



## BOARD MEETING MINUTES

**Meeting – Thursday 31<sup>st</sup> May 2018 (Meeting #4)  
Commencing 11:00 AEST**

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

**GoToMeeting:** <https://global.gotomeeting.com/join/550678581>

**Meeting ID: 550-678-581**

**Phone No: +61 2 9087 3604**

**GoogleDrive Documents:**

<https://drive.google.com/drive/folders/1pHjsYhWSmZTPruKbBPPpWeilsNqAZNpy?usp=sharing>

Distribution list: Don Driscoll (President), Amy Hahs (VP – Research), Dieter Hochuli (VP – Student Affairs), Bek Christensen (VP – Public Liaison & Policy), Kate Umbers (VP – Membership & Communications), Chloe Sato (Secretary), Jeremy Huntley (Treasurer-elect), Nigel Andrew (Austral Ecology – Chair), Pep Turner (EMR – Chair, Editorial Board), Gerry Turpin (Ordinary Director – Indigenous Engagement), Noel Preece (Ordinary Director). Gail Spina (Executive Officer), Jacky Tierney (Finance & Membership Officer).

### 1.0 WELCOME AND APOLOGIES

#### 1.1 Chairperson's Welcome and Introduction

#### 1.2 Present and Apologies

Present: Don Driscoll (President), Dieter Hochuli (VP – Student Affairs; arrived 11:10am), Bek Christensen (VP – Public Liaison & Policy; left 12:21pm), Kate Umbers (VP – Membership & Communications; arrived 11:40am, left 12:40pm), Chloe Sato (Secretary; left 12:40pm), Jeremy Huntley (Treasurer), Nigel Andrew (Austral Ecology – Chair), Pep Turner (EMR – Chair), Gerry Turpin (Ordinary Director – Indigenous Engagement), Gail Spina (Executive Officer), Jacky Tierney (Finance & Membership Officer; left 11:57am).

Apologies: Noel Preece (Ordinary Director)

Absence: Amy Hahs (VP – Research)

#### 1.3 Minutes of Previous Board Meeting (April 2018) – for ratification\*

***MOTION: That the minutes of the previous Board meeting be accepted as a true and correct record.***

Moved: Nigel

Seconded: Bek

All in favour: motion passed.

### 2.0 ACTION ITEMS FROM PREVIOUS MEETINGS

#### 2.1 Matters Arising from Previous Board & Executive Meetings\*

Action List attached.

*Contact Perpetual philanthropic arm to maintain networks.  
Underway. Gail/Jeremy plan to visit in Sydney or Brisbane.*

*Policy WG to collate facts about land clearing for each state for Letters on behalf of ESA.  
Ongoing. Two new submissions – one on EPBC Act and reducing red tape. This submission will fast-track collation of land clearing facts.*

*Develop front end of Perpetual proposal. Feedback from Board to refine and strengthen.*

Ongoing. Indigenous WG to meet early July and progress IMPACT proposal.

*Identify Perpetual projects to pursue in 2018.*

Complete. Indigenous WG to meet early July and progress IMPACT proposal.

Still open to rest of Board if someone comes up with an idea. These ideas can have lead in time i.e. carried over to next or subsequent years. 3-year budgetary approach will help in identifying and putting forward but time to put it together is potentially still the main constraint.

*Develop risk appetite threshold options and present options to Board.\**

Complete. Addressed at 3.1.

*Develop financial KPIs for consideration by Board.\**

Complete. Addressed at 3.1.

*Finalise ESA sponsorship process.*

Ongoing. Webpages being developed and clear process for sponsorship underway. Form and criteria will be available. Draft version forwarded to Board for feedback before it goes live.

*Draft hot topics list for STA President and present to board for feedback.*

Modified. List of hot topics put together by Policy WG will be circulated to Board for feedback then Bek will liaise with STA.

*Discuss and update ESA sponsorship guidelines (and process), and upload to ESA website.*

Ongoing. See above. Action Combined with "Finalise ESA sponsorship process".

*Discuss options for Giving Circle process for consideration by Board.*

Held over to June Board meeting.

*Amy to contact research chapter convenors about updating webpages; Gail to email WG Chairs to check and update relevant webpages if necessary.*

Ongoing. Some pages updated, some haven't been.

*Send description and purpose of Academic Freedom survey to Nigel for discussion at INTECOL Board meeting.*

Complete. Nigel took description to INTECOL and it was generally well received. INTECOL would be interested in collaborating. Once survey is ready to go, Nigel to send to INTECOL and they will forward to societies.

*Contact Wiley and ask for journal PDFs to be uploaded.*

Complete. Everyone now has access to Austral and EMR.

*Update Board on Wiley access issues and resolution to access issues.*

Complete. Everyone now has access to Austral and EMR.

