



BOARD MEETING MINUTES

Meeting – Thursday 29th August 2019 (Meeting #7)

Commencing 11:00 AEST

[NSW, VIC, ACT, TAS, QLD - 11:00; SA, NT – 10:30; WA – 8:00]

GoToMeeting: <https://global.gotomeeting.com/join/294402373>

Meeting ID: 294-402-373

Phone No: +61 2 8355 1038

GoogleDrive Documents:

<https://drive.google.com/drive/folders/16OfkP3i-vzI0YOxS6Jw4zvDb6YB-sePS?usp=sharing>

Distribution list: Don Driscoll (President), Bek Christensen (VP – Public Liaison & Policy; President-elect), Amy Hahs (VP – Research), Jodi Price (VP – Student Affairs), Kate Umbers (VP – Membership & Communications), Chloe Sato (Secretary), Jeremy Huntley (Treasurer), Nigel Andrew (Austral Ecology – Chair), Pep Turner (EMR – Chair, Editorial Board), Gerry Turpin (Ordinary Director – Indigenous Engagement), Leanda Mason (Ordinary Director – Early Career Research). Gail Spina (Executive Officer), Jacky Tierney (Finance & Membership Officer), Toni Stevens (Online Media Manager).

1.0 WELCOME AND APOLOGIES

1.1 **Chairperson's Welcome and Introduction**

1.2 **Apologies:** Gerry Turpin, Pep Turner, Leanda Mason
Absent: Kate Umbers

1.3 **Minutes of June Board Meeting (no quorum in July) – for ratification***

Motion: That the minutes of the previous Board Meeting be accepted as a true and correct record.

Moved: Don Driscoll

Seconded: Jeremy Huntley

All in favour: motion carried.

2.0 ACTION ITEMS FROM PREVIOUS MEETINGS

2.1 **Matters Arising from Previous Board Meetings***

AGENDA ITEM #			ACTION ARISING	PERSON
Board	Aug (#7) 18	5.6.1	Membership WG to develop list of potential Honorary Fellowship recipients.	Membership WG
Done. Gail circulated list as a late item (Item 7.1). Board to add any names that occur to them and send to Gail.				
PD	Nov (#1) 18	3.4.2	Meet with Media WG to discuss modes of ESA communication.	Toni
Done. Toni has drafted communication strategy and budget. Most pressing matters in conference media and decisions made around that at FGWG. Bigger discussion around communications at Planning Day 2019.				
PD	Nov (#10) 18	5.4.1	Develop prospectus (future fund framework) of potential funding projects, investment story, value proposition of ESA etc. that can be given to potential investors.	FGWG/Toni
Raised as an important action at Strategic PD, but is remit of Director – Fundraising, Sponsorship.				
PD	Nov (#10) 18	6.1.1	Draft report outlining what is involved in accreditation of practitioners, cost-benefit analysis to ESA of offering accreditation opportunities, and which groups can benefit from the provision of ESA-branded accreditation.	Practitioner WG
Gail circulated paper about what is involved to become an RTO. With Practitioner WG; overall strategy needs to be developed and what different models could look like. Carry over to Planning Day for discussion as an options paper. Ongoing.				
PD	Nov (#10) 18	6.2.1	Work through and further develop KPIs for WG for which they have oversight.	VPs

AGENDA ITEM #		ACTION ARISING		PERSON
Done. Further refinement required. Will happen as Strategic Plan document is prepared.				
Board	Feb (#1) 19	2.1.1	Compile list of potential strategic/priority Hot Topics that can be circulated to Board for feedback.	Policy WG
Done. Active list being developed, particularly arising from discussion with politicians. Now an ongoing 'business as usual' action.				
Board	Feb (#1) 19	2.1.2	Liaise with STA to identify whether compiled list of Hot Topics may be useful for informing actions undertaken by STA or discussions undertaken by STA with politicians.	Bek
Done. Bek spoke with them about Hot Topics and STA will use as required in their communications with politicians.				
Board	Jun (#5) 19	5.3.1	Send Gail list of teaching institutions to contact regarding educational materials/PD opportunities	Chloe
Done.				
Board	Jun (#5) 19	7.2.1	Explore options for on-ground localised offsetting option that all members need to/can contribute to for ESA 2019	Conference WG/Gail
Done. See Item 5.9.				
Board	Jun (#5) 19	6.1.1	Board to approach sponsorship/fundraising staff at their universities to see whether there are additional avenues to pursue RE engaging fundraising director.	All Board (within universities)
Ongoing.				
Board	Jun (#5) 19	6.1.2	Gail to contact previous Perpetual contact (David Peck) to discuss avenues for sponsorship/fundraising and/or engaging Director in this space	Gail
Done. No further avenues to pursue beyond recruiting a Fundraising Director. Action amended to "Explore avenues for engaging Fundraising Director with Perpetual" .				

