

The Wildlife Society Council Regular Annual Meeting Agenda

Saturday, September 26, 2020

If you have comments you would like to share with Council prior to the meeting, go to <https://wildlife.org/leadership-and-values/> to get your Council Representative's email address.

TIME	TOPIC	PERSON
1:00 PM	Call to Order, Roll Call, Agenda Review (including Consent Agenda)	White
1:05 PM	Minutes Review: Special Council Meeting	White
Officers/CEO Reports		
1:10 PM	<p><i>President's Report:</i> Interim Actions, Pinniped Report Announcement, Discussion Regarding Letter to Council</p> <ul style="list-style-type: none"> • Organization units with approved bylaws/charter changes • Four new student chapter petitions approved • Final report and recommendations were issued by the Marine Mammal Protection Act, Section 120(f) Pinniped-fishery Interaction Task Force. TWS member Jeff Lake represented TWS on the task force. • President White received and shared with Council and the Climate Change WG a member letter sharing specific recommended actions to increase TWS' engagement on climate change. Council will discuss this letter to determine next steps, as appropriate. 	White
1:30 PM	<p>Discussion on Diversity Framework for TWS</p> <ul style="list-style-type: none"> • A discussion to help Council and staff develop a unified view and understanding of TWS' role in social and political issues since they have the potential to be divisive due to diverse backgrounds, beliefs and experiences of our members. 	White
2:10 PM	<p><i>CEO's Report:</i> Org Chart Review, FY20 Budget and Operations Plans Review</p> <ul style="list-style-type: none"> • TWS budget review reflects a healthy net income budget surplus that will cover projected revenue shortages for FY20-21 due to COVID-19 without dipping into the Council's Permanent Reserve Fund that maintains 6-months of expense reserves. Equity 	Thompson

	<p>increased by 38% from \$2.1M to \$2.9M. Members will have access to detailed results through the Minutes of this meeting.</p> <ul style="list-style-type: none"> Despite the challenges presented by COVID-19 for the final four months of the year, we completed nine of 11 goals. The membership growth goal of 250 fell short by just 19 members. 49 out of 61 tactics (82%) were achieved. Details will be available through the Minutes. 	
2:40 PM	<p>FY21 Budget and Operations Plans Progress</p> <ul style="list-style-type: none"> Council passed a revised budget in July based on lower projected revenue than expected back in March when the original budget was passed. In addition to lowering revenue, expenses were also reduced. During this meeting, Council will be asked to vote on an additional adjustment due to a change in Generally Accepted Accounting Procedures that moved some anticipated FY20-21 revised budget income into the budget surplus for FY19-20. If passed, the result will be a revised budget that reduces revenue to \$1.89M (-32%) and expenses to \$2.22M (-20%) requiring the use of \$329,000 to be fully funded by the FY19-20 budget surplus. Council will review financial reports through the end of August, which are still being compiled for the meeting. However, July's reports showed a positive net income versus the revised budget. FY20-21 Operations Plans were revised to align with the revised budget and will be presented for evaluation and approval. 	Thompson
3:00 PM	Break	All
3:10 PM	<p>Working Groups: Fiscal Sponsorship Progress Report</p> <ul style="list-style-type: none"> At the March Regular Council Meeting, staff updated Council on financial management and fundraising challenges related specifically to nine Working Groups who were unable to open new banking accounts due to banking regulations. TWS staff presented a fiscal sponsorship model that would position TWS as the fiscal sponsor of these TWS units, managing their funds as restricted assets held for the use of those WGs. A software platform has been purchased to facilitate implementation. Staff will update Council on the status of this pilot program. 	Kovach