## 3.0 REPORTS

### 3.1 Treasurer's Report – Jeremy Huntley\*

The Treasurer's report was tabled and the balance sheet and profit/loss discussed.

**YTD** Wiley payment has come in so year-end profit can now be seen.

Draft Budget: People who put in for grants have been advised of outcome. Bottom line is a deficit (due to risk appetite). Income is conservative based on known items but largely in line with last year. If no further comments, will turn into proposal for June Board for approval.

**Risk appetite:** FGWG met to discuss principles and KPIs for financial performance. Risk appetite provides parameters and framework to assist in decision making for Board. Can be revisited as ESA changes over time. Three categories: acceptable, tolerable, not acceptable. 3-year horizon to allow for one-off incidents to occur in a year (2 years to rephrase and reassess).

Jeremy to update risk appetite document so that 16k is in brackets (so that it doesn't look like an expected profit), and also include an explicit review cycle (i.e. annual).

**KPIs:** Circulated document provides a starting point for this approach. In future, will look to have KPIs included in submissions in future. KPIs allow FGWG to track financial progress, and if off track, discuss with Board. If reasons for being off track are known, can accept risk (or not) and if reason is unknown, can explore further. At AGM, KPIs will be useful for budget discussions and exploring reasons for not being on track.

**MOTION: That the Board accept: (1) the Risk Appetite principles, (2) the risk targets for 2018/2019, and (3) the KPI targets for 2018/2019.**

Moved: Jeremy Huntley

Seconded: Nigel Andrew

All in favour: motion passed.

| AGENDA ITEM #      | ACTION ARISING                | PERSON    | DUE BY          |
|--------------------|-------------------------------|-----------|-----------------|
| Board_May_18_3.1.1 | Board discussion of ESA KPIs. | All Board | Planning Day 18 |

### 3.2 Correspondence Report – Chloe Sato\*

Correspondence Report tabled and noted. Bek to add additional correspondence to report.

### 3.3 Working Group Report – All

Substantial items tabled prior to the meeting. Verbal update to be provided for all WG from directors with WG oversight.

| Oversight          | Working Group               | Chair          | Update as at 31 May 18   |
|--------------------|-----------------------------|----------------|--|
| President          | JOURNALS                    | Don Driscoll   | Contract discussions progressing. Face-to-face discussion with Rebecca and Peter.<br><br>Book review person in place and active now.   |
|                    | EQUITY                      | Vacant         | No update. Opportunities advertised through e-news.<br><br>Once representation worked out from membership database, Membership WG can potentially progress some equity objectives that are relevant to Membership. |
|                    | INDIGENOUS ENGAGEMENT       | Gerry Turpin   | Meeting in July. Six positive responses to join WG; awaiting one response.   |
|                    | ACADEMIC FREEDOM            | Don Driscoll   | Survey mostly developed but will be progressed further from next week by new employee.   |
| VP Student Affairs | STUDENT ACTIVITIES & AWARDS | Dieter Hochuli | No update.   |
|                    | SCHOOL ENGAGEMENT           | Vacant         | Contacted people about school engagement. Interest in widening breadth to ecological education to incorporate undergrad curricula. Dieter to progress further. ToR will need to be rewritten.                      |

| Oversight                              | Working Group             | Chair            | Update as at 31 May 18  |
|--|---------------------------|------------------|---|
| <b>VP Research</b>                     | EARLY CAREER ECOLOGISTS   | Amy-Marie Gilpin | No update.  |
|  | RESEARCH CHAPTERS         | Vacant           | No update.  |
|  | RESEARCH AWARDS           | Amy Hahs         | No update.  |
| <b>VP Member Communications</b>        | CONFERENCES               | Jodi Price       | Meeting scheduled in the next month. Phone catch up to discuss mechanisms to reduce registration fees earlier this week. Also thinking about congress in 2020.  |
|  | PRACTITIONER ENGAGEMENT   | Sacha Jellinek   | Sacha and Michelle caught up to draft scoping document for group. Three people also have expressed interest in being involved.<br><br>Looking to keep ties between practitioner and membership.   |
|  | BULLETIN                  | Dustin Welbourne | Next edition ready to come out.   |
|  | MEMBERSHIP                | Kate Umbers      | Meeting to discuss getting data on members more accessible. Usable set of data to figure who we are and target where we are missing major groups.   |
| <b>VP Public Outreach &amp; Policy</b> | MEDIA                     | Euan Ritchie     | Interviewing for online media manager in next week. Looking forward to getting someone in the role, then Media WG will liaise with position to progress online activities.  |
|  | POLICY                    | Bek Christensen  | Mainly looking at STA policy vision (addressed at 5.1). Now also have two commonwealth enquiries: 1) EPBC Act and agriculture (easier for farmers to navigate); 2) investigation into allocation of research funding and how it is coordinated. |
| <b>Treasurer</b>                       | FINANCIAL GOVERNANCE      | Jeremy Huntley   | Addressed at 3.1.   |
|  | FUNDRAISING & SPONSORSHIP | Vacant           | Addressed at 3.1.   |

### 3.4 Web Officer Report – Gail Spina

Verbal update. Website access issues with upgrade, otherwise everything has been going smoothly.