3.0 REPORTS

3.1 Treasurer's Report – Jeremy Huntley*

Financial statements tabled. Jeremy provided verbal update of issues and highlights including that the 19/20 budget needs approval before anything can be reported against.

Motion: That the Board approve the 19/20 budget.

Moved: Jeremy Huntley

Seconded: Don Driscoll

All in favour: motion carried.

At present there is a \$54K deficit which is within the risk appetite threshold (across the 3-year period). Pulled expenditure where initiatives aren't continuing, but expenditure still remains reasonably high - which contributes to deficit position. However, projections are conservative to covers issues associated with Austral Ecology etc.

Nigel requested that income from Austral Ecology may need to be revised, considering the state of the Australian Dollar. However, the mechanics of payments need to be confirmed to see how that falls out in the budget.

18/19 Audit update: meeting scheduled soon to discuss process. Nothing significant has arisen at this point. Final financials for Board approval expected for September Board. Auditors this time round a bit lacklustre, so in process of getting quotes for next year and will bring to September Board.

3.2 Correspondence Report – Chloe Sato

Late correspondence noted from Bushfire Biodiversity Group, thanking ESA for its support of their event.

3.3 Working Group Report – All

Working Group Portfolio Chairs should submit a written dot point report for their Working Groups allowing for discussion of questions and issues only, rather than taking time for verbal updates.

Directors with WG oversight to collate and forward dot point reports to Secretary prior to Board meetings.

Oversight	Working Group	Chair	Update as at 29 August 19
President	JOURNALS	Don Driscoll	<p>Austral Ecology</p> <p>Nigel gave four Writing for Publication workshops recently: two in Brazil: Rio de Janeiro, Porto Alegre; and two in Argentina Cordoba and Buenos Aires. Around 30 ECR's came to each of them as did local representatives of the Austral Ecology Editorial Board.</p> <p>In Rio, Nigel also chatted with the editors of a local journal (Oecologia Australis) about the process of making the journal systems more streamlined (they are on a very tight budget).</p> <p>There was positive feedback from all of the workshops, and also potential to continue giving these further down the track.</p> <p>If any of the Board would like Nigel to give a workshop at their institution, I would be happy to organise. A workshop is organised for ESA19 in Launceston.</p> <p>EMR</p> <p>The EMR related parts of the ESA conference:</p> <ol style="list-style-type: none"> 1. <i>Practitioner Engagement</i> working group Symposium is on track to being filled and organisers doing an excellent job. The symposium includes the Inaugural Practitioner Award. 2. Field days have a few trips that are really practitioner focused. <p>EMR updates</p> <p>Tein has filled 20 sought-after feature updates that are to be published to complement the EMR 20th anniversary virtual issue. Three more are in the draft stage. Two have been accepted and published on the EMR website and the others are being worked through the others. Hopefully they will all be up by mid-end September.</p> <p>Tein will at least have the candidate summaries up around the time the conference is being</p>

Oversight	Working Group	Chair	Update as at 29 August 19
			promoted more - so can find synergies between promotion of both.
	INDIGENOUS ENGAGEMENT	Gerry Turpin	<p>International EthnoBotany Congress bid postponed to 2022. We have a few questions over the substance and organisational capacity of the new ISE Board and this will give us time to see how the dust settles before committing. Proposed venue will be Pullman Hotel in Cairns. Sponsorship prospectus being developed to start seeking funding partners - because of conference size and registration restrictions, adequate sponsorship will be imperative.</p> <p>New ESA/Bush Heritage Right-way Science award to be launched at ESA19 - \$5000. Will be an annual award.</p> <p>Delegates now encouraged to recognise TO's of land on which they conduct research in their abstract and presentations. Proposal is that this be mandatory from next year.</p> <p>Hot topic on indigenous cultural burning in review.</p>
	ACADEMIC FREEDOM	Don Driscoll	Don Driscoll and Georgia Garrard have started the write up and will meet in August to consider how best to present the results.
VP Student Affairs	STUDENT ACTIVITIES & AWARDS	Jodi Price	No update.
	ECOLOGICAL EDUCATION	Dieter Hochuli	No update.
VP Research	EARLY CAREER ECOLOGISTS	Stephanie Courtney Jones	Still looking for additional members.
	RESEARCH CHAPTERS	Eleonora Egidi	Research Chapter WG had a very productive meeting with Toni Stevens on 02/08 to discuss options regarding communication and better use of the ESA website. Key outcomes: mailchimp identified as most effective format for handling mailing lists (rather than through ESA website). RCWG meeting notes attached for reference.
	RESEARCH AWARDS	Amy Hahs	Still no WG but AERA nominations and Wiley Next Generation Ecologist applications have now been sent out for review.

