - Other | <u>705.21</u> | <u>0.00</u> |
| Total Printed version | 106,569.44 | 87,760.35 |
| Total Copeia | <u>155,894.59</u> | <u>149,085.77</u> |
| Total Publications | <u>155,894.59</u> | <u>149,085.77</u> |
| Total Progrm Services | 254,848.09 | 240,506.62 |
| Real & Unreal Inv. losses | 38.17 | 0.00 |
| Reconciliation Discrepancies | 0.00 | 0.00 |
| Supporting Services | | |
| Managemnt & Gen .Op. | | |
| A.P Inc. | | |
| Managemnt | 25,938.00 | 29,956.00 |
| Marketing | 945.23 | 516.38 |

| | | | |
|--|---------------------------------------|-------------------------|--------------------------|
| | Renewals | 0.00 | 2,112.55 |
| | Warehouse | 540.56 | 1,128.32 |
| | A.P Inc. - Other | <u>5,680.00</u> | <u>0.00</u> |
| | Total A.P Inc. | 33,103.79 | 33,713.25 |
| | Audit_990 | 11,373.98 | 10,500.00 |
| | Bank charges and fees | 2,318.61 | 3,130.09 |
| | Dues & Subscript | 4,711.11 | 3,975.00 |
| | Investment Fees | 12,721.82 | 11,983.00 |
| | Secretary's Office | 10,000.00 | 15,000.00 |
| | Treasurer's Office | 394.44 | 3,034.07 |
| | Web site | | |
| | Dennis Murphy | | |
| | content editing | <u>1,790.00</u> | <u>1,800.00</u> |
| | Total Dennis Murphy | 1,790.00 | 1,800.00 |
| | Registration | 94.17 | 20.00 |
| | Web hosting | <u>1,216.00</u> | <u>1,216.00</u> |
| | Total Web site | <u>3,100.17</u> | <u>3,036.00</u> |
| | Total Managemnt & Gen .Op. | <u>77,723.92</u> | <u>84,371.41</u> |
| | Total Supporting Services | 77,723.92 | 84,371.41 |
| | Unknown | <u>224.00</u> | <u>0.00</u> |
| | Total Expense | <u>337,156.18</u> | <u>329,566.03</u> |
| | Net Income | <u>88,207.99</u> | <u>147,315.03</u> |

*Production Editor Quarterly Pay appears smaller in 2020, but this is an adjustment made to correct a mistake from 2018 when a check was written but not accounted for in Quickbooks, resulting in a reconciliation discrepancy that had to be fixed in 2020. The total paid to the Production Editor in 2020 was \$30,986.

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

| Memberships | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|------|------|------|------|------|------|------|------|------|------|------|
| Second Member in Family - No Journal | 36 | 29 | 32 | 34 | 33 | 35 | 36 | 38 | 22 | 17 | 13 |
| Foreign Honorary Member Online Only | | | | | | | | 1 | 1 | 1 | 1 |
| Foreign Honorary Member Print & Online | 30 | 30 | 30 | 32 | 33 | 32 | 32 | 32 | 32 | 32 | 28 |
| Life Member Print & Online (1YR) | 2 | 1 | 1 | | 1 | | | 1 | | | |
| Life Member Print & Online (1YR1) | | | | 1 | | | | | | | |
| Life Member Print & Online (1YR4) | 1 | | | | | | | | | | 2 |
| Life Member Print & Online (Lifetime) | 185 | 185 | 178 | 71 | 70 | 73 | 72 | 72 | 74 | 74 | 73 |
| Life Member Print & Online (Old Program) | | | 1 | 104 | 100 | 98 | 97 | 96 | 93 | 88 | 66 |
| Life Member Online Only (1YR) | | | | | | | | 1 | 1 | 1 | 1 |
| Life Member Online Only (Lifetime) | 2 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 4 | 5 |
| Life Member Online Only (Old Program) | | | | 4 | 5 | 5 | 5 | 5 | 6 | 7 | 7 |
| Post Doc / Temp Job Print & Online | | | | | 3 | 2 | 15 | 12 | 7 | 9 | 6 |
| Post Doc / Temp Job Online | | | | 1 | 19 | 43 | 47 | 49 | 64 | 56 | 74 |
| Regular Member Print & Online | 798 | 700 | 623 | 589 | 508 | 486 | 429 | 380 | 363 | 339 | 273 |
| Regular Member Online Only | 472 | 433 | 411 | 457 | 390 | 406 | 399 | 379 | 435 | 467 | 404 |
| Regular Member Online Only-5 yr | | | | | | | | | | 5 | 16 |
| Retired Member Print and Online | | | | | | | | | | | 45 |
| Retired Membership online only | | | | | | | | | | | 59 |
| Staff Membership | | | 1 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 3 |
| Student Member Print & Online | 118 | 98 | 74 | 57 | 47 | 46 | 38 | 47 | 51 | 40 | 32 |
| Student Member Online Only | 326 | 318 | 272 | 326 | 324 | 325 | 463 | 384 | 354 | 346 | 330 |
| Sustaining Member Print & Online | 15 | 16 | 15 | 12 | 12 | 11 | 10 | 7 | 9 | 7 | 6 |
| Sustaining Member Online Only | 3 | 2 | 4 | 7 | 9 | 9 | 9 | 12 | 12 | 8 | 11 |

| Sum: | 1988 | 1814 | 1644 | 1698 | 1556 | 1573 | 1654 | 1519 | 1528 | 1502 | 1455 |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Subscriptions | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
| Complementary Subscriptions | 7 | 7 | 7 | 7 | 8 | 7 | | | | | |
| Institutional Subscription - online only | 73 | 91 | 97 | 110 | 113 | 120 | 130 | 125 | 111 | 108 | 102 |
| Institutional Subscriptions - print & online | 417 | 345 | 279 | 237 | 201 | 157 | 128 | 104 | 87 | 80 | 67 |
| Sum: | 497 | 443 | 383 | 354 | 322 | 284 | 258 | 229 | 198 | 188 | 169 |

| Income from online sources of Copeia | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| BioOne revenue share and article sales (\$) | 49,528 | 50,999 | 49,403 | 52,164 | 49,516 | 65,134 | 72,520 | 72,832 | 82,113 | 73,670 | 66,654 |
| Subscription equivalent based on \$175 average subscription | 283 | 291 | 282 | 298 | 283 | 372 | 414 | 416 | 469 | 421 | 381 |
| JSTOR revenue share and article sales (\$) | 9,485 | 10,103 | 10,320 | 10,353 | 10,600 | 10,975 | 11,020 | 11,020 | 10,681 | 10,795 | 10,883 |

Table 3. 2020 yearend balance sheet (accrual basis) with comparison to previous year.

| | <u>Dec 31, 20</u> | <u>Dec 31, 19</u> | <u>\$ Change</u> | <u>% Change</u> |
|--|----------------------------|----------------------------|--------------------------|---------------------|
| ASSETS | | | | |
| Current Assets | | | | |
| Checking/Savings | | | | |
| US Bank | 22,747.11 | 41,796.41 | -19,049.30 | -45.58% |
| WFA CAP checking | 25,982.24 | -6,918.53 | 32,900.77 | 475.55% |
| WFA Command Asset Prog Acct | <u>75,647.83</u> | <u>179,679.00</u> | <u>104,031.17</u> | <u>-57.9%</u> |
| Total Checking/Savings | 124,377.18 | 214,556.88 | -90,179.70 | -42.03% |
| Accounts Receivable | | | | |
| Accounts Receivable | <u>64,295.99</u> | <u>80,682.45</u> | <u>-16,386.46</u> | <u>-20.31%</u> |
| Total Accounts Receivable | 64,295.99 | 80,682.45 | -16,386.46 | -20.31% |
| Other Current Assets | | | | |
| A/R Adjustment Account | -742.88 | -742.88 | 0.00 | 0.0% |
| WFA Managed Investment Acct | <u>1,343,335.61</u> | <u>1,193,556.07</u> | <u>149,779.54</u> | <u>12.55%</u> |
| Total Other Current Assets | <u>1,342,592.73</u> | <u>1,192,813.19</u> | <u>149,779.54</u> | <u>12.56%</u> |
| Total Current Assets | 1,531,265.90 | 1,488,052.52 | 43,213.38 | 2.9% |
| Other Assets | | | | |
| Annual Meeting Deposits | 99,832.00 | 0.00 | 99,832.00 | 100.0% |
| Permanently restricted invest. | 132,000.00 | 132,000.00 | 0.00 | 0.0% |
| Prepaid Assoc Ed dues | 110.00 | 220.00 | -110.00 | -50.0% |
| Prepaid Expenses | <u>19,374.38</u> | <u>17,638.61</u> | <u>1,735.77</u> | <u>9.84%</u> |
| Total Other Assets | <u>251,316.38</u> | <u>149,858.61</u> | <u>101,457.77</u> | <u>67.7%</u> |
| TOTAL ASSETS | <u><u>1,782,582.28</u></u> | <u><u>1,637,911.13</u></u> | <u><u>144,671.15</u></u> | <u><u>8.83%</u></u> |
| LIABILITIES & EQUITY | | | | |
| Liabilities | | | | |
| Current Liabilities | | | | |
| Accounts Payable | | | | |
| *Accounts Payable | <u>50,787.69</u> | <u>15,074.39</u> | <u>35,713.30</u> | <u>236.91%</u> |
| Total Accounts Payable | 50,787.69 | 15,074.39 | 35,713.30 | 236.91% |
| Other Current Liabilities | | | | |
| Accounts Payable Adjustment | -1,932.04 | -1,932.04 | 0.00 | 0.0% |
| Deferred Income--Life Membership | 0.00 | 2,500.00 | -2,500.00 | -100.0% |
| Deferred Revenue--Annual Meeting | 55,170.00 | 0.00 | 55,170.00 | 100.0% |
| Deferred Revenue--Memberships | 29,945.00 | 44,570.00 | -14,625.00 | -32.81% |
| Deferred Revenue--Subscriptions | <u>1,390.00</u> | <u>19,750.00</u> | <u>-18,360.00</u> | <u>-92.96%</u> |
| Total Other Current Liabilities | <u>84,572.96</u> | <u>64,887.96</u> | <u>19,685.00</u> | <u>30.34%</u> |
| Total Current Liabilities | <u>135,360.65</u> | <u>79,962.35</u> | <u>55,398.30</u> | <u>69.28%</u> |
| Total Liabilities | 135,360.65 | 79,962.35 | 55,398.30 | 69.28% |
| Equity | | | | |

| | | | | |
|--|----------------------------|----------------------------|--------------------------|---------------------|
| *Retained Earnings | 148,644.55 | 1,193.52 | 147,451.03 | 12,354.3% |
| 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> |
| Total Permanently Restricted Assets | 132,000.00 | 132,000.00 | 0.00 | 0.0% |
| Temp Restricted Net Assets | | | | |
| Gibbs | <u>91,261.00</u> | <u>76,020.00</u> | <u>15,241.00</u> | <u>20.05%</u> |
| Total Temp Restricted Net Assets | 91,261.00 | 76,020.00 | 15,241.00 | 20.05% |
| Unrestricted Net Assets | | | | |
| Board Designated | | | | |
| Annual Meeting | 64,993.00 | 85,780.00 | -20,787.00 | -24.23% |
| Cashner | 7,015.00 | 940.00 | 6,075.00 | 646.28% |
| Fitch | 30,888.00 | 28,834.00 | 2,054.00 | 7.12% |
| Gaige | 59,149.00 | 60,611.00 | -1,462.00 | -2.41% |
| General Endowment | 296,775.00 | 268,321.00 | 28,454.00 | 10.6% |
| Graduate Student Travel Fund | 5,458.00 | 3,412.00 | 2,046.00 | 59.97% |
| Life Membership | 124,736.00 | 107,612.00 | 17,124.00 | 15.91% |
| Liner | -239.00 | 58.00 | -297.00 | -512.07% |
| Meritorious Teaching | -1,003.00 | -691.00 | -312.00 | -45.15% |
| Raney | 52,150.00 | 50,560.00 | 1,590.00 | 3.15% |
| Storer | 56,291.00 | 50,882.00 | 5,409.00 | 10.63% |
| Stoye | <u>127,938.00</u> | <u>115,632.00</u> | <u>12,306.00</u> | <u>10.64%</u> |
| Total Board Designated | 824,151.00 | 771,951.00 | 52,200.00 | 6.76% |
| General Operating | <u>362,957.09</u> | <u>429,469.23</u> | <u>-66,512.14</u> | <u>-15.49%</u> |
| Total Unrestricted Net Assets | 1,187,108.09 | 1,201,420.23 | -14,312.14 | -1.19% |
| Net Income | <u>88,207.99</u> | <u>147,315.03</u> | <u>-59,107.04</u> | <u>-40.12%</u> |
| Total Equity | <u>1,647,221.63</u> | <u>1,557,948.78</u> | <u>89,272.85</u> | <u>5.73%</u> |
| TOTAL LIABILITIES & EQUITY | <u><u>1,782,582.28</u></u> | <u><u>1,637,911.13</u></u> | <u><u>144,671.15</u></u> | <u><u>8.83%</u></u> |

Table 4. ASIH accounts and their allocation to ASIH Funds as of 31 December 2020.

| ASIH Funds | Cash & Cash Equivalents | | Investment | |
|-------------------|-------------------------|----------------------|----------------------|---------------------|
| | US Bank | Wells Fargo Advisors | Wells Fargo Advisors | Total |
| General Operating | \$ 22,747 | \$ 101,630 | \$ 362,957 | \$ 487,334 |
| Annual Meeting | — | — | \$ 64,993 | \$ 64,993 |
| Cashner | — | — | \$ 7,015 | \$ 7,015 |
| Fitch | — | — | \$ 30,888 | \$ 30,888 |
| Gaige | — | — | \$ 59,149 | \$ 59,149 |
| General Endowment | — | — | \$ 296,775 | \$ 296,775 |
| Gibbs | — | — | \$ 191,261 | \$ 191,261 |
| Life Membership | — | — | \$ 124,736 | \$ 124,736 |
| Raney | — | — | \$ 84,150 | \$ 84,150 |
| Storer | — | — | \$ 56,291 | \$ 56,291 |
| Stoye | — | — | \$ 127,938 | \$ 127,938 |
| Student Travel | — | — | \$ 5,458 | \$ 5,458 |
| TOTAL | \$ 22,747 | \$ 101,630 | \$ 1,411,611 | \$ 1,535,988 |