3:20 PM	<p>Mexico Chapter Petition</p> <ul style="list-style-type: none"> TWS received a petition to form a Mexico Chapter affiliated with the Southwest Section in Mexico. Staff will update Council on progress and questions related to this pending petition. 	Thompson/ Kovach
3:40 PM	<p>Canadian Organization Units Update</p> <ul style="list-style-type: none"> The Canadian Section of TWS is incorporated as an independent organization in Canada, allowing it to qualify for tax-exempt status in that country. Council will hear about recent developments and considerations related to potential options for TWS Chapters in Canada that could tie them to the newly incorporated Section or would maintain direct ties with TWS. The Canadian Section will also present a funding request to help cover legal fees that would be associated with helping the chapters affiliate directly with the Section. 	Merrill
3:50 PM	<p>Policy Updates</p> <ul style="list-style-type: none"> TWS staff will update Council on staff activities related to Recovering America's Wildlife Act, federal appropriations, stimulus funding, the Endangered Species Act, Migratory Bird Treaty Act, and the National Environmental Policy Act. 	Norris/Murphy
4:10 PM	<p>Wiley Updates and Recommendations</p> <ul style="list-style-type: none"> Our journals publishing partner will share recommendations for Council discussion related to potential adoption of a new journal design to make online reading easier, a new member print-on-demand option, a new development plan for Wildlife Monographs, an HTML-only online proofing system, increasing the diversity of the journals' editorial boards, alignment with Wiley's data sharing policy, and introduction of Graphical Abstracts and rich media format. Any recommendations by Council will be reviewed by the Journals Steering Committee for potential implementation with Wiley. 	Kovach/Genest
4:40 PM	<p><i>Enter Executive Session</i> Personnel Discussion</p> <ul style="list-style-type: none"> All staff personnel-related discussions are confidential. <p><i>Exit Executive Session</i></p>	White
5:00 PM	Recess	All

The Wildlife Society Council Regular Annual Meeting Agenda

Sunday, September 27, 2020
Virtual Zoom Call 1–5pm ET

TIME	TOPIC	PERSON
Committee Reports		
1:00 PM	Call to Order, Roll Call	White
1:05 PM	<p>Other Council Action Items</p> <ul style="list-style-type: none"> • Requests by the International Wildlife Management Working Group related to Council engagement and direction for future international activities. • Requests by the Student Development Working Group related to diversity, equity, and inclusion efforts such as grants to fund equipment for Black, Indigenous, People of Color (BIPOC) students and conference travel support. • Request by the Policy Priorities ad hoc Committee to reauthorize the committee, appoint a new chair and charge it with drafting new policy priorities for the 117th Congress for Council review. • Request from the Leadership Institute ad hoc Committee to continue efforts to revise and update the LI curriculum. • Request from the Retired Wildlife Professionals Committee to codify that the TWS Immediate Past President serve as the At-Large Member of this committee for one-year term. • Request from the TWS Wildlife Restoration Awards Committee to continue to advertise this relatively new award and solicit nominations to build recognition and establish a firm foundation for the award. • Recommendation from the TWS Awards Subcommittee to collaborate with the Publications Committee to explore recognizing outstanding service by Associate Editors of our journals. • Request from the Wetlands Working Group for TWS to create an avenue for organization units to access TWS Annual Conference recorded presentations for educational opportunities. 	White

<p>1:25 PM</p>	<p>Diversity Committee</p> <ul style="list-style-type: none"> • Recommends that TWS’ Diversity Committee include up to 12 members that would include a Council member as chair, up to three TWS members from underrepresented groups, and one board member each from: the Ethnic and Gender Diversity WG, Early Career Professionals WG, Women of Wildlife community group, Out in the Field community group, Human Dimensions WG, International Wildlife Management WG, Native Peoples’ Wildlife Management WG, and the Student Development WG. • Recommends determining the structure of the Diversity Committee and other associated WGs and integrating this into the Operations manual, providing more definitions in the bylaws for such concepts as “representation”, determine structure of partnerships and integrate this into the Operations manual. • Recommends a discussion of revising the Standing Position on Workforce Diversity to address the topics of discrimination, harassment, and bullying. • Will be making motions that TWS revise its Policies and Procedures Code, Ethics Policy, and Code of Ethics to address the topics of discrimination, harassment, and bullying. • Recommends continued discussion and coordination with Conservation Leaders for Tomorrow on these recommendations. • Recommends TWS Staff participate in meetings, relay, or raise questions to the Societies Consortium on Sexual Harassment in STEM, and communicate to the Vice President of TWS and the Diversity Committee relevant subject matter. • Will be making a motion to establish a TWS Ombuds Office as a voluntary service unit consisting of a small team of no more than four individuals chosen by Council for three-year terms. • Will be making a motion to approve “The Wildlife Society Office of the Ombuds Charter” that has been presented to Council. • Will move to amend the TWS Bylaws to include language that codifies the two previous motions if passed. If passed, the change would go to TWS membership for a vote. 	<p>Chambers</p>
<p>2:15 PM</p>	<p>Bylaws Subcommittee</p>	<p>Lanka</p>