Oversight	Working Group	Chair	Update as at 29 August 19
VP Member Communications	EQUITY	Vacant	Queer Mixer organised for ESA2019. Queer network to be kicked off prior to conference and promoted as an online safe space with ongoing communication. Equity Allies program to be introduced at ESA2019 – listing 'safe' people to talk to about any equity & diversity issues.
	CONFERENCES	Jodi Price	Canberra/Sydney/Wollongong site inspections done for 2020 – Wollongong recommended – see agenda item below. NZES asking for endorsement of Rotorua as 2022 EcoTas venue – feedback welcome. 2021 – dates reserved for Canberra @ Canberra Convention Centre but Darwin Convention Centre an option – feedback welcome.
	PRACTITIONER ENGAGEMENT	Sacha Jellinek	Inaugural Practitioner Collaboration Award to be presented at ESA2019 recognising partnerships between researchers & practitioners delivering enhanced outcomes. Potential partnership with EIANZ in delivering workshops – very early days!
	BULLETIN	Marie Dade	Verbal update.
	MEMBERSHIP	Kate Umbers	Redevelopment of website and potential database redesign now underway. Meeting with web providers and ESA staff in early September. Current delivery date December 31 – this will require input from Board and Working Group Chairs – please be responsive!
VP Public Outreach & Policy	MEDIA	Euan Ritchie	No update.
	POLICY	Bek Christensen	No update.
	HOT TOPICS	Dale Nimmo	No update.
Treasurer	FINANCIAL GOVERNANCE	Jeremy Huntley	No update beyond Treasurer's report.
	FUNDRAISING & SPONSORSHIP	Vacant	Group not active.

3.4 Online Media Report – Toni Stevens*

Online media report tabled and noted by Board. Social media is tracking well. Toni highlighted that no external provider will be engaged for conference media this year – it will be done internally. Hot Topics are functioning again, and the September Bulletin will focus on urban ecology (and only be sent to members while subscriber list is cleaned of bots). Finally, website is being migrated to new system.

3.5 Membership Report – Jacky Tierney

Members currently at 1075. No other issues.

3.6 Conference Report – Gail Spina*

Conference report tabled and noted by Board. 550 abstracts, program very full. Looking like a strong conference.

4.0 SUBMISSIONS

No submissions tabled.

5.0 GENERAL BUSINESS (Discussion and/or Voting)

5.1 Recruitment: Director, Fundraising and Sponsorship – Gail Spina*

Applications received for the Director of Fundraising and Sponsorship circulated for consideration and discussion by the Board.

None seemed suitable. Is there something in the way that we are advertising that isn't appropriately communicating what we want from the position and for the society.

AGENDA ITEM #	ACTION ARISING	PERSON	DUE BY
Board_Aug_19_5.1.1	Toni and Amy to follow up contacts regarding Fundraising Director. Send link to PD and ask for advice on best way to go about recruiting/whether they know anyone suitable..	Toni/Amy	October Board 2019

5.2 Web Development Project: Additional Staff Hours – Gail Spina*

ESA is currently undertaking redevelopment of our website with our new providers, ORION, and also investigating developing a new integrated database. It is desirable that this is completed as soon as possible as, in the interim, we are paying ORION a double monthly fee to both maintain the old website and develop the new one. The aim is to have the website completed by December 31, 2019. To do this it is anticipated that additional hours will be required from staff to keep this to time. Accordingly, we propose to approve an additional day a month (7.5 hours) for the Web Officer and up to a half day a month as required (3.75 hours) for the Finance/Membership Officer and Executive Officer. These additional costs have been included in the 2019/20 budget presented to this meeting.

Motion: That the Board approves additional hours required from staff for the web development project.
 Moved: Don Driscoll
 Seconded: Jeremy Huntley
 All in favour: motion carried.