Table 5. Portfolio detail of Wells Fargo Advisors Managed Account (Fund Source Moderate Growth) on 31 Dec 2020.

| Asset Class Fund | Ticker Symbol | Initial Purchase Date | Shares | Cost | Unrealized Gains/(Loss) | Market Value 31 Dec 2020 |
|----------------------------------|------------------|-----------------------------|-----------|-----------------------|----------------------------|-----------------------------|
| US Large Cap Equities | | | | | | |
| <i>US Large Cap Growth</i> | | | | | | |
| T ROWE PRICE BLE CHP GRW | TRBCX | 3/27/15 | 876.128 | \$65,204.35 | \$79,812.35 | \$145,017 |
| <i>US Large Cap Blend</i> | | | | | | |
| AMER FDS WASH MUTUAL F2 | WMFFX | 3/27/15 | 3,578.42 | \$151,540.61 | \$27,738.33 | \$179,279 |
| <i>US Large Cap Value</i> | | | | | | |
| MFS VALUE I | MEIIX | 6/16/20 | 1,676.96 | \$66,849.32 | \$8,798.43 | \$75,648 |
| US Mid Cap Equities | | | | | | |
| <i>US Mid Cap Growth</i> | | | | | | |
| HARTFORD MIDCAP I | HFMIX | 9/14/16 | 1,891.17 | \$53,042.94 | \$14,131.38 | \$67,174 |
| <i>US Mid Cap Value</i> | | | | | | |
| PRINCIPAL SMID DIV INSTS | PMDIX | 9/14/16 | 4,602.38 | \$63,580.77 | \$1,542.83 | \$65,124 |
| WELLS FARGO SPL M/C VL I | WFMIX | 9/14/16 | 1,477.62 | \$50,068.23 | \$13,868.21 | \$63,936 |
| US Small Cap Equities | | | | | | |
| <i>US Small Cap Growth</i> | | | | | | |
| WELLS FARGO SM CO GRW IN | WSCGX | 9/14/16 | 839.61 | \$38,609.77 | \$13,404.06 | \$52,014 |
| CHAMPLAIN SM CO INSTL CL | CIPNX | 3/27/15 | 2,149.26 | \$38,006.18 | \$11,964.06 | \$49,970 |
| Devlpd Mkt Ex-US Equities | | | | | | |
| AMER FDS EUROPACIFIC F2 | AEPFX | 9/4/12 | 943.245 | \$43,238.88 | \$21,986.51 | \$65,225 |
| Emerging Mkt Equities | | | | | | |
| WELLS FARGO E/MKT INSTL | EMGNX | 9/12/13 | 2,842.49 | \$66,032.26 | \$30,072.22 | \$96,104 |
| US Taxbl Invt Grd Fxd Inc | | | | | | |
| <i>US Interm Taxbl Fxd Inc</i> | | | | | | |
| METROPOLITAN WEST T/R I | MWTIX | 10/13/11 | 14,709.50 | \$157,557.60 | \$6,894.57 | \$164,452 |
| BAIRD AGGREGATE FD CL I | BAGIX | 3/19/19 | 13,967.45 | \$150,828.28 | \$13,568.59 | \$164,397 |
| PIMCO TOTAL RETURN I | PTTRX | 3/19/19 | 15,472.91 | \$157,593.05 | \$6,419.83 | \$164,013 |
| Emerging Mkt Fxd Inc | | | | | | |
| MFS EMRG MKTS DEBT I | MEDIX | 9/5/12 | 2,745.01 | \$41,326.49 | \$864.34 | \$42,191 |
| High Yield Fxd Inc | | | | | | |
| <i>High Yld Taxbl Fxd Inc</i> | | | | | | |
| MAINSTAY MACKAY H/Y BD I | MHYIX | 9/14/16 | 12,557.73 | \$70,838.29 | \$272.35 | \$70,574 |
| Cash Alternatives | | | | | | |
| GOLDMAN SACHS SQ TREAS I | FTIXX | 6/17/20 | 10,218.09 | \$10,218.09 | \$0.00 | \$10,218 |
| Totals | | | | \$1,224,535.11 | \$251,338.06 | \$1,475,337 |

49. APPENDIX C. Candidate Information for 2021 Elections

SLATE OF NOMINEES FOR APPROVAL OF BOFG AT 2021 MEETING

Scheduled for Wednesday, 21 July 2021 from 17:30–19:30 “Phoenix time”

“Phoenix time” (MST) = Pacific Daylight Time (PDT)

Or 17:30 in Phoenix = 17:30 in Los Angeles = 20:30 in Philadelphia

Note: Additional nominations may be presented from the floor of the Board of Governors 2021 Meeting and from the Annual Business Meeting

NOMINATIONS TO SERVE ON THE GIBBS AWARD COMMITTEE

Bloom, Devin. Associate Professor, Department of Biological Sciences and Institute of the Environment and Sustainability, Western Michigan University, Kalamazoo, MI, 49008. Email: devin.bloom@wmich.edu. **Research Interests:** Evolution, ecology, systematics, biogeography, and migration of marine and freshwater fishes. **Service to ASIH:** Gibbs Award Committee, 2020; BOG Resolutions Committee, 2020, 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.

Espíndola, Vinícius. Post-Doctoral Fellow, Smithsonian National Museum of Natural History, Washington, DC 20560. Email: EspindolaV@si.edu. **Research Interests:** Comparative anatomy of new characters of the Teleostei with an emphasis on eels. **Service to ASIH:** Member since 2010.

Hilton, Eric J. Professor of Marine Science, Department of Fisheries Science/Curator of Nunnally Ichthyology Collection, Virginia Institute of Marine Science, P.O. Box 1346, Gloucester Point, VA 23062. Email: ehilton@vims.edu. **Research Interests:** Anatomy, systematics, and taxonomy of fishes; ecology of fishes; history of ichthyology. The primary focus of my research is the osteology and evolution of fossil and living ray-finned fishes. Other ongoing projects include the ecology, stock monitoring, and management of alosine fishes in Virginia, and the morphology and biology of larval fishes. **Service to ASIH:** Member in good standing since 1996; Editorial Board, member *Copeia* (2001-2008); Robert H. Gibbs, Jr. Memorial Award Committee (2011-2013); Robert K. Johnson Award Committee (2018-2020); Board of Governors (2009-2013, 2015-2019); Chair, Symposium Review Committee (2019-present); co-chair, Judges Committee (2019); Committee for the 100th Anniversary of the ASIH (2013-2016); Long Range Planning and Policy Committee (2017-present); History of the Society (2017-present); Judge, Stoye Award (2008, 2009, 2013); Judge, Storer Award (2005, 2007, 2010); Chair of organizing committees for two ASIH symposia: *ASIH at 100: Setting the Stage for the Next 100 Years* (2016); *Expanding Role of Natural History Collections* (2019).

NOMINATIONS TO SERVE ON THE JOHNSON AWARD COMMITTEE

Geheber, Aaron. Associate Professor, School of Natural Sciences, University of Central Missouri, Warrensburg, MO 64093. Email: geheber@ucmo.edu. **Research Interests:** Community ecology, evolutionary ecology, and biogeography of fishes with an emphasis on temperate freshwater species of North America. **Service to ASIH:** Conservation Stoye award judge and committee chair, 2017; Graduate student workshop committee, 2010 and 2014; Graduate student book raffle committee, 2013; Manuscript referee for *Copeia*, (multiple times).

Ludt, William. Assistant Curator of Ichthyology, Natural History Museum of Los Angeles County, 900 Exposition Blvd, Los Angeles, CA 90007. Email: wludt@nhm.org. **Research Interests:** Biogeography, phylogenetics and phylogeography of marine and freshwater fishes. **Service to ASIH:** Education and Human Resources Committee since 2021; Ichthyological and Herpetological Collections Committee since 2019; Stoye award judge, 2019; student representative on the Web Content and Management Committee, 2017–2018; student representative on the Long Range Planning and Policy committee, 2017–2018; Chair of the Committee on Graduate Student Participation 2016; Student Book Raffle sub-committee member, 2014.

Sidlauskas, Brian. Associate Professor and Curator of Fishes, Department of Fisheries, Wildlife and Conservation Sciences, Oregon State University, Corvallis, OR, 97331. Email: brian.sidlauskas@oregonstate.edu. **Research interests:** Systematics, diversification, evolutionary morphology and conservation of freshwater fishes. **Service to ASIH:** Board of Governors 2008-2013 and 2019-present; Nelson Award Committee, 2017 – 2020 (chair in 2019 – 2020); Ad-Hoc Committee on Childcare (chair), 2016– 2018; Ad-Hoc Committee on Membership (chair), 2014-2016; Gibbs Award Committee, 2012-2015 (chair in 2014-2015); Organizer and Instructor for Workshop on Phylogenetic Comparative Methods in R, 2016 and 2019; Panelist on Academic Careers, 2020. Best Paper in Ichthyology Awards Committee, 2013–2014; Editorial Board, 2008-2015, Frequent Moderator, Judge and Speed Mentor at JMIH, 2007-present.

NOMINATIONS TO SERVE ON THE FITCH AWARD COMMITTEE

Bell, Rayna C. Assistant Curator of Herpetology, California Academy of Sciences, San Francisco, CA 94118. **Research Interests:** evolution, ecology, and conservation of amphibians and reptiles. **Service to ASIH:** Member (2015 – Present); Ichthyology & Herpetology Editorial Board (2018 – Present); Board of Governors (2018 – 2022); Co-Chair, Committee for Diversity, Equity, Inclusion and Belonging (2019 – Present); Stewart Award Committee (2020 – 2022); Judge, Stoye Student Awards (2019).

Davenport, Jon M. Assistant Professor, Department of Biology, Appalachian State University, Boone, NC 28608. **Research Interests:** community ecology of amphibians and reptiles. **Service to ASIH:** Member (2015 - Present); Stoye Award Judge (1998; 2014); Storer Award Judge (2016)

Watling, James. Associate Professor, John Carroll University, University Heights OH 44118, USA. **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, 2020); ASIH Annual Meeting Elections Facilitator (2003-2006); ASIH Business Office Manager (2002).

NOMINATIONS TO SERVE ON THE *SPIRITUS* AWARD COMMITTEE

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. **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); Nominating Committee (2020 – 2021)

Bentley, Andy. Ichthyology Collection Manager, University of Kansas, Biodiversity Institute, Dyche Hall, 1345 Jayhawk Boulevard, Lawrence, KS, 66045-7561, USA. **Email:** abentley@ku.edu. **Research Interests:** collections management (wet collections, cryogenic collections, best practices and standards, shipping of dangerous goods, etc.). **Service to ASIH:** Collections Committee.

Frable, Ben W. Collection Manager, Marine Vertebrate Collection, Scripps Institution of Oceanography, University of California San Diego, La Jolla, CA 92093. Email: 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*.

McMahan, Caleb. Head of Zoology Collections & Collections Manager of Fishes, Field Museum of Natural History, 1400 S. Lake Shore Drive, Chicago, IL 60605. Email: cmcmahan@fieldmuseum.org. **Research Interests:** Evolution, Biogeography, Ecology of Neotropical fishes. **Service to ASIH:** Member since 2007; current member Board of Governors, Web Content Committee, Collections Committee; judge for Storer Awards; past member of Nominating Committee, Grad student committee chair, student rep Long Range Planning and Policy committee, participant in student speed networking event and grad student workshop.

Singer, Randy. Assistant Research Scientist/Collection Manager of Fishes, University of Michigan Museum of Zoology, 3600 Varsity Dr., Ann Arbor, MI 48108. **Email:** randalas@umich.edu. **Research Interests:** Fish Systematics, Ecology, and Biogeography – Natural history collections best practices and emerging technologies. **Service to ASIH:** Collection committee since 2010; representative to SPNHC since 2015; reviewer for Copeia since 2019; poster judge/coordinator for Storer Award for 2019 JMIH.

NOMINATIONS TO SERVE ON THE NELSON AWARD COMMITTEE

Ortí, Guillermo. Louis Weintraub Professor of Biology, Department of Biological Sciences, Columbian College of Arts and Sciences, The George Washington University, Science and Engineering Hall, 800 22nd St. NW, Suite 6000, Washington, D.C. 20052. **Email:** gorti@gwu.edu. **Research Interests:** molecular systematics, phylogeography, genomics, and methods in phylogenomics; lead of FishLife project to establish the tree of life of all fishes based on exon-capture approaches; evolutionary patterns and classification of fishes. **Service to ASIH:** [pending].

SLATE OF CANDIDATES FOR THE GENERAL ELECTION

To be held online within 60 days after the Annual Business Meeting

NOMINATIONS TO SERVE AS PRESIDENT – ELECT

VOTE FOR ONE (platform statements below).

Chakrabarty, Prosanta. Professor/Curator, Museum of Natural Science, Department of Biological Sciences, Louisiana State University, 119 Foster Hall, LA 70803.

Research Interests: 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 (2010-2026), 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).

Jacqueline F. Webb, PhD. Professor and George and Barbara Young Chair in Biology, Director of the URI Marine Biology Program, Department of Biological Sciences, University of Rhode Island, Kingston, RI 02881. Email: Jacqueline_webb@uri.edu.

Research Interests: Development and Evolution of Fish Sensory Systems, especially the Mechanosensory Lateral Line System; Functional Morphology; Evolutionary Developmental Biology of Fishes

Service to ASIH: Joseph S. Nelson Award Committee (2015-2018; Chair, 2018); Co-Chair, Student Awards Committee (2017); Web Content and Management Committee (2014-2018); Chair, ad hoc Committee on *Copeia* (2014-2016); Board of Governors (1994-1999, 2006-2010, 2011-2015, 2019-2023); Chair, Local Host Committee, 2010 JMIH/ASIH Annual Meeting (Providence, RI); Stoye Award Committees - Ecology and Ethology, Chair (2001), Genetics, Development & Morphology, Chair (1992, 1997), Judge (1989, 2005); Raney Award Committee - Judge (1991), Chair (1992); *Copeia* Editorial Policy Committee (2006-2010, 2015-2019); Associate Editor *Copeia*, Genetics, Development & Morphology (2005-2010); *Copeia* Review Implementation Committee (2005); *Copeia* Editorial Board (1999-2001). Scholarly Distinction Bestowed by Society - Best Paper in Ichthyology in *Copeia* for 2017 (Webb and Ramsay, 2017).