### 3.5 Membership Report – Jacky Tierney

Verbal update. Everything running smoothly and people are still joining.

### 3.6 Conference Report – Gail Spina\*

Conference report tabled. Everything travelling well. Registrations open and program finalised. Gail to double check dates on logo and website (seem to have two different dates).

## 4.0 SUBMISSIONS

No submissions tendered between April and May Board meetings.

## 5.0 GENERAL BUSINESS (Discussion and/or Voting)

### 5.1 STA Policy Vision – Bek Christensen\*

Policy WG has been drafting advice and comments to STA on their Policy Vision document. The Policy WG is now seeking additional feedback from the ESA Board before sending final comments through to STA. Previous advice and edited STA Policy Vision were circulated for the Board's consideration.

Feedback is not substantially different to what was prepared in December. Fundamental flaw in that the Policy Vision is based on the premise that Science generates commercial outcomes. Trying to advocate for appreciation of long-term research and STA were keen to have more info. ESA Can draw together case studies on the benefits of long-term research, and potentially also something about the financial cost of forgetting about the environment.

STA is happy to talk through this with the Board after receiving feedback – let Bek know if you want to attend. For policy vision, additional feedback to Bek by midday next Thursday.

### 5.2 Gender Equity in ESA Awards – Gail Spina\*

An email from an ESA member requested that the Board explore potential reasons for the limited number of female recipients of higher level ESA awards and take action to remove barriers. Gail proposed to draw together statistics on equity in ESA awards to begin discussions. Equity statistics were circulated for the Board's consideration.

Don circulated statistics on women in academia. Gender balance skewed away from women in senior level positions. For ESA, student application success is skewed towards women while later-year applications skew back towards men. Awards may reflect career skew or could reflect application (student) vs nomination (senior awards). Female members may be less likely to nominate than men? Or perhaps an increasing number of female recipients in years to come?

ESA needs to tease out what influences are for this inequity, identify what can be done differently to improve equity across the board while ensuring awards are still merit-based, and that conscious or unconscious bias surrounding awards is removed.

| AGENDA ITEM #      | ACTION ARISING   | PERSON     | DUE BY          |
|--------------------|--|------------|-----------------|
| Board_Apr_18_5.2.1 | Research Awards and Student Awards to discuss equity in ESA awards and bring key points about nominations, processes and equity (more broadly) in Awards to Board for PD discussion. | Amy/Dieter | Planning Day 18 |

## 6.0 OTHER ITEMS (Noting and/or Information)

### 6.1 BBC Request for Assistance – Gail Spina\*

BBC has requested assistance from the ESA in identifying members/directors who could provide advice on the main conservation issues in Australia that may be showcased in an upcoming BBC episode. Correspondence from the BBC was circulated. The timeframe is tight; BBC needs key Australian conservation issues and images that poignantly represent the issue in next couple of weeks.

| AGENDA ITEM #      | ACTION ARISING  | PERSON         | DUE BY |
|--------------------|---|----------------|--------|
| Board_Apr_18_6.1.1 | Send key conservation issues in Australia (and accompanying image) for BBC to Gail for compilation and circulation to Board for feedback. | All Board/Gail | ASAP   |

**6.2 Crowd Funding Support Webpage – Gail Spina\***

Graham Fulton is looking for his crowdfunding page to be promoted by ESA. The funds raised from this crowdfunding exercise will allow Graham to complete his historical research into the *Chevert* expedition by William Macleay in 1875. Correspondence from Graham was circulated.

Crowd funding was discussed in terms of providing an online space for members to post their crowd funding projects. Board agreed that criteria need to be developed to ensure projects posted fit with ESA's objects and ethics and there is a moderation and approval process. Item referred to the Membership Working Group to develop draft recommendations by August Board meeting.

| AGENDA ITEM #      | ACTION ARISING   | PERSON        | DUE BY       |
|--------------------|--|---------------|--------------|
| Board_Apr_18_6.2.1 | Develop draft recommendations for member advertisement of crowd funding projects online (including ESA moderation and approval process). | Membership WG | August Board |

**6.3 Holsworth Update – Gail Spina\***

Holsworth report tabled and noted. All letters to successful and unsuccessful applicants sent around next week as a batch.

**7.0 LATE ITEMS**

No late items raised.

**8.0 NEXT MEETING**

**June Board** – 28 June 2018.

Meeting closed: 12:45 pm

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