5.3 New website design – Toni Stevens

Toni has a sitemap and first stage design (wireframe) for the new ESA website for discussion. Please consider the questions circulated as a late item about the new website design and provide feedback. Feedback will guide the design of the website – anything that needs to be covered in the meeting planned for next week should be sent through to Toni asap.

The sooner the Board can decide on design etc., the better it will be for the budget as developers are currently maintaining one site while developing another (duplicating costs). Toni will contact Board directly as required; please be prompt with feedback to progress the project.

5.4 Board Structure 2020 – Don Driscoll*

At the strategic planning workshop in June we considered how to best align the ESA board structure with the ESA's strategic priorities. We came up with a draft structure that now warrants further consideration. The circulated PPT illustrates the links among board members, staff and working groups. We need to consider whether this is an appropriate structure and provide critical feedback to improve it before a final version comes to the board at a later meeting.

Board suggested a title change to "VP – Membership Services", that role of EMR Chair and EMR Editor need to be clearly distinguished and only one needs to be on the Board, and that volunteers should be distinguished from core support staff. EMR Editor should align with EMR Chair, and Policy Officer should align with VP – Policy. A separate supporting document could explain the role of each of the positions.

AGENDA ITEM #	ACTION ARISING	PERSON	DUE BY
Board_Aug_19_5.4.1	Incorporate Board comments into Structure document and circulate new version to Board.	Don	September Board 2019

5.5 ESA Mission, Vision, Values – Don Driscoll*

At the strategic planning meeting we drafted a vision, mission and values statement. Subsequent input by DD, Amy Hahs and Bek Christensen has led to the current version, circulated to board members. We now seek further input from all board members to prepare a final version.

Mission supported, Vision supported (knowledge sharing: separate ecological education as a separate bullet point, but Values need additional work.

AGENDA ITEM #	ACTION ARISING	PERSON	DUE BY
Board_Aug_19_5.5.1	Find original statements, Rick's version, and upload new statements as well as a reminder for the Board to provide feedback.	Don	September Board 2019

5.6 Bush Heritage Award – Gail Spina*

ESA-Bush Heritage conference award proposal circulated to Board for discussion. Annual award first presented this year. Any questions of comments, direct to Gail. Potentially make presentation available online.

5.7 New collaboration invitation with BES regarding practitioner engagement – Don Driscoll*

At the International Congress for Conservation Biology in Kuala Lumpur in July, Don met with Erika Newton, managing editor BES, and Marc Cadotte, current editor of J Appl Ecol, but moving to head the new initiative Applied Ecology Resources (AER). They explained their new AER program, and invited ESA to become founding members of the program, for a membership fee. Benefits include possible new avenues for ESA to engage with practitioners. Details in tabled documents.

While Board agreed that it was valuable to broadly support the initiative, it was unclear what the value for money is for ESA (and whether ESA materials would get extra exposure). It is likely that EU content would work well in an EU context, but maybe not Australian content. It is also unclear what impact financial support (and provisioning of our resources) would have on EMR – although it may be a possibility that EMR could publish articles that are rejected from the BES journal – and on our membership base.

The Board agreed to be listed as a supporting partner, seeking to connect NGOs and Government with their systems via ESA advertising as the initiative develops.

5.8 Feedback about INTECOL structures and ESA involvement – Nigel Andrew*

INTECOL are changing their structure and will be asking member societies to paying their dues again: we should be paying \$1 per member per year. Details provided in circulated papers and the following letter to the ESA President:

Dear Don
President of Ecological Society of Australia

On behalf of the Board of INTECOL (International Association for Ecology) I am contacting you to let you know about proposed changes to the structure and governance of INTECOL, and to seek feedback from your society. The changes are set out in the attached letter and the new version of the INTECOL Statutes (also attached).

We will contact you again later in 2019 with more information on the institutional membership, the election process, the collection of annual dues and the benefits that societies will receive if they are active members.

In the meantime, we are happy to receive any comments or feedback you have on the revised statutes. If you could provide feedback to me by 30th September 2019 that would be appreciated. Thank you for your society's interest and ongoing support for INTECOL.

Yours sincerely
Shona Myers

INTECOL is looking to reinvigorate itself as an umbrella of ecological societies, and the voice for international ecology. Nigel suggested that, for the time being, it is worthwhile to stay involved.

Motion: That the Board agrees to remain part of INTECOL and will pay membership dues.

Moved: Nigel Andrew

Seconded: Don Driscoll

All in favour: motion carried.