Platform Statements for President-Elect Nominees

Prosanta Chakrabarty. Presidential Platform

I fell in love with the American Society of Ichthyologists and Herpetologists soon after joining in 1999 as an undergraduate. My first ASIH conference (in La Paz, Mexico) introduced me to many of the people I now consider to be some of my most important mentors, colleagues and friends. I've only missed one meeting since that time (Tampa 2005). I come back every year because I have fun, meet new people with similar interests, and see old colleagues and friends – and of course, to share new science from my lab and to learn what's new in ichthyology and herpetology. Despite my comfort in the scientific and collegial aspects of ASIH, I didn't think my voice mattered with respect to the governance of the Society until 2010 when I was nominated and elected to the Board of Governors; only then did I start to think I could make a difference (I've been on BOG continually the last 11 years). I was perhaps the first person to speak up about the need for a survey to document our dismal lack of diversity, and worked over the course of several years to get the annual ASIH Diversity Survey approved (starting in 2015) and ran and reported that survey on behalf of the Society for several years. I believe that survey was the first wave of a sea-change that led to the many positive transformations we've seen in ASIH, JMIH and our journal over the last few years. I became Secretary of ASIH in 2016 and learned through good times (and bad times) about as much as anyone about our Society and its many rules, procedures, policies, customs and courtesies. I did not always love being Secretary but I always loved the Society, and I wanted to see it do better and grow into the safe, positive, nurturing, fun, scientifically relevant, and diverse organization that I still hope it can be. Having served as Secretary these past five years I think I am uniquely qualified to move the ASIH forward in positive ways not only as President-Elect in 2022, but as President in 2023, Past-President in 2024, and Prior Past President in 2025. Whoever you elect for this position will be a member of the ASIH Executive Committee for the next four years, something many people may overlook when voting. I've overseen quite a bit of change for the Society when I was Secretary (please see my past SECR and EXEC reports in these BOG books) and I would like to produce more change by first and foremost adding to the membership by actively recruiting and welcoming the next generation of ichthyologists and herpetologists. We should push the message that, "*ASIH is the group you want to belong to if you want a job working with fishes, reptiles or amphibians*". I plan to work very closely with EXEC, DEIB and all the members of ASIH to see how best to expand our membership, while ensuring a safe environment for all those that attend JMIH. I plan to learn from other scientific societies, and not just the other JMIH organizations but also SICB, ASM, AOS, AFS, SACNAS, SICB, ASN, SSB and SSE. I want to know where they've had success in recruiting, and I want to apply for funding from an NSF LEAPS grant to help facilitate collaborations across scientific societies to better learn how we can make tangible cultural change that removes barriers for people from historically marginalized groups trying to advance in science. I know ASIH can do better and will do better, and I'd like to be there helping, prodding and pushing the ASIH towards a brighter future.

Jacqueline F. Webb, PhD - Professor and George and Barbara Young Chair in Biology, University of Rhode Island - Candidate for ASIH President-Elect

I joined ASIH 35+ years ago as a graduate student and have been a regular attendee at the annual meetings. Simply put, I have grown up in the Society. I am tremendously grateful for the support and intellectual community that the Society and its members have provided me over the years. I believe that my experience and professional perspectives will allow me to provide ASIH with the sort of leadership that is needed at this critical time in our history.

I have actively participated in governance of the Society since 1999, when I was elected to my first term on the Board of Governors as a young faculty member. I have provided leadership in my roles as Chair of the Nelson, Stoye, and Raney Award committees, the *ad hoc* Committee on *Copeia* (in addition to service on the Editorial Board and Editorial service, and as reviewer and author of papers over many years) and as the Local Host Committee for the JMIH (Providence, 2009). Thus, I have a great deal of experience with the three major functions of ASIH - society governance (and recognition of excellence among its members), publication of our journal, and planning and execution of our annual meetings.

I believe that I have broad professional perspectives that can benefit ASIH. I have served or currently serve on the volunteer Boards of two cultural and two scientific organizations (Society for Integrative and Comparative Biology [SICB], SEA Education Association [SEA]). My committee work has also included overall organizational management, finances/fund raising/development, and strategic and long-range planning. My attendance at annual SICB meetings has resulted in productive interactions with Burk & Associates Inc., the managers of the SICB meetings. I hold them in high regard - we are very fortunate to have them working with us to ensure the high quality of the JMIH going forward. In addition to my work on the 2009 JMIH, I have co-organized an international conference and a major symposium at SICB and was editor for a book and special issue of a journal that emerged from these two events. Just this past year, I was on the organizing committee for the 43rd and 44th Larval Fish Conferences (2020, 2021), which were both virtual. This experience taught me how virtual conferences can extend the reach of the science to a diverse worldwide audience with a low carbon footprint. However, as we all know, the benefits of in-person conferences cannot be replicated via Zoom.

I have worked in different types of institutions that reflect the diversity of institutions and fields in which ASIH members work. I was trained at Cornell and Boston University and spent several years as a post-doc at UCSD/Scripps, Cornell's Vet School, and Friday Harbor Labs. Since 2009 I have been an Associate in Ichthyology at the MCZ at Harvard, which is where I did the bulk of my PhD research. I have been a faculty member for 28 years having spent the first part of my career in a private primarily undergraduate institution (Villanova) after which I was recruited to a four-year state university as full professor (U. Rhode Island). I have served or currently serve as a member of several University advisory committees (appointed by the VP Research or Provost) that provide advice to the administration with respect to different aspects of the research mission of the University. My research integrates development, behavior, ecology and most recently biomimetics, includes collaborations with a wide range of biologists, and most recently engineers.

I have a deep appreciation for the perspective of the younger members of our society having joined at an early stage in my own career. I have always had a small lab, with 1-3 graduate students and one post-doc at a time, in addition to undergraduates. I provide attentive mentoring during and after a trainee's tenure in my lab. For the past 15 years, I have also run the University of Rhode

Island Marine Biology Program, which involves ~200 undergraduates. I have prioritized excellence in advising and effective communication and networking amongst our students to allow them to take advantage of all opportunities open to them. I am proud to say that the program continues to thrive as it celebrates its 25th anniversary.

So, what are my thoughts for ASIH looking forward?

- 1 - ASIH must prioritize diversity, equity and inclusion, and professionalism in all that it does and in all that it represents (in-person and through e-mail and social media). The ASIH *Constitution and By-Laws* and the *Policy and Procedures Manual* provide evolving roadmaps. An ASIH *Code of Ethics* (with formal rules for enforcement and resolution) needs to be developed to guide the Society going forward to complement the *ASIH* and *JMIH Meeting Codes of Conduct*.
- 2 - ASIH must continuously seek to engage its members and increase membership, especially among students, post-docs and other young professionals, so that we may foster the professional development of the next generation of ichthyologists and herpetologists.
- 3 - The JMIH should be a venue in which cutting edge research in ichthyology and herpetology is presented. The JMIH (via communication and collaboration among all participating societies) has an obligation to provide an appropriate and welcoming environment so that the best work of its members can be disseminated to the widest possible audience.
- 4 - *Ichthyology and Herpetology*, as successor to *Copeia*, now over 100 years old, should continue to adhere to the highest standards of scientific publication and publish the highest quality work done in the fields of ichthyology and herpetology, broadly defined.
- 5 - As a society, ASIH must put its best foot forward at all times. We have lots of work to do, but we also have much to be proud of.

NOMINATIONS TO SERVE ON NOMINATING COMMITTEE – ICHTHYOLOGY

Ichthyologists, VOTE FOR ONE.

Frable, Ben W. Collection Manager, Marine Vertebrate Collection, Scripps Institution of Oceanography, University of California San Diego, La Jolla, CA 92093-0244. **Email:** bfrable-at-ucsd.edu. **Research Interests:** Taxonomy, phylogenetics, evolution, and biogeography of various fishes, especially Indo-Pacific reef fishes, mesopelagic fishes, and neotropical characiforms. Collection curation and management. **Service to ASIH:** Collection Committee (2012–); Ad Hoc Symposium Committee (2019–); Storer Poster Award Judge (2019); Stoye Ichthyology Award Judge (2021); Resolutions Committee (2021); occasional reviewer for Copeia.

Turner, Thomas F. Professor/Curator, Division of Fishes, Museum of Southwestern Biology, Department of Biology, University of New Mexico, Albuquerque, NM 87131. **Email:** turnert-at-unm.edu. **Research Interests:** Ecology, evolution, and conservation of fishes. Use of museum specimens and archives for studying effects of land use changes, river regulation, and climate change on biodiversity. Larval fish ecology and evolution. Intersection of science and policy in conservation and management of biotic resources. **Service to ASIH:** Board of Governors, 2002-2007, 2013-2018; JMIH 2013 Local Host Committee Chair; Co-organizer ASIH “Fish out of Water” symposium for JMIH 2013; Stoye Award judge (2006, 2009, 2011, 2014, 2015, 2019); reviewer for Copeia (1997-2016); Editorial Board, Copeia (1997-1998).

NOMINATIONS TO SERVE ON NOMINATING COMMITTEE – HERPETOLOGY

Herpetologists, VOTE FOR TWO.

Britton, Michael R. Instructor of Biology, Georgia Southern University, Savannah, GA 31401. **Email:** michaelryan.britton-at-gmail.com. **Research interests:** Ecophysiology of amphibians and reptiles, metabolic ecology, conservation in tropical environments, organismal vulnerability to climate change impacts. **Service to ASIH:** Member (2012 - present).

Murray, Chris M. Assistant Professor, Department of Biological Sciences, Southeastern Louisiana University, Hammond, LA 70402. **Email:** cmurray-at-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, 2011-2019); 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 Gage Award (2020-2021).

Page, Robert B. Associate Professor of Biology, Department of Life Sciences, Texas A&M University—San Antonio, San Antonio, TX 78224. **Email:** robert.page-at-tamusa.edu. **Research Interests:** Applied statistical bioinformatics; Conservation and population genetics; Ecological developmental biology. **Service to ASIH:** Member (2015-present); Stoye Award Judge (2019); Storer Award Judge (2017); Moderator for Herp Genetics Session (2017).

NOMINATIONS TO SERVE ON BOARD OF GOVERNORS (BOFG)

To foster diversity, equity, inclusion and belonging (DEIB), the ASIH Board of Governors was expanded from 50 to 80 members with 16 (vs. 10) new members to be elected annually. Those 16 new members include four from each of four categories: student and post-doc (early career) ichthyologists (1) and herpetologists (2) and post-early-career ichthyologists (3) and herpetologists (4). The top four vote-getters in each category will join the BOFG as the Class of 2026.

Using the ballot below, please vote for five student/post-doc (early career) and five post-early-career candidates. You are encouraged to vote within your discipline (ichthyology or herpetology), but are not required to do so.

BOFG NOMINEES: STUDENT & POST-DOC/TEMPORARY (Early Career)

Ichthyologists and Herpetologists, VOTE FOR FIVE TOTAL.

ICHTHYOLOGISTS (Early Career)

Bronson, Allison. Adjunct Faculty, Departments of Biological Sciences and Fisheries Biology, Humboldt State University, Arcata, CA 95521. **Email:** Allison.Bronson-at-humboldt.edu. **Research Interests:** Morphology, evolution, and systematics of living and fossil fishes, especially chondrichthyans. **Service to ASIH:** Co-coordinator Stoye & Storer Award judging, member of ASIH since 2014.

Chubak, Benjamin. Graduate Student, Department of Biology, California State University, Northridge, Northridge, CA 91330. **Email:** benjamin.chubak.699-at-my.csun.edu. **Research Interests:** Marine ecology, specifically exploring how marine heatwaves affect the diet, growth, and reproduction of temperate reef fish, as well as the kelp forests they inhabit. **Service to ASIH:** Member since 2017.

Pinion, Amanda. PhD Candidate, Department of Ecology and Conservation Biology, Texas A&M University, College Station, TX 77840. **Email:** akpinion-at-tamu.edu. **Research Interests:** Systematics and biology of North American freshwater fishes. **Service to ASIH:** JMIH Check-in volunteer; 2018, Rochester, NY.

Roa-Varón, Adela. Postdoctoral Researcher, Natural Museum of Natural History, Smithsonian Institution, Washington, DC 20560. **Email:** Roa-VaronA-at-si.edu. **Research Interests:** Systematics, evolution, and fisheries conservation of ray-finned fishes with an emphasis on Gadiformes (Cods, Hakes, Rattails, Codlings & allies). **Service to ASIH:** Member of the Diversity, Equity, Inclusion, and Belonging Committee (DEIB) since 2019.

Russell, Khalil. First-year Ph.D. student, Population Biology Graduate Group, University of California-Davis, Davis, CA 95616. **Email:** ktrussell-at-ucdavis.edu. **Research Interests:** Evolution, plasticity, morphology, and species introductions with an emphasis on cichlids. **Service to ASIH:** Member, 2020 – Present; Cashner Award Recipient, 2020; Presenter-JMIH, 2021.

HERPETOLOGISTS (Early Career)

Bernstein, Justin M. PhD Candidate, Rutgers University-Newark, Boyden Hall, 195 University Avenue, Newark, NJ 07102. **Email:** jmbernst223-at-gmail.com. **Research Interests:** Drivers of lineage diversification and genomic diversity in snakes; phylogenomics and phylogeography of squamates; population genomics. **Service to ASIH:** Member (2020–Present); Peer reviewer of Ichthyology & Herpetology (2021).

Keeffe, Rachel M. PhD Student, University of Florida, Gainesville, FL 32611. **Email:** rmkeeffe-at-gmail.com. **Research Interests:** Functional morphology and biomechanics of amphibians; evolution of morphological diversity in vertebrates. **Service to ASIH:** Member (2016, 2018, 2020, 2021).