	<ul style="list-style-type: none"> • Seeking authorization to distribute the draft of new TWS Bylaws with updates from Council to Section and Chapter Presidents, Working Group Chairs and the TWS Heritage Committee for review and comment so Council can consider their input before voting and sending the draft to the members for review/voting. • Recommends creating a Governance Link on the TWS website to make it easier for members to find and access Council approved TWS Governance and Policy documents. • Recommends adding a checkbox to both the membership join/renew page for requiring individuals to agree with TWS Purposes as stated in the Bylaws and agree to uphold and conduct professional and membership related activities in accordance with the TWS Code of Ethics. • Recommends modifying the join/renew page to select the Lifetime Membership option. • Recommends modifying the join/renew page to allow members to click to consent to explicitly consent to receiving TWS notifications electronically. 	
3:10 PM	Break	All
3:20 PM	<p>Certification Review Board Liaison ad hoc Committee</p> <ul style="list-style-type: none"> • The CRB recommends a number of updates and one addition to the Wildlife Biologist Certification Program Policies Manual. Major proposed changes are bulleted below. • Change references to “professional-level experience” to “professional biologist experience.” • Impose a 9-credit limit that can be substituted with experience. • Allow unofficial transcripts to be accepted. • Remove the requirement that at least one degree (Bachelor’s degree and/or advanced degree) must have been completed in a “wildlife-related” field. • State explicitly that online courses that may not appear on university transcripts can be used for credit if sufficient documentation is provided. • Raise the minimum grade for accepting courses from D to C-. • Combine the Wildlife Management and Wildlife Biology categories and allow up to 3 credits for management-oriented invertebrate biology courses. 	Ramakka/Kovach

	<ul style="list-style-type: none"> • Remove the requirement that the plant taxonomy/identification requirement must be met with a college/university course and cannot be met with nontraditional education or experience. Allow credit for dendrology and silvics as botany credit. Current language allows for one or the other, not both. • Accept qualifying GIS courses in the Quantitative Sciences category. • Is proposing a process for crediting communications intensive courses in the Communications category. • Clarify how varying semester/term lengths among universities are credited. • Add a clarifying statement for substituting experience for formal coursework credit. • Add a statement clarifying how work hours are credited for work experience. • Remove the requirement that one professional reference must be a CWB. • Clarify that depending on the description of course content: Climate science courses would count in the Physical Sciences, Ecology, or Policy, Administration & Law categories; Fire science courses could count in Physical Sciences or Ecology categories and could also be included in the Wildlife Management category if significant coverage of wildlife management objectives is present; Wetland science courses could be counted in the Ecology, Wildlife Management, Botany or Physical Science categories and some may also count for partial credit in the Policy, Administration & Law category; Other natural resource courses (e.g. rangeland science) may also be counted for multiple categories depending on content. • Eliminate the 3 credit hours required in categories A-E. • Proposed specific guidelines for applicants with extensive coursework deficiencies. • The Committee is also sharing a proposed Memorandum of Understanding proposed by the Bird Strike Committee USA that would move the administration of the established Airport Wildlife Biologist Certification to TWS. Qualifications for certification are already established by the FAA. 	
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Old Business

3:50 PM	<p>Gender Field in the Member Database</p> <ul style="list-style-type: none"> A motion is being proposed to update the member database that allows members to optionally designate gender of Male and Female to optional gender identity selection of Man, Woman, Non-Binary and Other (fill in the blank). 	Thompson
4:05 PM	<p>Diversity, Equity, and Inclusion Funding Proposal</p> <ul style="list-style-type: none"> During the July Special Council Meeting, Council approved a motion to “allocate an initial \$15,000 within the FY20-21 budget to the Executive Committee that will work with wildlife professionals, TWS members, and Council, as appropriate, to prioritize and implement use of those funds to advance diversity, equity, and inclusion of underrepresented communities within TWS. The developed plan will be approved by Council prior to implementation.” Council will review the Executive Committee’s recommendation during this segment, which is based on the wide variety of suggestions received over the past few months. In an effort to ensure that TWS maximizes the impact of its investments in diversity, inclusion, and equity initiatives, a major focal point of the proposal is to develop a DEI Strategic Plan within six months that will prioritize tactics and ensure measurable progress and results. 	White
New Business		
4:25 PM	<p>North American Non-Lead Partnership</p> <ul style="list-style-type: none"> Exploratory discussion related to a potential partnership or support opportunity with this organization. 	Batcheller
Announcements and Updates		
4:40 PM	<p>AFWA Updates</p> <ul style="list-style-type: none"> Executive Director Ron Regan and President Sara Parker Pauley will be updating Council on AFWA efforts and their recent conference. 	Regan, Pauley
4:50 PM	Outgoing Council Members’ Comments	Lanka, Johansen, Miller
4:55 PM	President’s Outgoing Comments	White
5:00 PM	Adjourn or additional announcements	All