5.9 ESA2019: Potential Offset Options – Gail Spina*

At the 2018 AGM, there was a request for ESA to consider the sustainability cost of presenting the annual conference in terms of travel impacts. One of the responses to this is to offer meaningful optional offset options as part of delegate registration. It is preferable that these tangible benefit at the local level in the region where the conference is being held. The attached document presents 3 options for consideration for offset for the 2019 conference.

Landcare Tasmania is a good local option, while Greening Australia is linked with flights and may offer a long-term contractual option for offsetting in future. These two options are preferred by the Board. Gail to have a conversation with both and decide on the most appropriate.

As a tangential conversation, it was suggested and agreed that a sustainability policy for the broader organisation should be developed, and that in future, sustainability accreditation could be sought.

AGENDA ITEM #	ACTION ARISING	PERSON	DUE BY
Board_Aug_19_5.9.1	Develop draft sustainability policy for distribution to the Board.	Gail	October Board 2019

5.10 ESA2020 venue – Gail Spina*

Potential venues in Canberra, Sydney & Wollongong were considered for the ESA2020 60th anniversary conference. The goal was initially to hold in Canberra but a suitable venue was not available for our dates. The Sydney venue, RoundHouse @ UNSW, almost met the brief but was too small for a Sydney conference, had no accommodation within walking distance and availability of on-site student accommodation could not be guaranteed. Novotel Wollongong had a substantial conference venue which would meet all our venue needs as well as providing local accommodation and eateries within the venue precinct. It is 'regional' but easy train access from airport and free local shuttle bus makes transfers easy. Also, University of Wollongong has a significant ecology focus and putting together a LOC with UoW & Sydney Unis combined should be straightforward. ESA conference was held in Wollongong in 2002. The Board supports Wollongong as the ESA 2020 venue.

5.11 EcoTas 2022 venue – Gail Spina

NZES are proposing the next EcoTas conference in Rotorua in 2022. It would normally be due in 2021 although we had discussed pushing it out to every 5 years, and we had added a clause at their request

to say the location should be on a direct international flight route. Consequently, they have asked if we are happy with that choice.

The Board is prepared to consider Rotorua if there is strong reasoning for the location, given the difficulty of accessing the location for Australian delegates. NZES should also provide options for Australian delegates in getting to Rotorua.

AGENDA ITEM #	ACTION ARISING	PERSON	DUE BY
Board_Aug_19_5.11.1	Communicate sentiments of Board about selection of Rotorua to NZES Board.	Gail	September Board 2019

6.0 OTHER ITEMS (Noting and/or Information)

6.1 Report from Strategic Planning Workshop – Don Driscoll*

Our facilitator Ric Willmot <ric@executivewisdom.com> at the strategic planning workshop in June put together a summary of key parts of the work we did. This item is just to notify the board that we have this document (circulated), and will take this, along with our detailed working group plans to formulate the new five-year strategic plan.

6.2 Writing workshops by Austral Ecology Editor – Don Driscoll*

This item is just to note that Nigel Andrew has been delivering scientific writing training on his tour of South America, while also promoting Austral Ecology. An example flyer promoting his work is attached for information only.

6.3 Community Fund Update – Gail Spina

This year we launched the ESA Community Fund where members can make a tax deductible donation and vote on a grant towards an agreed theme. This year's theme is Ecology and Education. Call for donations raised \$2200. We have now advertised a grant of \$2000 with the remaining \$200 held over for next year's call for funding. Applications close September 30 and donors will then get the opportunity to vote on their preferred winner from the applications received. Application form and information can be found here: <https://www.ecolsoc.org.au/news/2019/08/2019-esa-community-fund-grant-applications-now-open>. Please circulate through your relevant networks.

6.4 2020 Board Nominations – Gail Spina

It is time to advertise Board nominations for the upcoming AGM. We know that Amy will be stepping down from VP Research (this makes me sad!) and we have the Fundraising & Sponsorship vacancy. If anyone else is thinking of moving on please let me know. Nominations will be opened in the next few weeks.

6.5 AGM Director Reports – Chloe Sato*

Director reports for this year's AGM are due October 15. Please start sending them through to the Secretary to collate. If you need some guidance, last year's reports were circulated.

7.0 LATE ITEMS

7.1 Potential high-profile award nominees – Gail Spina*

Paper listing potential high-profile award nominees for ESA Fellowship circulated as a late item. Eclectic list as a prompter, please send additions through to Gail. It is anticipated that the inaugural award would go to David Attenborough, then a list of potential suitable recipients would be available for future years.

8.0 NEXT MEETING: 26 September 2019.

Meeting close: 12:53pm