Holdings, Matthew L. Postdoctoral Fellow, Life Science Institute, University of Michigan, Ann Arbor, MI, 48109. **Email:** venomatt-at-umich.edu. **Research Interests:** Evolution of snake venom and mammalian venom resistance, predator-prey coevolution, genomics and phylogenomics of snakes, protein-protein interactions. **Service to ASIH:** Member (2009 – 2018; Present); Stoye Award Judge (2018; 2019); Organized workshop and panel discussion on communication with landowners and stakeholders during fieldwork (2015).

Litmer, Allison R. Doctoral Academy Fellow, University of Arkansas, Fayetteville, AR 72701. **Email:** arlitmer-at-uark.edu. **Research Interests:** Influence of prey abundance and temperature on lizard physiological ecology; comparative physiology of Sceloporus lizards; predictive modeling of the influence of climate change on lizards. **Service to ASIH:** Member (2017 – present); Book Raffle Committee (Member, 2019), Workshop Committee (Chair, 2020 – present), Early Career Award Committee (Member, 2019 – present), Speed Networking Event for Graduate Students (participant, 2017; 2018; 2019), Graduate Student Workshop at JMIH (participant, 2017; 2018; 2019), Graduate Student Business Meeting (participant, 2017; 2018; 2019), Virtual Workshop Panel Discussion “Academic and Non-Academic Career Paths in Ichthyology and Herpetology” (organizer and meeting bouncer, 2020), Fredrick H. Stoye Award Student Presentation (presenter, 2018).

Myers, Edward A. Postdoctoral Researcher, Department of Biological Sciences, Clemson University, Clemson, SC 29634, USA. **Email:** eamyers-at-clemson.edu. **Research Interests:** Population genomics, comparative genomics, and systematics of snakes. **Service to ASIH:** Member (2010 – Present); Stoye Award Judge (2019); Copeia manuscript referee

Plylar, Helen B. Doctoral candidate, Department of Biology and Ecology Center, Savitzky Lab, Utah State University, Logan, UT 84322. **Email:** plylar-at-aggiemail.usu.edu. **Research Interests:** Comparative anatomy; squamate sensory system morphology and development; neuroanatomy; snake behavior, evolution, and ecology. **Service to ASIH:** Member (2014 – Present); Chair Elect of the ASIH Committee on Student Participation (2020-present); ASIH Early Career Award Committee (2020-present); Student Representative on Membership Committee (2021); Secretary of the ASIH Committee on Student Participation (2016, 2017, 2019); ASIH

Book Raffle Committee Co-Chair (2019); ASIH Graduate Student Workshop Committee (2015, 2016); ASIH Graduate Student Workshop Committee Chair (2015).

Swartwout, Meredith C. Educator, Little Rock Zoo, Little Rock, AR 72205. **Email:** mswart175-at-gmail.com. **Research Interests:** Reptile-invertebrate interactions; invasive species; reptile nesting ecology; tropical herpetology and conservation. **Service to ASIH:** Member (2014 - present).

Weeks, Denita. Assistant Professor of Biology, Colorado Mesa University, 1100 North Avenue, Grand Junction, CO 81501-3122. **Email:** dweeks-at-coloradomesa.edu. **Research Interests:** thermal physiology of small cold-climate geckos, territorial behavior and population surveys in amphibian populations, and disease mitigation strategies for an amphibian fungal disease. **Service to ASIH:** I have served as a reviewer for the Ichthyology & Herpetology journal. Over the last decade I had benefited from the awards and support of ASIH as a student. I look forward to having the opportunity to serve ASIH as a contributing member of the Board of Governors now that I am in a faculty position.

BOFG NOMINEES: POST-EARLY CAREER

Ichthyologists and Herpetologists, VOTE FOR FIVE TOTAL.

ICHTHYOLOGISTS (Post-Early Career)

Betancur, Ricardo. Assistant Professor, Department of Biology, University of Oklahoma, Norman, OK, 73019. **Email:** ricardo.betancur-at-ou.edu. **Research Interests:** Ichthyology, Evolution, Phylogenetics, Genomics, Taxonomy. **Service to ASIH:** moderator JMIH, Utah, 2019.

Collette, Bruce. Emeritus Curator (NOAA), Smithsonian Institution, National Museum of Natural History, Division of Fishes, 10th and Constitution Ave, NW, Washington, DC 20560-0159. **Email:** COLLETTB-at-si.edu. **Research Interests:** Systematics, evolution, zoogeography, anatomy, and biology of marine fishes, especially Scombroidei (mackerels and tunas), Xiphoidei (billfishes), Beloniformes (needlefishes and halfbeaks), and Batrachoididae (toadfishes). **Service to ASIH:** Ichthyological editor of Copeia, Secretary, President, continuous member of the Board of Governors from 1962 until the rules were changed, published 46 papers in Copeia, made 47 presentations at ASIH meetings, member of numerous committees.

Farina, Stacy. Assistant Professor, Department of Biology, Howard University, Washington, DC 20059. **Email:** stacy.farina-at-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. **Email:** bfrable-at-ucsd.edu. **Research Interests:** Taxonomy, phylogenetics, evolution, and biogeography of various fishes, especially Indo-Pacific reef fishes, mesopelagic fishes, and neotropical characiforms.

Collection curation and management. **Service to ASIH:** Collection Committee (2012–); Ad Hoc Symposium Committee (2019–); Storer Poster Award Judge (2019); Stoye Ichthyology Award Judge (2021); Resolutions Committee (2021); occasional reviewer for Copeia.

Franklin, Michael. Senior Lecturer, Department of Biology, California State University, Northridge, CA 91330. **Email:** michael.franklin-at-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. **Service to ASIH:** Co-chair of the Diversity (now DEIB, 2016-2019); Chair of the Nominating Committee (2021), Raney Award judge (2021), member of DEIB 2019-present; Graduate student volunteer 1990-1993.

Kubicek, Kole. Adjunct Professor, Department of Biological Sciences, St. Edward's University, Austin, TX 78704. **Email:** kolekubicek-at-gmail.com. **Research Interests:** Development, comparative anatomy and evolution of fishes. **Service to ASIH:** Volunteered with the Graduate Travel Award Book Raffle, 2016.

Ludt, William. Assistant Curator of Ichthyology, Natural History Museum of Los Angeles County, 900 Exposition Blvd, Los Angeles, CA 90007. **Email:** wludt-at-nhm.org. **Research Interests:** Biogeography, phylogenetics and phylogeography of marine and freshwater fishes. **Service to ASIH:** Education and Human Resources Committee since 2021; Ichthyological and Herpetological Collections Committee since 2019; Stoye award judge, 2019, 2021; student representative on Web Content and Management Committee, 2017–2018; student representative on the Long Range Planning and Policy committee, 2017–2018; Chair of the Committee on Graduate Student Participation 2016; Student Book Raffle sub-committee member, 2014.

Martinez, Christopher. Assistant Professor (starting July 2021), Department of Ecology and Evolutionary Biology, University of California, Irvine, CA, 92697. **Email:** cmartinez1207-at-gmail.com. **Research Interests:** Form, function, and motion diversity in fishes. **Service to ASIH:** ASIH DEIB Committee, 2017-present; Margaret M. Stewart Award Committee, 2019-2021 (Chair in 2021).

Nonaka, Ai. Research Assistant, Division of Fishes, National Museum of Natural History, Smithsonian Institution, DC 20560 **Email:** nonakaa-at-si.edu. **Research Interests:** Sorting and identifying marine larval fishes from the Pacific, the Indo-Pacific and the Atlantic including DNA barcoding for species identification where possible, clearing and staining larval and adult specimens for osteology, databasing, translation of Japanese scientific papers, educational outreach activities.

Paig-Tran, Erin (Misty). Associate Professor California State University Fullerton, Department of Biological Sciences, Fullerton, CA, 92831. **Email:** empaig-tran-at-fullerton.edu. **Research Interests:** Functional Morphology and biomechanics of marine fishes. Biomaterials and bio-inspiration in marine and freshwater fishes (filtration, bone, and armor). **Service to ASIH:** Raney Award (2018-2021; Chair 2021). **Service to JMIH:** Equity and Diversity Committee (2017-2019).

Service to AES: Equity and Diversity Committee 2014-2020; Board of Governors 2013-2017. Student Affairs Committee 2010-2012.

Porter, Marianne E. Associate Professor, Biological Sciences, Florida Atlantic University, Boca Raton, FL 33431. **Email:** me.porter-at-fau.edu. **Research Interests:** My research is in comparative biomechanics and functional morphology and my teaching expertise include human anatomy/physiology and animal locomotion. My research focuses on understanding the mechanics of biological materials; in particular, I am interested in the material properties of mineralized cartilaginous of the vertebral column and shark skin, the mechanics of those systems, and their impacts swimming speed and style of sharks. Over the past seven years, my research has expanded to include studying the venomous spines invasive lionfish and the bones of fully aquatic mammals like manatees and cetaceans. **Service to ASIH:** Over the years I have attended the JMIH meetings and have largely served though service related to AES. These activities including judging student grants, meeting presentations, and advocating for childcare at JMIH. As my research is expanding to varying taxonomic groups, I am excited to have an opportunity to serve ASIH.

Tan, Milton. Research Scientist Biodiversity Genomics, Illinois Natural History Survey, University of Illinois Urbana-Champaign, Champaign, IL 61820. **Email:** miltont-at-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, 2021; Copeia Best Paper in Ichthyology Awards Committee, 2019; ASIH Stoye Award student presentation judge 2019.

Tang, Kevin. Associate Professor of Biology, College of Arts and Sciences, The University of Michigan-Flint, Department of Biology, 303 East Kearsley St., Flint, Michigan 48502. **Email:** kltang-at-umich.edu. **Research Interests:** Systematics of fishes, with an emphasis on the phylogenetics and taxonomy of marine fishes (e.g., cusk-eels, damselfishes, rabbitfishes). **Service to ASIH:** Copeia/Ichthyology & Herpetology Editorial Board (2018–present), Copeia/Ichthyology & Herpetology Reviewer (2002–present), JMIH Stoye Award Judge (2005, 2017).

HERPETOLOGISTS (Post-Early Career)

Barrow, Lisa N. Assistant Professor and Curator of Amphibians and Reptiles, Museum of Southwestern Biology and Department of Biology, University of New Mexico, Albuquerque NM 87131. **Email:** lnbarrow-at-unm.edu. **Research Interests:** Specimen-based research in evolution, genomics, phylogeography, population genetics, disease ecology, and biodiversity conservation; emphasis on amphibians, reptiles, and their blood parasites. **Service to ASIH:** Member (2021 - present); Professional Development Virtual Event "Academic Career Paths of Professional Ichthyologists and Herpetologists" (Panelist - 2020).

Carfagno, Gerardo L.F. Associate (as of August '21) Professor of Biology, Manhattan College, Bronx, NY 10471. **Email:** gerardo.carfagno-at-manhattan.edu. **Research Interests:** Behavioral and physiological ecology of reptile and amphibian species. 1) using radio-telemetry to understand thermal ecology and habitat selection of snakes and turtles; 2) using American Museum of Natural

History specimens to understand geographic variation in body size and dimorphism of snakes; 3) using field sampling to understand how human altered landscapes impact salamander microhabitat use; 4) using lab ecotoxicology trials to understand how emerging pollutants may impact larval frog development and behavior. **Service to ASIH:** Member (2019-present); Stoye Award Judge (2019); Ichthyology & Herpetology (Copeia) Editorial Board (2019-present); JMIH Presenter (2008, 2010-2011, 2017-2019); ad-hoc reviewer for Copeia.

Fujita, Matthew K. Associate Professor and Curator of Herpetology, Amphibian and Reptile Diversity Research Center, The University of Texas at Arlington, Arlington, TX 76010. **Email:** mkfujita-at-uta.edu. **Research Interests:** Evolutionary and functional genomics, parthenogenesis, and systematics of reptiles and amphibians; promoting diversity and inclusion in STEM. **Service to ASIH:** Member (2003-present), manuscript reviewer, Stoye Award Judge (2019).

Goode, Matt. Research Scientist, Wildlife Conservation and Management, School of Natural Resources & Environment, University of Arizona, Tucson, AZ. **Email:** mgoode-at-ag.arizona.edu. **Research Interests:** ecology, behavior, natural history and conservation of primarily squamate reptiles. **Service to ASIH:** reviewer for Copeia, presented at meetings since 1990's, judge for Storer and Stoye competitions, session chair at JMIH meetings, symposium organizer at JMIH.

Halstead, Brian J. Research Wildlife Biologist, U.S. Geological Survey, Western Ecological Research Center, Dixon Field Station, Dixon, CA 95620. **Email:** bhalstead-at-usgs.gov. **Research Interests:** Population ecology of reptiles and amphibians; effects of management practices (grazing, prescribed fire, water management decisions) on behavior and demography of herpetofauna; applications of Bayesian statistics to resource conservation problems. **Service to ASIH:** Member (2002 – Present); Moderator at Joint Meeting of Ichthyologists and Herpetologists (2009–2011, 2014–2019); Storer Award Judge (2018 & 2019).

Herrick, Susan Z. Associate Professor in Residence, Department of Ecology and Evolutionary Biology, University of Connecticut. **Email:** susan.herrick-at-uconn.edu. **Research Interests:** herpetology, behavior, interspecific interactions, acoustic communication. **Service to ASIH:** editorial board 2018 - present for Copeia.

Kupferberg, Sarah. Ph.D. Consulting Ecologist and Independent Scholar. 818 Mendocino Ave, Berkeley, CA 94707. **Email:** skupferberg-at-gmail.com. **Research Interests:** Effects of hydrologic stressors (e.g. dams and diversions, climate change) on riverine biota; long-term population monitoring. Amphibian Section co-editor (since 2018) for the on-line journal Herpetological Conservation and Biology; Assoc. Editor (since 2012); Diversity and Inclusion Committee (2021). **Service to ASIH:** Member since 2008; Ichthyology and Herpetology (formerly Copeia) book reviewer 2016 and peer reviewer 2019; JMIH Stoye and Storer Student Award Judge 2019.

Lind, Craig M. Assistant Professor, Biology, Stockton University, Galloway, NJ 08205. **Email:** craig.lind-at-stockton.edu. **Research Interests:** The physiological ecology of disease in reptiles; The reptile endocrine and immune response and its interaction with reproduction. **Service to**

ASIH: Member (2009-Present). Judge, Stoye Award (2017-19); Session Moderator, (2016-2018); Judge, Storer Award (2016).

McGuire, Jimmy A. Curator of Herpetology, Museum of Vertebrate Zoology, Professor, Department of Integrative Biology, 3101 Valley Life Sciences Building, University of California, Berkeley, Berkeley, CA 94720-3160. **Email:** mguirej-at-berkeley.edu. **Research Interests:** My lab uses phylogenetic and population genetic tools along with field-based physiological performance studies to investigate the diversification and biogeography of reptiles and amphibians, particularly those of SE Asia. **Service to ASIH:** Reviewer for the journal, ASIH Board of Governors (2001-2006), ASIH Editorial Board (2005-2009), judge for Stoye student award competition (1999), Chair of Stoye student award competition for general herpetology (2000). Member of the society since 1988.

Watters, Jessa L. Collection Manager for Herpetology, Sam Noble Museum, University of Oklahoma, Norman, OK 73072. **Email:** jwatters-at-ou.edu. **Research Interests:** herpetology conservation, amphibian infectious diseases, student involvement in hands-on research activities, citizen science. **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 Gage Fund (2005).

Whitfield, Steven M. Conservation and Research Specialist. Zoo Miami. Miami, FL 33177. Research Associate, Florida International University, Miami, FL 33199. **Email:** steven.m.whitfield-at-gmail.com. **Research Interests:** Conservation ecology of tropical and subtropical amphibians and reptiles, including amphibian decline, climate change biology, disease ecology, urban ecology, reintroduction and translocation biology. **Service to ASIH:** Member (2002 - present); Graduate Student Participation Committee (2008-2009); Stoye and Storer Awards Judge (2015; 2017; 2018; 2019); Resolutions Committee (2016); Board of Governors (2016 - 2020); Speed Networking Event for Graduate Students (participant 2018, 2019).

ELECTION/RE-ELECTION OF INCUMBENT OFFICERS AND EDITORS 2021

The following officers and editors agree to serve the ASIH and must be elected for 2021.

Please cast your vote for new and incumbent officers.

| | | |
|-------|----------------------|---|
| _____ | Mark Sabaj | –Secretary |
| _____ | Katherine Maslenikov | –Treasurer |
| _____ | W. Leo Smith | –Editor |
| _____ | Mia Adreani | –Associate Editor |
| _____ | Catherine R. Bevier | –Associate Editor |
| _____ | Donald G. Buth | –Associate Editor |
| _____ | Matthew T. Craig | –Associate Editor |
| _____ | Jon Davenport | –Associate Editor [new] |
| _____ | Matthew P. Davis | –Associate Editor |
| _____ | Julián Faivovich | –Associate Editor |
| _____ | Terry Grande | –Associate Editor |
| _____ | Jacob Kerby | –Associate Editor |
| _____ | Jennifer Y. Lamb | –Associate Editor [new] |
| _____ | Jacqueline Litzgus | –Associate Editor |
| _____ | Roberto A. Reis | –Associate Editor |
| _____ | Dustin Siegel | –Associate Editor |
| _____ | Joel M. Snodgrass | –Associate Editor |
| _____ | Bryan Stuart | –Associate Editor |
| _____ | Malorie Hayes | –Book Review Editor – Ichthyology [new] |
| _____ | Robert Espinoza | –Book Review Editor – Herpetology |
| _____ | Jay W. Orr | –Index Editor |
| _____ | Matthew Girard | –Illustration Editor |

50. APPENDIX D. 2021 ASIH BOFG, Officers, Editorial Staff & Committees

ASIH BOARD OF GOVERNORS 2021

| 5-Year Past Presidents | Executive Committee | Elected Governors (Editors) |
|-------------------------------|----------------------------|------------------------------------|
| Larry G. Allen | Dean Adams | Mia Adreani |
| Carole C. Baldwin | Mariangeles Arce H. | Catherine R. Bevier |
| Brian Crother | Chris Beachy | Donald G. Buth |
| Maureen Donnelly | Kathleen Cole | Matthew T. Craig |
| H. Bradley Shaffer | Robert Espinoza | Jon Davenport [pending election] |
| | Adania Flemming | Matthew P. Davis |
| | Katherine Maslenikov | Robert Espinoza |
| | Frank McCormick | Julián Faivovich |
| | Mark Sabaj | Matthew Girard |
| | Wm. Leo Smith | Terry Grande |
| | Deanna Stouder | Malorie Hayes [pending election] |
| | Adam Summers | Jacob Kerby |
| | Emily Taylor | Jennifer Lamb [pending election] |
| | | Michael J. Lannoo |
| | | Jacqueline Litzgus |
| | | James Orr |
| | | Roberto E. Reis |
| | | Dustin Siegel |
| | | Joel M. Snodgrass |
| | | Bryan Stuart |

| Class of 2021 | Class of 2022 | Class of 2023 | Class of 2024 | Class of 2025 |
|----------------------|----------------------|------------------------|----------------------------|-----------------------|
| Alessandro Catenazzi | Rayna Bell | Kevin Conway | Kate Bemis | Hank Bart |
| Julia E.P. Earl | Timothy Berra | Cristina Cox Fernandes | Cathy Bodinof Jachowski | Frank T. Burbrink |
| Rebecca Johansen | Mollie Cashner | Casey Dillman | Marlis R. Douglas | Prosanta Chakrabarty |
| G. David Johnson | Carol Johnston | Lee Fitzgerald | Sarah Gibson | Raul Diaz |
| Caleb McMahan | Thomas Munroe | Diana Hews | Sarah K. Huber | Kory Evans |
| Jesus Rivas | Katie O'Donnell | Fran Irish | Melissa Pilgrim | Adania Flemming |
| Norma Salcedo | Daniel Rabosky | Cahterine Malone | Breanna J. Putman | Emily Moriarty Lemmon |
| Anna Savage | Carol L. Spencer | Brian Sidlauskas | Luiz A. Rocha | M. Rockwell Parker |
| Emily N. Taylor | Sam S. Sweet | Dustin Siegel | Sara Ruane | Melanie L.J. Stiassny |
| H.J. Walker | Luke Tornabene | Jackie Webb | Gregory J. Watkins-Colwell | Molly C. Womack |

Officers — 2021

President — Frank H. McCormick
President-Elect — Emily N. Taylor
Past President — Chris Beachy
Prior Past President — Kathleen Cole
Secretary — Mark H. Sabaj
Treasurer — Katherine P. Maslenikov
Editor — Wm. Leo Smith

Ichthyology & Herpetology Staff — 2021

Editor — W. Leo Smith
Production Editor — Kathleen R. Smith
Illustration Editor — Matthew G. Girard
Associate Editor — Mia Adreani
Associate Editor — Catherine R. Bevier
Associate Editor — Donald G. Buth
Associate Editor — Matthew T. Craig
Associate Editor — Matthew P. Davis
Associate Editor — Julián Faivovich
Associate Editor — Terry Grande
Associate Editor — Jacob Kerby
Associate Editor — Michael J. Lannoo
Associate Editor — Jacqueline Litzgus
Associate Editor — Roberto Reis
Associate Editor — Dustin Siegel
Associate Editor — Joel W. Snodgrass
Associate Editor — Bryan L. Stuart
Taxonomic Index Editor — Jay W. Orr
Book Review Editor Herpetology — Robert Espinoza
Book Review Editor Ichthyology — Malorie M. Hayes

Ichthyology & Herpetology Editorial Board — 2021

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 — 2021

COMMITTEE ON STUDENT PARTICIPATION

Officers

Adania Flemming (Chair) — aflemming@ufl.edu
Helen Plylar (Chair-elect) — plylar@aggiemail.usu.edu
Whitney Walkowski (Secretary)
Katheryn Boole (Web Coordinator) — kboole@ufl.edu
Adania Flemming (Travel Award Coordinator) — aflemming@ufl.edu
Jaime Smith (JMIH Liaison) — twig818@gmail.com
Cody Godwin (International Liaison) — codygdgdwin@gmail.com

Book Raffle Committee

Lindy Muse and Florence Wen (Co-Chairs)
Members: Kearstin Findley, Brooke Perrera

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Allie Litmer, Helen Plylar, Florence Wen

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Member: Erin Schwarzbach

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Allison Litmer (Chair)
Members: Lindy Muse, Florence Wen

CONSERVATION COMMITTEE

Matthew Craig (Co-chair) — matthewcraig4@gmail.com; Brian Todd (Co-Chair) — btodd@ucdavis.edu

Members: Jonathan Baskin, Todd Campbell, Barry Chernoff, Anna George, David Green, Pat Gregory, Gene Helfman, Frank McCormick

EDUCATION AND HUMAN RESOURCES COMMITTEE

Michael Pauers (Chair) — mjpauers@gmail.com; Sara Ruane (Co-Chair) — sararuane@gmail.com

Members: Fernando Alda, Carol Johnston, Steve Kimble, Bill Ludt

ENDOWMENT AND FINANCE COMMITTEE

Adam Summers (Co-Chair) — fishguy@uw.edu, Dean Adams (Co-Chair) — dcadams@iastate.edu

Members: Melissa Pilgrim, Catherine Malone, Fran Irish

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Dean Adams (Co-Chair ENFC), Mariangeles Arce H. (Chair DEIB), Chris Beachy (Past President), Kassi Cole (Prior Past-President), Robert Espinoza (Co-Chair LRPP), Adania Flemming (Chair CoSP), Katherine Maslenikov (Treasurer), Frank McCormick (President), Mark Sabaj (Secretary), Wm. Leo Smith (Editor), Deanna Stouder (Co-Chair LRPP), Adam Summers (Co-Chair ENFC), Emily Taylor (President Elect)

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Emily Taylor (Chair) — etaylor@calpoly.edu

Members: Sara Ruane (2020-2022), Dustin Siegel

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Nancy Karraker (Chair) — nkarraker@uri.edu

Members: Chris Murray (2020-2022), Maggie Hantak

HERPETOLOGICAL ANIMAL CARE COMMITTEE

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

ICHTHYOLOGICAL ANIMAL CARE COMMITTEE

Phil Harris (Chair) — pharris@ua.edu

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

ICHTHYOLOGICAL AND HERPETOLOGICAL COLLECTIONS COMMITTEE

Gregory Watkins-Colwell Chair) — gregory.watkins-colwell@yale.edu; Sarah Huber (Co-Chair) — skhuber@vims.edu; Kate Bemis (Student Representative) — kebemis@vims.edu; Jennifer Gardner (Student Representative) — jgardn92@uw.edu

Members: Mariangeles Arce H., Calder Atta, David L. Auth, Andy Bentley, Katie Boole, Sara Cartwright, Dave Catania, Cristina Cox Fernandes, Emily DeArmon, Casey Dillman, Rick Feeney, Adania Flemming, Ben Frible, Sam Ghods, Marta Gomez-Buckley, Karsten Hartel., Eric Hilton, Jonathan Huie, Cynthia Klepadlo, Esther Langan, Bill Lindt, Meredith Mahoney, Justin Mann, Katherine Maslenikov, Emily McFarland, Caleb McMahan, Susan Mochel, Kirsten E. Nicholson, Leroy Nunez, Diane Pitassy, Worth Pugh, Zach Randall, Jose Rosado, Mark Sabaj, Norma Salcedo, Lauren Scheinberg, Coleman Sheehy, Randy Singer, Kevin Swagel, Ken Thompson, H.J. Walker, Jr., Jessa Watters, David Werneke, Andrew Williston

JOINT ASIH-AFS COMMITTEE ON NAMES OF FISHES

Lawrence M. Page (Chair) — lpagel@ufl.edu

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

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Michael Douglas (Chair) — med1@uark.edu

Members: Kyle Piller (2020-2022), Melissa Pilgrim (2021-2023)

LONG RANGE PLANNING AND POLICY COMMITTEE

Robert Espinoza (Chair) — robert.e.espinoza@csun.edu; Deanna Stouder (Co-Chair)

— deanna@execvisionvalue.com

Members: Larry Allen, Eric Hilton, Margaret Neighbors, Hannah Owens, Rocky Parker

MEETING MANAGEMENT AND PLANNING COMMITTEE

Henry Mushinsky (Chair) — mushinsk@usf.edu

Members: Kyle Piller (2020-2022), Mollie Cashner (2021-2023)

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John Lundberg (Chair) — jgl43@drexel.edu

Members: Adam Summers (2020-2022), Karen Martin (2021-2023)

NOMINATING COMMITTEE

Michael Franklin (Chair) — drmfranklin@gmail.com

Members: Chris Beachy (ex-Officio Herpetology), Kate Bemis (Ichthyology), Michelle Thompson (Herpetology)

PUBLICATION POLICY COMMITTEE

W. Leo Smith (Chair) — copeiaeditor@gmail.com

Members: all Editors

RANEY FUND AWARD COMMITTEE

Misty Paig-Tran (Chair) — empaig-tran@fullerton.edu

Members: Mollie Cashner (2020-2022), Michael Franklin (2021-2023)

RESOLUTIONS COMMITTEE – No meeting in 2020

ROBERT H. GIBBS, JR. MEMORIAL AWARD COMMITTEE

Henry L. Bart, Jr. (Chair) — hbartjr@tulane.edu

Members: Larry Allen (2021-2023), Devin Bloom (2021)

***SPIRITUS* COMMITTEE**

Meredith Mahoney (Chair) — meredith.mahoney@illinois.gov

Members: Sarah Huber (2020-2022), Carol Spencer (2021-2023)

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Christopher Martinez (Chair) - cmimartinez@ucdavis.edu

Members: Rayna Bell (2020-2022), Luiz Rocha (2021-2023)

STUDENT AWARDS COMMITTEE

Emily Taylor (Chair) — etaylor@calpoly.edu

Member: TBD

WEB CONTENT AND MANAGEMENT COMMITTEE

Melissa Gibbs — mgibbs@stetson.edu (Chair)

Members: Dennis Murphy, Jacqueline Webb, James Watling, Cassandra Ford, Caleb McMahon and Katherine Boole (student representative)

HISTORY OF THE SOCIETY COMMITTEE

David G. Smith (Chair) — smithd@si.edu

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

COMMITTEE FOR DIVERSITY, EQUITY, INCLUSION AND BELONGING

Mariangeles Arce H. (Co-Chair) — m.arce@drexel.edu, Rayna Bell (Co-Chair) — rbell@calacademy.org

Members: Anat Belasen, Corinthia Black, Adania Flemming, Michael Franklin, Christopher Martinez, Rocky Parker, Adela Roa-Varón, Beck Wehrle, Molly Womack

RESOLUTIONS COMMITTEE

Devin Bloom, Chris Murray, Emily Taylor

REPRESENTATIVES TO OTHER SOCIETIES

AMERICAN ELASMOBRANCH SOCIETY: Charles "Chip" Cotton — ccotton@fsu.edu

AMERICAN FISHERIES SOCIETY: Marlis R. Douglas — mrd1@uark.edu

AMERICAN INSTITUTE OF BIOLOGICAL SCIENCES: Alan Savitzky — savitzky@usu.edu

BIOONE – Alan Savitsky - savitzky@usu.edu

HERPETOLOGISTS' LEAGUE: Alan Savitzky — savitzky@usu.edu

NATURAL SCIENCE COLLECTIONS ALLIANCE: Larry M. Page — lpage1@ufl.edu

SOCIETY FOR THE PRESERVATION OF NATURAL HISTORY COLLECTIONS:

Randy Singer — randalas@umich.edu

SOCIETY FOR STUDY OF AMPHIBIANS AND REPTILES: Alan Savitzky —

savitzky@usu.edu

SOCIETIES CONSORTIUM ON SEXUAL HARASSMENT IN STEMM: Lynne Parenti —

parentil@si.edu



SUMMARY OF THE MEETINGS

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SUMMARY OF THE MEETINGS

Ichthyology & Herpetology 109, No. 1, 2021, 334–347

THE 100th annual meeting of the American Society of Ichthyologists and Herpetologists (ASIH) was scheduled to be held in Norfolk, Virginia in the summer of 2020, but alas, due to the scourge of COVID-19, these meetings were canceled. Despite the cancellation, we held ASIH Executive Committee (EXEC) meetings, a Board of Governors (BOFG) meeting and a Business and Awards Meeting (BAAM or “BAAM ZOOM!” in its virtual form). This Summary will cover the meeting minutes and notes from those events.

BOARD OF GOVERNORS MEETING: 12 AUGUST 2020

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

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

Secretary Chakrabarty then read messages of regret from Governors Carole Baldwin, Marlis Douglas, Harry Greene, Patrick Gregory, Catherine Jachowski, Catherine Malone, Rick Mayden, Caleb McMahan, and Tracey Sutton. (Apologies to Governors who were unable to join the meeting because of internet-related issues.) This year we sadly report the passing of: Phil Heemstra (August 29, 2019), Rudolf G. Arndt (September 29, 2019), Joshua Copus (November 12, 2019), Dick Zweifel (November 25, 2019), Peter Pritchard (February 25, 2020), Barbara Brown (March 9, 2020), Jack Randall (April 26, 2020), Cindy Klepadlo (June 3, 2020), William G. Degenhardt (August 19, 2020), Dick Robins (November 13, 2020), David L. G. Noakes (December 1, 2020). [Secretary Note: This list was updated at the end of December 2020 to avoid repetition and recorded here.]

Our condolences to the colleagues, families, and loved ones of those who have passed. President Beachy then called for a motion to approve the minutes of the 2019 meeting of the Board of Governors as published in *Copeia* 2019, 107(4):814–822 (see Appendix E of the 2020 BOFG report). The motion was made by Governor Donnelly and seconded by Governor Espinoza. The motion passed unanimously.

President Beachy then called MMPC Chair Henry Mushinsky to speak about future meetings. Governor Mushinsky noted that Marlis Douglas stepped down from her role on MMPC, but applauded her hard work over the years she served in that position. The 2021 meetings will take place in Phoenix, Arizona from July 21–25, and Lara Ferry will be the

local host. The 2022 meetings will be in Spokane, Washington from July 27–31 with local host Nancy Staub. We would then hold our 2023 meeting in Norfolk, Virginia from July 12–16 at the original site of the canceled 2020 meetings.

Governor Mushinsky brought up a problem with finding consensus over childcare with one of the other JMIH societies and noted that the four JMIH society presidents appointed a committee to find a resolution by Christmas. Responding to a question about the potential that the Phoenix meetings may be jeopardized by the pandemic, Governor Mushinsky stated that a virtual option will be explored with the meeting managers (BAI), but that it is too early to make any decisions. Governor Ferry noted that the concern from one of the JMIH societies is that the childcare costs were a burden on the student membership. Secretary Chakrabarty noted that in the past ASIH has paid for childcare even when there wasn't full buy-in from the other societies. Governor Mushinsky and President Beachy then discussed how they were trying to get a consensus among the societies and were working on a plan. In response to a question from Governor Donnelly about the out-of-pocket costs if the Phoenix meetings were canceled, Governor Mushinsky stated that it would be similar to the losses in Norfolk, and in the range of hundreds of thousands of dollars. When asked about insurance to cover a cancellation, it was explained that none of the insurance policies we have or that are available (which are not cost-prohibitive) cover pandemics. President-Elect McCormick moved to vote on the proposed meeting in Norfolk in 2023, the motion was seconded by Governor Walker, and the motion was passed unanimously.

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

EXECUTIVE COMMITTEE MEETING

2020 EXEC members: Christopher Beachy (Chair and President), Frank McCormick (President-Elect), Kathleen Cole (Past President), Brian Crother (Prior Past President), Robert Espinoza (LRPP Co-Chair), Deanna Stouder (LRPP Co-Chair), Wm. Leo Smith (Editor), Adam Summers (ENFC Co-Chair), David Hillis (ENFC Co-Chair), Katherine Maslenikov (Treasurer), Prosanta Chakrabarty (Secretary) Absent: William Matthews (ENFC Co-Chair).

The ASIH Executive Committee held two virtual meetings.

Meeting 1—24 June.—Guests: Mark Sabaj as Secretary Designate; Representatives of the ASIH Committee for Diversity, Equity, Inclusion, and Belonging (Mariangeles Arce H., Anat Belasen, Rayna Bell, Chris Martinez, Rocky Parker, Adela Roa-Varon, Molly Womack).

President Beachy welcomed everyone over Zoom and called the meeting to order at 1:04 pm (Central Daylight Time) on 24 June 2020. He noted that this would be the first

installment of the 2020 Executive Committee Meeting of the ASIH and that there would be a second meeting in July. He asked everyone from the Executive Committee and from the Committee for Diversity, Equity, Inclusion, and Belonging (shortened for these notes to the DEIB) to give short introductions, which we did.

President Beachy then called on DEIB Co-Chair Mariangeles Arce H. to begin the presentation from the DEIB committee. The presentation was a summary of the DEIB committee's report in the 2020 ASIH Board of Governor's Book (BOFG Report #44).

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

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

The DEIB report noted that the 2020 diversity survey of the membership yielded only a 30.5% response rate (453 participants of 1,484 ASIH members) and brought up that we had significantly smaller percentages of Black/African, Hispanic/Latino, Asian, and women than the overall percentage among STEM graduates in the United States. The DEIB report also noted our 2020 diversity metrics were about the same or lower than previous years in which the survey was distributed. The Committee is deeply concerned the ASIH is not representative of the demography of the U.S. and called for an assessment of the diversity composition of the ASIH leadership. The DEIB called for a commitment to fund ten Cashner Student Awards and to provide financial support for ASIH to be represented at national conferences that promote diversity in STEM. Professional development opportunities and social gatherings for underrepresented groups were also recommended. The DEIB also suggested that those taking elected positions in the ASIH should have professionally led cultural training.

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

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

The full presentation from the DEIB is posted on the ASIH website: <https://asih.org/news/2020/presentation-asih-2020-survey-diversity>.

President Beachy then thanked Dr. Arce H. and the DEIB for making actionable items and stated that EXEC values their efforts a great deal. DEIB member Rocky Parker noted

that Secretary Chakrabarty had been tracking the Society's poor diversity numbers for some time but that there has been little change. Dr. Parker noted that he had to fight to get funding for the ten Diversity and Inclusion awards and believed there are serious philosophical problems that have prevented progress. Dr. Parker expressed frustration about the slow pace of change in the Society, and he did not think there was much time for EXEC to act. LRPP Co-Chair Bobby Espinoza noted how few people were taking the survey, and that the diversity numbers may be even worse than they appear in the survey. He suggested that part of the membership renewal should include taking this survey. Dr. Parker then mentioned that ten Cashner student awards was not enough (given how many apply) and that the ASIH should also have an Instagram presence to bring in a younger generation to our Society [Secretary note: we have since created an ASIH IG account, "ichsandherps," run by Dr. Sarah Gibson].

DEIB Co-Chair Rayna Bell thought we should make clear that we are recruiting a new and diverse membership and that we are offering a safe and welcoming home by confronting systemic racism. She and Dr. Parker noted that the Society has a number of early career members in our demographic that are progressively minded and whom we should recruit in our efforts to change.

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

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

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

conversation with EXEC and hoped that the two groups could partner on several of the action items raised.

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

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

Dr. Summers called for a motion to write an apology for the racist history of the Society and its members and publications, and to send it for approval to the EXEC and Board of Governors. The motion was seconded and passed unanimously. Dr. Bell mentioned that this work needs to be done JMIH-wide so she asked to be sent recommendations about who else to talk to from the other societies.

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

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

Editor Smith then put forward the motion that we change the name of *Copeia*, Dr. Cole seconded the motion, and the

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

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

Secretary Chakrabarty then mentioned that the notes for this meeting will be included with those of the second 2020

EXEC meeting. He stated that he would start the process towards running the BOFG voting for the name change as soon as possible.

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

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

Meeting 2—23 July.—Guests: Mark Sabaj as Secretary Designate.

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

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

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

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

Continuing with her report, Treasurer Maslenikov stated that she noticed that in reading EXEC meeting minutes from

previous years that a few Treasurer related items had not changed despite being voted on. She will get with Secretary Chakrabarty to check items from the past that did may have not been completed by previous Treasurers. Katherine mentioned that she worked with a different auditor than previous Treasurers and found updated information (reflected in Table 4 of the BOFG book). The Treasurer explained that the 990 tax forms for this year are delayed but that the auditor has filed an extension with the IRS. These 990 forms will be circulated to the BOFG for approval later in the year. President Beachy thanked the Treasurer for her work during this difficult time and transition. Editor Smith explained that in her work the Treasurer may find there are a number of changes that can be made to the ASIH finances that won’t require raising dues. Treasurer Maslenikov mentioned she is not recommending touching the endowments or raising dues at this time, and that she is working on the goal of figuring out the best way to illustrate where we have funds and how best they can be used.

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

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

journal name change. He said that due to the name change, the impact factor would take a hit after next year, as we will be citing the old journal name—but that we will use the *Copeia* impact factor for reports over the next three years until the *Ichthyology & Herpetology* journal name is integrated into the impact factor evaluation system.

President Beachy then mentioned that John Nichols, grandson of the Society journal's founder, John Treadwell Nichols, will write an introductory article for the first issue of the renamed journal. Editor Smith stated that there will be some historical accounts highlighting scientists from under-represented groups in *Ichthyology & Herpetology*. [Editor note: These have been formally named "Scientist Spotlights."]

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

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

President Beachy led a discussion about an apology from the ASIH to ichthyologists and herpetologists from under-represented groups to be published in *Ichthyology & Herpetology* if approved. He made a motion to forward the current draft of the ASIH apology to the BOFG and Secretary Chakrabarty seconded. There was some discussion about how to improve the wording and context of the apology and then the EXEC passed the motion unanimously (see Appendix G of the 2020 BOFG report for this apology).

The EXEC thanked the ASIH Webmaster Dennis Murphy for his service migrating items from the previous K-State website onto our ASIH website. Editor Smith said he would

work closely with the Webmaster on items related to the journal name change.

Next, Treasurer Maslenikov introduced a proposal from an ASIH Collections Committee subcommittee led by Sarah Huber. That committee would like to provide ASIH accreditation to collections similar to what the American Alliance of Museums does for institutions except the ASIH accreditation would go directly to collections. (Any collection that already has AAM approval would have ASIH accreditation as well, under their proposal.) The committee would like to begin reviewing proposals by the next JMIH meeting, and they are looking to get a stamp of approval from ASIH. The American Society of Mammalogists has created a similar accreditation program. Editor Smith asked if there would be a geographic limit to the accreditation, and Treasurer Maslenikov said that there would not be a limit since the committee does not need to go in-person and everything can be done virtually. Secretary Chakrabarty wondered who had authority over the committee, and noted some of the language in the questionnaire was potentially problematic. Treasurer Maslenikov mentioned that the text was from the Collections Committee and that they were trying to set a standard for best practices for ichthyology and herpetology collections. LRPP Co-Chair Espinoza liked the proposal and thought it would benefit smaller collections when they applied for NSF grants for collections. The EXEC agreed to move the Collections Committee accreditation program proposal forward to the BOFG (see Appendix H of the 2020 BOFG report).

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

1. Diversity, Equity, and Inclusion in Ichthyology and Herpetology, Tingle et al. (co-sponsored with the other societies); full day, \$1,500 [originally scheduled for 2020, but deferred due to cancellation of meeting].
2. Exemplary practices in herpetological education; Pinou and Schaefer; half day, no budget [this was originally to be sponsored by SSAR, but because it is related to a cross meeting award, and SSAR will not be participating with JMIH in 2021, a JMIH symposium is desirable, and it will be coordinated with a SSAR workshop at their meeting later in the summer].
3. Why are there so many kinds of fishes? A showcase of early-career ichthyologists; Miller et al.; full day; \$1,500 [new proposal].
4. The biology of whiptail lizards (*Aspidoscelis*); Barley et al.; full day; \$1,500 [new proposal].

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

We then discussed adding new members to EXEC, including graduate students and representation from the Committee for Diversity, Equity, Inclusion, and Belonging (DEIB). LRPP Co-Chair Stouder said she approved adding members as long as they were aware of the serious nature of the position and the heavy time commitment. Editor Smith voiced concern about the temporary nature of some of the positions that would only be on EXEC for a single year,

especially if there were rotating co-chairs. There was also some discussion about the large size of EXEC ever since co-chairs were invited. Prior Past President Crother noted that the students and DEIB would act as the conscience of the Executive Committee were they to sit on EXEC. Editor Smith noted that to add members to EXEC we would need a constitution change, and to do that the BOFG and the entire membership would need to vote.

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

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

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

Prior Past President Crother then brought up the issue of creating term limits for Past Presidents on the Board of Governors—he noted that there are 37 Past Presidents on the Board of Governors (versus 50 elected and 30 officers/editors) so the Past Presidents make up a large percentage of the voting body of the ASIH Governors. Prior Past President

Crother thought that Past Presidents should have an additional one year on the Board of Governors after serving as PPP and that they would need to be re-elected afterwards to rejoin the Board of Governors. He noted that if we wanted more diversity on the BOFG, that this rule change was one way to be more inclusive.

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

We then scheduled the Board of Governors meeting for 12:00 pm (Eastern Daylight Time) on 12 August 2020. Editor Smith has agreed to administer the meeting over Zoom. He noted that only members can attend and only Governors can vote and that there should be a push to have Governors renew their memberships. Secretary Chakrabarty apologized for letting this part of his duty lapse, but he did not push people to renew this year because of issues related to COVID-19 and the canceling of the meeting.

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

[end of EXEC meeting minutes]

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

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

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

blanket approval, and Governor Taylor seconded. The motion passed.

REPORTS TO THE BOARD

The Board of Governors then discussed exempted reports.

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

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

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

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

President Beachy then called for a vote and discussion on the 'ASIH Apology to Underrepresented Ichthyologists and Herpetologists' (see Appendix G of the 2020 BOFG report).

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

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

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

ASIH Apology to Underrepresented Ichthyologists and Herpetologists

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

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

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

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

We then called on IHCC Co-Chair Sarah Huber to introduce a proposal on Collections Committee Accreditation (see Appendix H of the 2020 BOFG report). She explained that in 2017 the ASIH EXEC gave approval to the IHCC to formulate a plan to provide ASIH accreditation (i.e., a 'stamp of approval' to show the collections are meeting curatorial standards) for ichthyological and herpetological collections. She explained that the goal for accreditation is not just for promoting a high standard but also to help support smaller collections. Governor Salcedo asked if there needed to be members from ASIH that were part of the collections to receive accreditation; the answer was no, although everyone participating would be encouraged to become members. She also explained that accreditation would be carried out via a survey and virtual visits. Calling for the question, Governor Rivas made the motion to approve the accreditation program and the motion passed unanimously.

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

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

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

In a discussion, Governor M. Wake asked what would be the status of current Past Presidents. Prior Past President Crother explained that all but the last five presidents would be removed from BOFG at the end of this year. Several Past Presidents explained that they were in favor of the motion before the vote. The motion passed and will now be presented to the full membership.**

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

Motion 2: The 'Chair of the Committee on Student Participation' will be added as a member of the Executive Committee of the ASIH. In a discussion, Helen Plylar and Bill Ludt corrected the motion that previously had 'President' incorrectly in place of 'Chair.' The motion passed and will now be presented to the full membership.

Motion 3: A Chair of the Committee for Diversity, Equity, Inclusion, and Belonging will be added as a member of the Executive Committee of the ASIH Governor Frost noted that he was in favor of the addition but that he wondered if the Executive Committee was getting too large. Secretary Chakrabarty noted that this was discussed at the EXEC meeting but that it was decided that these additional members could be accommodated. The motion passed, and will now be presented to the full membership.

Motion 4: Allow constitutional changes to permit virtual meetings and voting when necessary. "In addition to changes to the Constitution and Bylaws being voted on at the annual meeting with three months' notice, changes to the Constitution and Bylaws and other timely Society matters may be proposed by the Executive Committee and voted on by the Board of Governors and Society members via electronic voting with seven days' notice."

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

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

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

OLD AND NEW BUSINESS

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

Governor Hanken asked if EXEC had considered cancellations from library subscriptions due to the journal name change, as some libraries may not realize that *Ichthyology* &

Herpetology is a continuation of the serial rather than a new journal. Editor Smith explained that several ornithology journals also recently changed their names and journal subscription are about \$10K of the revenue and we don't expect to lose a significant number of subscriptions. It would mostly be the print institutional subscriptions (not online) that he thought we might lose.

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

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

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

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

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

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

DEIB Co-Chair Rayna Bell noted that her committee's survey found that 10% of survey participants from the membership noted being hearing impaired. Governor Whitfield then discussed how he and others were pleased that ASIH is moving towards becoming a more inclusive scientific

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

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

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

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

BOARD OF GOVERNORS ELECTIONS

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

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

We elected the following individuals: Nominating Committee Chair: Mark Peterson. Nominating Committee Members, Ichthyology: Katherine Bemis and Michael Franklin. Nominating Committee Members, Herpetology: Michelle Thompson. Governor Larry Allen was elected to a three-year term on the Robert H. Gibbs, Jr. Memorial award committee, and Governor Devin Bloom will serve a one-year term to replace a member who resigned; Governor Melissa Pilgrim was elected to serve a three-year term on the Robert K. Johnson award committee, Governor Dustin Siegel was elected to serve a three-year term on the Henry S. Fitch award committee; Governor Carol Spencer was elected to serve a three-year term on the *Spiritus* award committee, and Governor Karen Martin was elected to serve a three-year term on the Joseph S. Nelson award committee. Congratulations to all. We also elected an Honorary Foreign Member in Ichthyology—Ralf Britz.

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

ANNUAL BUSINESS AND AWARDS MEETING*

****BAAM ZOOM!" 19 December 2020.**—President Beachy called the Business and Awards Meeting (BAAM) to order for the virtual meeting at 7:04 pm (Eastern Standard Time). The number of participants peaked at 141, but was 125 at the start of the meetings. A quorum was present for all business and voting. Based on those who commented in the chat, there were representatives from Canada, Brazil, Kansas, Louisiana, Alabama, Pennsylvania, California, Texas, and several other parts of the country and world. Attendees also included a variety of membership categories from students, postdocs, retirees, and professionals. President Beachy opened the meeting by introducing himself and welcoming everyone to the virtual space. He noted that although the future of the planet in the midst of the pandemic is cloudy, he did not think the future of ASIH was unclear. He was encouraged that so many members were present at the meeting. He also noted that although this wasn't a great financial year for ASIH that we would manage, and that the spirit of the Society is bright and strong. However, in reference to finances, he encouraged those who had not renewed to do so; membership renewal rate is down this year (about 40% of a typical year). He encouraged those who could afford it to join as 'Sustaining Members,' which is a category that helps directly with the ASIH operating funds. President Beachy noted that he usually likes buying drink tickets to give out during the BAAM; he asked that all students (at the present meeting) send him a bill for two drinks so that he could personally send them a check for the cost of their beverages. He then went into the mechanics of some of the other activities of the meeting including 'ASIH Bingo.' Neither he or the Secretary were allowed to see the bingo words before the meeting (as they would be the ones that need to say the words on the cards). Prizes (of ASIH swag) would be given to bingo winners. Many thanks to Matt Girard for keeping track of winners. ASIH bingo winners were: Katherine Maslenikov, Natalie Claunch, Greg Watkins-Colwell, Whitney Walkowski, Cassandra Ford, Sara Ruane, Carol Spencer, Dustin Siegel, John Friel, Anat Belasen, Adania

Flemming, Kevin Conway, Ben Frable, Hayley Crowell, Catherine Malone, and Frank McCormick.

President Beachy encouraged members to use the chat function to ask questions. He thanked Leo Smith, Katie Smith, and Matt Girard for managing the various aspects of running the meeting over Zoom and for their service on the editorial staff. He also noted that the meeting was being recorded and that Secretary Chakrabarty would be keeping the minutes. President Beachy then called for a motion to approve the minutes as published in *Copeia* 2019, 107(4):814–822 and also in Appendix E of the 2020 BOFG report. Kyle Piller moved to approve the minutes; Hank Bart seconded the motion that carried unanimously. President Beachy then called on Secretary Chakrabarty to summarize the minutes of the Board of Governors meeting (printed above) held on 12 August 2020. Secretary Chakrabarty read his summary (full minutes were posted on the ASIH website and emailed to the membership) and played an “In Memoriam” slide show created by Lynne Parenti showing images of prominent ASIH members who recently passed (see updated list in the opening of BOFG minutes above). He also read the *ASIH Apology to Underrepresented Ichthyologists and Herpetologists* (reprinted above) that was approved by EXEC and the BOFG and distributed to the membership earlier this year. President Beachy then called for a motion to approve the minutes as read. President-Elect Frank McCormick moved to accept the minutes of the BOFG meeting as read; Luiz Rocha seconded the motion that carried unanimously. President Beachy then announced that David Hillis would receive a certificate of appreciation for his efforts on the Executive Committee including making us aware of the early impact of COVID-19 and of calling for an acknowledgment of long-term membership in our Society. He noted that we should all aspire to be members for 70+ years as some have attained. President Beachy also added kind words for Prior Past President Crother (“there is no stronger advocate for students”) and Secretary Chakrabarty (noting his early work promoting diversity at ASIH). All three would receive certificates for leaving the ASIH Executive Committee this year. Editor Beachy also recognized and welcomed Mark Sabaj as incoming Secretary. (Many kind words were said to both the outgoing and incoming members of EXEC in the chat.) President Beachy then called on Editor Leo Smith to discuss the Society’s journal and to present the Best Paper Awards for 2019. President Beachy praised the Editor and his team for an outstanding job through a very difficult year. Editor Smith showed a slide with the following timeline that precipitated the name change of the journal.

5 June—DEIB Committee shares “Black Lives Matter” email.

15 June—Dr. Alan Jaslow emails DEIB about Cope’s racist views and suggests journal name changed away from *Copeia* because of issues raised by his former student, Dr. Tamekia Wakefield.

15 June—DEIB emails ASIH President and Secretary about desires to change journal name away from *Copeia*.

18 June—President and Editor share potential journal name-change email to Members.

24 June—EXEC meets (with DEIB) and votes to change journal name to *Ichthyology & Herpetology*.

29 June—A motion from EXEC to BOFG to change journal name is formally sent.

2 July—BOFG votes to formally change the journal name to *Ichthyology & Herpetology*.

5–7 July—Allen Press and BioOne formally notified of journal name change.

10 July—Many of our journal websites begin transitioning from *Copeia* (transition for several in 2021).

11 November—Allen Press and editorial office finalize new cover and article layout.

7 December—Library of Congress approves and issues new journal ISSN for *Ichthyology & Herpetology*, opening the journal up to begin work under new name for 2021.

Editor Smith also revealed proofs of how the journal would look, including an example cover and articles. He also announced other changes beginning with Issue 1 of *Ichthyology & Herpetology*:

- Publishing an interview with Dr. Tamekia Wakefield.
- Publishing a letter from grandson of *Copeia* founder, John Treadwell Nichols, approving of and contextualizing journal name change.
- Beginning of a new series of papers, *Scientist Spotlights*, that resulted from the efforts of the ASIH Committee for Diversity, Equity, Inclusion, and Belonging to highlight the diversity of historical and current ASIH members.

He also mentioned that the Publications Policy Committee voted to dismiss the “sections” of *Ichthyology & Herpetology* Associate Editors, so these editors will no longer be restricted to specific categories. Based on a question in the chat, we announced that the Stoye and Storer Awards (which typically use these same journal section designations for award categories) would remain as they are.

ASIH AWARDS

Best Paper Awards

Editor Smith then announced the following Best Paper Award winners:

Best Paper, Herpetology: Cathy Brown, Lucas R. Wilkinson, Kathryn K. Wilkinson, Tate Tunstall, Ryan Foote, Brian D. Todd, and Vance T. Vredenburg. 2019. Demography, Habitat, and Movements of the Sierra Nevada Yellow-Legged Frog (*Rana sierrae*) in Streams. *Copeia* 107:661–675.

Best Paper Young Scholar, Herpetology: Marco Suárez-Atilano, Alfredo D. Cuarón, and Ella Vázquez-Domínguez. 2019. Deciphering Geographical Affinity and Reconstructing Invasion Scenarios of *Boa imperator* on the Caribbean Island of Cozumel. *Copeia* 107:606–621.

Best Student Paper, Herpetology: Hunter J. Howell, Richard H. Legere Jr., David S. Holland, and Richard A. Seigel. 2019. Long-Term Turtle Declines: Protected Is a Verb, Not an Outcome. *Copeia* 107:493–501.

Best Paper, Ichthyology: Rikke Beckmann Dahl, Eva Egelyng Sigsgaard, Gorret Mwangi, Philip Francis Thomsen, René Dalsgaard Jørgensen, Felipe de Oliveira Torquato, Lars Olsen, and Peter Rask Møller. 2019. 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.

Best Paper Young Scholar, Ichthyology: Aaron D. Geheber. 2019. Contemporary and Historical Species Relationships Reveal Assembly Mechanism Intricacies among Co-occurring Darters (Percidae: Etheostomatinae). *Copeia* 107:464–474.

Best Student Paper, Ichthyology: Rebecca Branconi, James G. Garner, Peter M. Buston, and Marian Y. L. Wong. 2019. A New Non-Invasive Technique for Temporarily Tagging Coral Reef Fishes. *Copeia* 107:85–91.

Many members (using the chat function of the Zoom) thanked the Editor as well as others in the editorial office (Katie Smith, Matt Girard) for their service in 2020.

Gaige and Raney Awards

Secretary Chakrabarty then put up a slide listing the Edward C. and Charlotte E. Raney and Helen T. and Frederick M. Gaige Awards winners (shown below), noting that these students were sent checks and certificates by mail (from the Treasurer). Judges for these competitions were also recognized.

Gaige Fund Award Committee: Sara Ruane (Chair), Nancy Karraker, and Chris Murray.

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*).

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

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

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

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

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

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

Brian Tornabene: Mechanistically linking stress physiology with survival and demography of amphibians exposed to mercury and disease.

Raney Fund Award Committee: Rebecca Blanton Johansen (Chair), Misty Paig-Tran, and Mollie F. Cashner.

Lucia Combrink: Eco-evolutionary feedbacks in response to predator introductions in the alpine lakes of the Wind River Range.

Lindsay DeHaan: Does diadromy drive the locomotor evolution of clupeiform fishes?

Michelle Herrera: Gut microbes and diet: testing phylosymbiosis in closely related prickleback fishes with different diets.

Matthew Jenkins: Light up the darkness: artificial light at night and diel behavioral patterns in stream fish.

Aubree Jones: A comparative analysis of lateral line system development to investigate the ontogenetic origin of an adaptive phenotype.

Jeremy Lomax: Test for hyomandibula driven jaw translation in a pacu species, *Piaractus brachypomus*.

Kara Noonan: The influence of butterflyfish and coral genome on the progression and transmission success of coral disease.

Amanda Palecek-McClung: The influence of mucus production in the adhesive performance of Hawaiian gobies.

Louis Penrod: Cranial spines in fishes as a passive mechanism of fouling reduction.

The Secretary then asked Mariangeles Arce H. (co-chair of the DEIB Committee) to announce the **2020 Cashner Award Winners** who were: **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, and Khalil Russell.**

Many members noted their desire to interact with the Cashner award winners at future meetings. Secretary Chakrabarty thanked the DEIB for their service and progressive actions to the ASIH this year. Dr. Arce H. noted that the DEIB looked forward to recruiting and mentoring these Cashner winners for many years to come. She noted a mentoring program that the DEIB started this year and thanked those that participated.

The Secretary then called on Brian Sidlauskas to announce the 2020 “Plenary” Award Winners. He called on the following Committee Chairs and Winners to present their awards.

Robert H. Gibbs, Jr. Memorial Award for Excellence in Systematic Ichthyology: Committee Chair Melanie Stiassny presented the award to **Mário C. C. de Pinna.**

Henry S. Fitch Award for Excellence in Herpetology: Emily Taylor (substituting for Committee Chair Mo Donnelly) presented the award to **Martha L. Crump.**

Robert K. Johnson Award for Excellence in Service: Committee Chair Eric Hilton presented the award to **Henry L. Bart, Jr.**

Meritorious Teaching Award in Herpetology: Committee Chair Emily Taylor presented the award to **Stephen P. Mackessy.**

Meritorious Teaching Award in Ichthyology: Committee Chair Michael J. Pauers presented the award to **Brian L. Sidlauskas.**

Spiritus: Lifetime Achievement Award in Support of Collections: Committee Chair Katherine P. Maslenikov presented the award to **Alexandra M. Snyder.**

Joseph S. Nelson Lifetime Achievement Award in Ichthyology: Committee Chair Brian Sidlauskas presented the award to **Paula M. Mabee.**

Margaret M. Stewart Achievement Award for Excellence in Ichthyology or Herpetology: Committee Chair Whitney Anthonysamy presented the award to **Emily N. Taylor.**

The speeches and images of the award winners will appear in a future issue of *Ichthyology & Herpetology*.

Note: There were no Stoye or Storer Award winners in 2020 because of the cancellation of JMIH.

FUTURE MEETINGS

President Beachy called on Kyle Piller (representing the Meeting Management and Planning Committee: MMPC) to talk about the 2021 JMIH meetings planned for Phoenix.

Dr. Piller explained four scenarios given the current state of the world:

- 1) Cancel the in-person meetings at a cost of \$195,865 (\$52K for the venue and \$144K for the hotel).
- 2) Hold an in-person meeting as usual (expecting a financial loss because of reduced attendance).
- 3) Hold a hybrid meeting with online and virtual presentations (the virtual platform cost is \$60,000) but we would also still be on the hook for contract requirements (up to \$195K), and there are logistical challenges including creating a new cost structure for meeting registration.
- 4) Virtual-only meeting—in this scenario we would need to renegotiate the meeting for 2024, but the hotel and venue are not currently willing to renegotiate. This option could cost as much as \$255,000.

Based on questions in the chat, Dr. Piller also mentioned the following: Arizona currently has restrictions on indoor gatherings and we are unclear about vaccination roll-out times; therefore, it is unclear if an in-person meeting in July would even be possible, or if the hotel and venue would refund us if those restrictions are not lifted. The MMPC and the EXEC of each JMIH society will discuss these options early in the new year. There is currently no timeline for deciding about which route to take, but it might have to be made much closer to the meeting time than usual. Editor Smith and President Beachy then discussed pushing the abstract deadline back and also having no abstract requirement (i.e., “an abstract free meeting”), which was shown general approval by the membership in the chat.

President Beachy called on the local host, Lara Ferry, to discuss the situation in Arizona. Dr. Ferry noted that the hotel industry has been severely impacted by COVID and is taking a hard line in negotiating. She also noted that the COVID rates were still very high and rising in the state. She added that currently, “We remain in the dark, and we might have to come down to the wire for making a decision about JMIH.” She then read off all the words on her bingo card.

MOTIONS

Secretary Chakrabarty then called for a vote on the motions previously passed by the EXEC and the Board of Governors (listed in BOFG minutes above).

The following is a summary of the ASIH Constitutional changes that were passed by an online vote by the membership.

- 1) Past Presidents of ASIH will no longer be lifetime members of BOFG; Past Presidents will now serve a single, five-year term as a member of the new BOFG class (one of ten new members), after their role as Prior Past President; at the conclusion of that term they would need to be re-elected to the BOFG to re-join. Amendment: Turn 30 of the vacated past-president positions on BOFG (as of 2021) into elected BOFG positions. This addition would change the number of elected BOFG members from 50 to 80; Constitution, Article V, Section 1, p2; PPM, BOFG, Committee Appointment and Tenure, a, p40), with 20 of these positions reserved for graduate students and postdocs.*
* This change will be implemented with a large election of new Governors that will be staggered across

multiple years. Starting in 2020, we will add in every new BOFG class: 4 students/postdocs and 12 more-senior members. In 2021, to accommodate the new rule change, we will have 20 regular member ichthyologists + 20 regular member herpetologists + 20 postdoc/student herpetologists + 20 postdoc/student ichthyologists on the ballot. This 80-person ballot will permit us to elect 40 new Governors (half regular members and half postdoc/students) in 2021. The 40 newly elected Governors will be spread around the active BOFG classes. The 2026 class will include 12 regular members and 4 postdoc/student members. The 2025, 2024, 2023, and 2022 year classes will each add 2 regular members, and 4 postdoc/student members. Those individuals getting the most votes will be in the 2026 class, followed by those with the second highest number of votes in the 2025 class, etc. Past Presidents are generally expunged except the most recent seven. Beginning in 2021, the current Past Presidents on the BOFG are the Past President (Chris Beachy, Class of 2027), the Prior Past President (Kathleen Cole, Class of 2026), and the five most recent Past Presidents not on EXEC (Brian Crother, Class of 2025; Carole Baldwin, Class of 2024; Mo Donnelly, Class of 2023; Larry Allen, Class of 2022; Brad Shaffer, Class of 2021).

- 2) The Executive Committee of the ASIH will be expanded to include the ‘Chair of the Committee on Student Participation’ (in 2021, Adania Flemming) and a Chair of the Committee for Diversity, Equity, Inclusion, and Belonging (in 2021, Mariangeles Arce H.).
- 3) A motion was passed to accommodate virtual meetings and voting on ‘timely Society matters’ with seven days’ notice. As a result, the BOFG and then the full membership voted to permit the elections of the President-Elect, Board of Governors, and re-appointments of editors and officers one week after the BAAM ZOOM.

All the motions passed with overwhelming (>90%) support by the membership.

[Note: We elected the following people via an electronic election held one week after the BAAM ZOOM: President-Elect: Emily Taylor. BOFG Class of 2025: Brian Crother (will be added as the former PPP), Emily Moriarty Lemmon, M. Rockwell (Rocky) Parker, Molly C. Womack, Raul Diaz, Frank T. Burbrink, Melanie L. J. Stiassny, Prosanta Chakrabarty, Hank Bart, Kory Evans, Adania Flemming.

All officers and editors were re-elected (see Appendix C of the 2020 BOFG report).]

RESOLUTIONS

President Beachy called on the Chair of the Resolutions Committee, Emily Taylor, to read the 2020 ASIH Resolutions. The Resolutions Committee also included Devin Bloom and Chris Murray.

RESOLUTION ON REMOTE COMMUNICATION.—WHEREAS hugs and handshakes have been replaced with emojis in the chat box that no one can find, and

WHEREAS the hardest part of a modern lecture is remembering which screen to share so that students and

colleagues don't see themselves or your presenter view notes, and

WHEREAS many of us lectured in our pajamas, or without pants, or having just stepped off the exercise bike for the first time, and

WHEREAS the phrase "I can see you but I can't hear you" no longer reflects a couple's communication deficiency, and

WHEREAS your most promising scientific ideas and most erudite and poetic phrases in 2020 have all been interrupted by the phrase "I don't think they know they're muted...,"

THEREFORE BE IT RESOLVED that the ASIH continue to support remote and hybrid learning and communication to the fullest capacity until students and educators alike can be back in the lecture hall, laboratory, conference center, or outdoor classroom.

RESOLUTION ON DIVERSITY.—WHEREAS the ASIH membership, like that of many scientific societies, suffers from a lack of diversity, and

WHEREAS 2020 has underscored the extreme inequities faced by people of color, and WHEREAS academic societies are prone to idolatry within fields, and

WHEREAS *Copeia* was named after Edward Drinker Cope, who is now accurately recognized to be a misogynist, racist, eugenicist and therefore unworthy of being the namesake of our Society's journal, and

WHEREAS due to the hard work of the ASIH Committee for Diversity, Equity, Inclusion, and Belonging, the ASIH now has actionable data on our woeful record of inclusion for four years in the form of their ASIH Diversity Survey Report as well as the first action item now a reality in the form of the Cashner Student Awards, and

WHEREAS Dr. Tamekia Wakefield, a now practicing physician but once an amateur herp enthusiast, had the courage to expose our own unjust idolatry about Cope's repulsive views to her undergraduate professor,

THEREFORE BE IT RESOLVED that the ASIH affirms that Black Lives Matter, and

THEREFORE BE IT FURTHER RESOLVED that we all take the time to think about privilege in our Society as well as our institutions and create action items for how to identify and eliminate systemic racism.

RESOLUTION ON COVID-19.—WHEREAS the virus causing COVID-19 has wrought havoc on the health and economic livelihood of millions of people, and

WHEREAS the virus has led to the cancellation of the JMIH conference and disrupted the research and teaching plans of herpetologists and ichthyologists, and

WHEREAS some students and professionals may feel tremendously isolated and depressed during these difficult times, and

WHEREAS the pandemic has revealed a lack of scientific awareness that the general public crucially needs, and

WHEREAS controlling the spread of the virus relies on following the advice of scientists, physicians, and epidemiologists,

THEREFORE BE IT RESOLVED that members of ASIH continue to wear masks, socially distance, avoid gatherings, and reach out to our students and colleagues so that we can all remain healthy, enjoy seeing our colleagues in person at future JMIH, and set a strong and life-saving example for the public.

RESOLUTION ON THANKFULNESS.—WHEREAS we are not able to congregate to share ideas: the good, the creative, the bad, the bizarre, the outlandish, and the groundbreaking, and

WHEREAS while we miss sharing our science, we miss seeing all your lovely faces, hearing your laughs, and sharing our stories even more, and

WHEREAS the old farts of our Society form the bedrock upon which our Society rests and grows, and

WHEREAS our amazing student members are the heartbeat of our Society, inspiring us old farts to keep up, and

WHEREAS our board members, officers, editorial staff, and membership at large has shown remarkable leadership in a challenging year to usher in a new era of our Society,

THEREFORE BE IT RESOLVED that we extend our deepest thanks to the ASIH Executive Committee for the huge amount of extra work they have done in 2020, and

BE IT FURTHER RESOLVED that we specifically thank outgoing Secretary Chakrabarty for his great work over the years, and

BE IT FURTHER RESOLVED that we celebrate him and all the members of ASIH with this video montage (<https://bit.ly/BAAMZOOM>).

OLD AND NEW BUSINESS

President Beachy then called for items of Old Business.

- (a) The Secretary noted that there was no raffle this year or other items that provide funds for students at JMIH. He reminded the membership to donate to the Cashner or Hubbs funds on the ASIH website. He then called on the Chair and Chair-Elect of the Committee on Student Participation, Adania Flemming and Helen Plylar, and thanked them for asking for a calendar of events, an item that was recently added to the ASIH website. They also ran several virtual panels for students that were very successful and helpful. Adania and Helen discussed the need for student and postdoc representation on the BOFG and reminded us that both groups play a major role in the Society and deserve a vote that matters: "Representation doesn't matter, if you don't have a say." They then thanked the members for the affirmative vote to add student members to EXEC and the BOFG.
- (b) Michael Franklin then noted that he is one of the few long standing members of color in the Society (30+ years) and wanted to thank the other members of color, and to Adania and Helen for supporting students of color. Dr. Franklin encouraged those that may have questions about talking to students of color to reach out to him.

Hearing no other items of Old Business, President Beachy called for items of New Business.

The President again thanked the editorial office members (Leo Smith, Katie Smith, and Matt Girard) for running the BAAM ZOOM so well.

The only item of New Business was a farewell comment from outgoing Secretary Chakrabarty. He stated that this would be his fifth and last BAAM as Secretary. He thanked President Beachy for keeping the ASIH ship afloat during a very difficult year. He also thanked his longtime colleague

Leo Smith for knowing all the rules and regulations which the Secretary tended to bend if not break; together they made a good team. Leo has especially been helpful as President of the 'ASIH AV Club' in running the virtual space where the EXEC, BOFG, and BAAM ZOOM took place. Secretary Chakrabarty mentioned that the ASIH is family for him, and that although the last five years tested him at times, he felt privileged to be there when the Society needed him. He acknowledged that he also made a number of mistakes and

thanked members of the EXEC (both past and present) for their support and guidance during his tenure.

Hearing no additional items of new business, President Beachy called for a motion to adjourn which was made by Tim Berra, and seconded by Carol Spencer at 9:53 pm.

Respectfully submitted,
Prosanta Chakrabarty
ASIH Secretary
24 December 2020